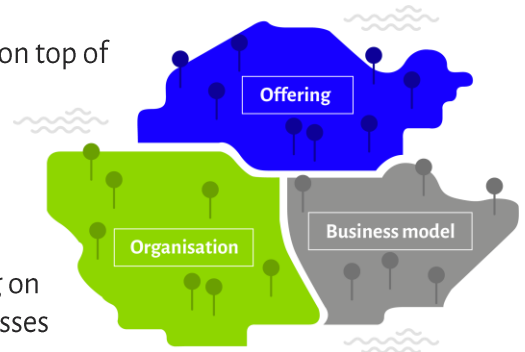


DIGITAL JOURNEY TRACKER

Digitizing HR processes

In order to win the war for talent, HR is facing many challenges to stay on top of the game. It must adapt its processes and methods to meet the requirements of an enterprise in a digital economy. Recruiting and retaining talent is becoming more complex, employees expect increasing transparency and communication, digital competence development is required, and administrative tasks must still be delivered. In summary, HR must move up the value chain by delivering on more complex tasks while automating operations. Digitizing HR processes help to meet demands imposed on the HR department.



Agoria focuses on five HR processes that can benefit from digitization. For each of those, digital solutions exist within its member base:

DIGITIZING HR PROCESSES	
E-Recruitment & Onboarding	Recruitment is increasingly depending on digital channels and social networks. The company's brand value becomes more important in order to attract new talent in the job market. Intelligent platforms make it possible to better match candidate profiles to job requirements. All stages, from recruitment to the onboarding of new hires can be managed seamlessly on a digital platform, leading to transparency and higher productivity.
Digital Administration	Self-service tools reduce the administrative burden and improve employee comfort and autonomy. Furthermore, a digital archive significantly reduces the cost of printing and storage and makes tasks as searching and auditing easier. Realtime automated task planning and skill matching can reduce idle time of the organization's workforce.
Learning & Development	Digital tools can offer flexible and interactive training opportunities through e-learning, MOOCs and individualized learning tracks. The changing business environment requires a continuous competence development . Individual feedback systems and performance management tools contribute to organizational agility and employee satisfaction.
Digital Teams & Organization	Bringing agility in teams helps organizations to thrive in a changing world. This starts with effective communication and collaboration tools to help break silos and facilitate easy, targeted and transparent team communication. This also leads to better knowledge creation and retention.
HR Analytics	As the HR organization is digitalizing, more and more data becomes available. Data visualization and analytics tools can be used to create relevant dashboards in order to provide new insights . This information allows to make better decisions and to anticipate on future requirements.

To discover use cases for Digitizing HR processes and information on other tactics of the Digital Journey Tracker, visit www.digitaljourneytracker.be

Digitizing HR Processes

Digital solutions improve key HR processes and contribute to optimal staff employability in an agile organization	Expertise Domain					Products & Services					Used Technologies					Main Target Market			website	contact		
	E-recruitment & Onboarding	Digital Administration	Learning & Development	Digital Teams & Organisation	HR Analytics	Other	SaaS & Software solutions	API	Services	Hardware/Infrastructure	Other	AI & Machine Learning	Data Warehousing	(Chat)Bots	RPA	IoT	Blockchain	Small Companies (0-50)			Medium Company (51-250)	Big Companies (250+)
DXC	x	x	x	x	x		x	x	x	x		x		x	x		x			x	www.dxc.com	Jan Degraef
Flowsparks (UNI-Learning)	x		x			x	x		x											x	www.flowsparks.com	Yves Vande Velde
Idealis Consulting	x	x			x		x		x										x		www.idealisconsulting.com	André Bake
Insight Technology Solutions		x		x			x		x	x		x								x	be.insight.com	David Santy
intuo			x	x	x	x	x	x	x			x								x	www.intuo.io	Gilles Mattelin
Kazi	x		x		x		x	x				x		x						x	www.kazi.co	Nikolaas Bellens
Kronos	x	x	x	x		x	x		x	x	x								x		nl.kronosglobal.be	Charlotte De Moor
Manual.to (Binders Media)			x	x			x												x		manual.to	Jorim Rademaker
Metrilio (The TalentBox)		x	x	x	x	x	x	x												x	www.metrilio.com	Benoit David
Oracle	x	x	x	x	x	x	x	x	x	x	x	x		x		x	x			x	www.oracle.com	Bart Van Keer
Orbid	x	x		x					x	x									x		www.orbid.be	Pieter Staelens
Savaco		x	x	x	x		x	x	x	x		x	x						x		www.savaco.com	Rik Vandemoortele
SMARTdoc		x		x			x	x	x										x		www.smartdoc.eu	Tom Pintens
Spikes	x	x		x	x		x		x	x										x	spikes.be	Marc Vanderheyden
Syntegro		x					x		x										x		www.syntegro.be	Frank De Weser
The group NRB	x		x				x		x	x										x	www.nrb.be	Michael Boeckx
The Learning Hub	x	x	x	x	x				x	x									x		www.thelearninghub.be	Joke D'Haese