The Impact Of Artificial Intelligence On Employee Onboarding Programs

Dr. Shraddha Purandare[1*], Dr. Sagar Bhadange[2], Prof. Vinod Sharma[3],

[1*]Professor, Institute for Future Education, Entrepreneurship and Leadership, iFEEL shraddha.purandare@ifeel.edu.in
[2]Associate Professor, Institute for Future Education, Entrepreneurship and Leadership iFEEL, Lonavala, sagar.bhadange@ifeel.edu.in
[3]Professor of Practice, Institute for Future Education, Entrepreneurship and Leadership iFEEL , Lonavala vinod.sharma@ifeel.edu.in

*Corresponding Author: Dr. Shraddha Purandare
*Professor, Institute for Future Education, Entrepreneurship and Leadership, iFEEL shraddha.purandare@ifeel.edu.in

ARTICLE INFO	ABSTRACT
	Employee onboarding is, one of the crucial phases in the employee lifecycle. The present research work aims to explore how Artificial Intelligence influences onboarding, with a focus on how AI features impact this relationship. As, the field of Human resources continues to change, onboarding systems are more and more using artificial intelligence (AI) to provide, a smooth and interactive experience for new employees. The AI powered tools provide better speed, customized experiences, and data analysis features, resulting in smoother boarding processes and better results. This paper looks into how; AI affects employee onboarding as part of the larger changes happening in Human Resources. AI tools help simplify routine tasks, create customized onboarding experiences, and offer instant feedback to support ongoing improvement. However, using AI also introduces challenges such as protecting personal data, and dealing with biased algorithms. This paper examines the powerful effect of AI on Human Resources, highlighting both the potential benefits and the moral issues that must be addressed for its proper use. Thus, by analyzing practical uses and possible challenges, this study offers a thorough perspective on how, Artificial Intelligence is transforming and influencing the future workplace. **KEYWORDS:** Artificial Intelligence, Employee Onboarding, Human Resources, Data analysis, Algorithms.

INTRODUCTION

Artificial intelligence (AI) is reshaping many parts of today's businesses, with Human Resources (HR) being one of the most affected fields (Biliavska, et.al, 2022). In today's fast-changing digital world, many new technologies are changing how businesses work. One of the most powerful changes is the rise of Artificial Intelligence in different HR tasks, especially in how new employees are brought into a company. It is the science of teaching machines to act like humans and do jobs that usually need human thinking. In this era of Industry 4.0, Human resources (HR) have an important job in connecting people with technology even though, technology is now handling many tasks that HR used to do, there is still a strong need for adaptable HR roles to help with the challenges of managing employees. Onboarding new employees has always been an important job for the HR. The way an organization handles onboarding can strongly affect a new employee's experience. Now, with the use of data analysis and artificial Intelligence (AI), the process of onboarding is changing and improving (Rajesh, et.al, 2018). Each time a new employee joins, a lot of paperwork is involved and this includes-offer letters, transfer documents, legal papers, and salary forms. Therefore, Artificial Intelligence helps you complete onboarding tasks automatically. This saves time, money, and avoids possible problems. With AI, companies are able to make smart online forms to gather, check, and study employee information much faster than usual. Bringing AI into HR, only changes conventional methods but, also improves the overall experiences for employees. AI tools like machine learning, language processing, and data analysis are being widely used to simplify HR tasks. These technologies are improving hiring processes, boosting employee involvement, supporting performance tracking, and advancing learning and development efforts (Yawalkar, 2019). In addition, AI-driven chatbots and digital assistants, are enhancing employee interaction by delivering

instant answers to HR questions, supporting more efficient onboarding experiences, and suggesting tailored training and development options. In general, using artificial intelligence in hiring makes things faster and more efficient by handling boring and repetitive tasks. This allows hiring teams to spend more time on important, long-term goals. When AI works well, it stays in the background and helps out when needed as well as, it also adds a personal touch and provides useful information based on data. Using AI in the training and development programs of an employee is also important. As, AI-powered platforms create custom learning plans and interactive lessons which are designed to match, each person's way of learning and specific needs. By bringing these digital tools, companies are giving the new employees with a more personalized and interesting onboarding experience. This helps new hires feel welcome right away, and HR work in a smoother way. Advantages are clear-employees are more engaged, they stay longer, and the company looks better. That's why it makes sense, that a U.S. survey found that more than two-thirds of companies now use, AI in their onboarding process (Nosratabadi, et.al, 2022). Technology is growing quickly, especially with the use of AI in HR, and this has led to big changes in how HR works. As, more companies switch to digital HR systems, it's important to understand how AI affects different areas. These also include employee performance, health and safety, handling pay, employee satisfaction, and instant feedback. Also, understanding how these HR tasks impact the structure and connections within a company can be helpful. The mentioned research work, will also show, how businesses can use AI to improve their overall performance and productivity. AI assistants don't get tired, upset, or biased like people sometimes do. They can answer many questions at the same time without getting stressed, slow, or making mistakes under pressure. We, will also discuss automatic surveys and check-ins which are a great way to collect feedback about the onboarding experience. They help you spot common issues new employee face. Companies can then, quickly make change to improve the parts of their onboarding that need fixing. Figure 1 shows the major aspects of the role of AI in Employee onboarding:
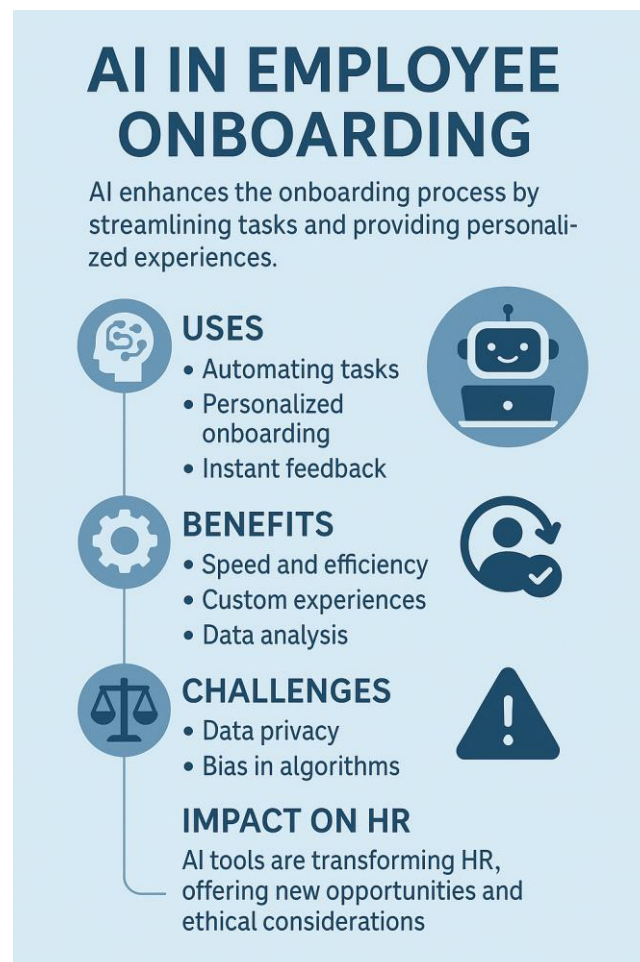
Source: Authors' Own Work
Figure 1 Aspects of AI in Employee Onboarding

LITERATURE REVIEW

Messy schedules, lots of forms, quick hellos-over and over again. Sound familiar? Onboarding often feels like a rush of tasks instead of a strong start to a new job. For HR teams, onboarding has often been slowed down by repeated, hands-on-tasks. Things like filling out paperwork, handling early training, and checking rules can take a lot of time and feel boring. Employee onboarding is a planned way to help new workers join a company (Joseph & Sridevi, 2015). It makes sure they feel included, ready, and involved starting from their first day. In

every company, bringing in new employees the right way is very important, that's where the onboarding process helps. It's more than just basic steps as it includes-giving the job offer, meeting company rules, finishing required paperwork, and slowly helping new hires become part of the company's culture. Now picture a world where onboarding is easy, welcoming, and unforgettable-all made possible with Artificial Intelligence. Some may think, AI makes the process less personal, but it's the opposite. It handles boring, repeated work, so HR can spend more time building real connections and giving new hires a personalized experience. Artificial intelligence (AI) is showing, its value to hiring teams by offering them with speed, custom experiences, and smarter decisions based on data (Allal-Chérif, et.al, 2021). About 76% of companies believe they, will start using AI in the next 12 to 18 months to keep up with the competition. The advantages are clear-employees are more involved, they stay longer, and the company's reputation improves. However, using AI can greatly reduce the paperwork and busywork during onboarding. It can handle simple, everyday tasks so, HR staff can spend more time on important work. For organizations that want their employees to stay motivated and loyal, good onboarding is a must. It's something they can't ignore, because using AI for onboarding helps more than just reduce paperwork. When done right, AI can help new employees feel welcomed, involved, and connected from their first day. Artificial Intelligence can customize the onboarding process based on a person's job, background and likes which helps create a feeling of being connected and welcome (Kuzior, et.al, 2021). Interactive AI systems offer personalized learning plans that consider a person's skills and way of learning. This makes sure every new employee gets the right support to do well in their job. Many industries are using AI to quickly handle large amounts of data to work faster, make fewer mistakes, and get more work done. Simply, AI uses automation but adds smart features-like learning, thinking and adjusting-to solve difficult, repeated tasks with good results. The same automation tools can help in recruiting, especially repetitive, large-scale tasks like finding candidates, reviewing applications, setting up interviews, and conducting interviews. AI technology is designed to make slow manual work faster so, recruiters can spend more time on important people-focused activities. Hiring managers have also often faced problems with poor-quality or unreliable data. They play an impactful role by providing them better and more accurate information thus, helping recruiters and hiring teams find the right candidates more quickly. AI can help make hiring fairer by reducing bias. This supports a company's goal of being diverse and inclusive which also, shows that decisions are based on skills and experience, not on background or personal bias. Video interviews with the same questions for everyone make the process equal and fair for all candidates. Therefore, they also help create personalized experiences on company job websites. It suggests jobs and shows content based on a person's profile, past searches, nearby job openings, and similar roles. For recruiters and managers, AI builds a personalized list of candidates with the right skills and fit. This helps them quickly find new talent and reconnect with strong candidates from the past. Also, feedback from interviews can help candidates keep improving how they interview. This is where, AI and machine learning can make a big difference. They have the power to change the way things work in a major way as well as also suggest helpful resources, build skill plans and career paths, though match new employees with mentors on onboarding buddies (DA, 2022). A good onboarding experience can help keep 82% more new employees. It can also raise employee involvement by 54%. New hires are 18 times more likely to stay loyal to the company, if onboarding goes well. Having an employee portal, with AI that helps people find answers on their own can really improve onboarding. A central place with helpful information and smart search and suggestions makes the process easier and faster. New employees will have the easy access to all the key company information and tools as; technology has always made our lives easier by giving us new abilities we couldn't imagine before. Now, it is also helping companies hire, keep and move employees in faster and smarter ways. With the AI and automation, many more tasks can be done easily and without stress which will be discussed further. AI tools don't get tired, grumpy, or judge like people do. They can answer many questions at the same time without getting stressed, slowing down, or breaking under pressure. AI-based software can check forms and documents for errors and problems using smart programs. It takes the important information and adds it, to the company's systems, cutting down on manual typing (Sarker, 2022). If your organization is big or your HR team is busy, it might be hard to check all the feedback from new employees by hand. AI can be used to study feedback from many new employees. It helps understand their opinions about your onboarding process. They can find happy, neutral, and unhappy feelings and spot common ideas from new employees. This helps the management understand what is going well. Automating tasks, predictive analysis and machine learning helps us create personalized growth plans for new employees. Significantly, they help track how employees are doing and find out what they need to learn by using growth plans, skill gap checks, career paths, and AI-based performance tools. If the company has workers from all across the world, AI helps us to quickly and easily translate training materials into many languages. This frees training managers and L&D specialists from devoting hours crafting thoughtful and pertinent questions or assessing responses. They simply need to supply a few prompts, and the AI engine will handle the rest. Companies won't need to invest thousands of dollars in costly translation providers. Plus, the learning experience becomes more immersive for employees, as they can access the content in their native or chosen language. According to an IBM report, appropriately designed artificial intelligence-unaffected by innate prejudices yet, influenced by its developer's algorithmic choices-can identify and address implicit biases, thereby aiding HR professionals in making equitable hiring decisions and ensuring that competent applicants receive fair access to employment opportunities. With the rise of remote work post-pandemic, delivering immediate feedback has become essential, and AI-powered tools helps to enhance work engagement by capturing key interactions, extracting recognition from daily team dialogues,

generating meeting summaries, issuing timely reminder to supervisors, and using chatbots to make feedback more effective and rewarding. The present research work also indicates that, Artificial intelligence has significantly lowered organizational expenses across multiple human resource management areas, including recruitment, induction, assimilation, and employee development (Sakka, et.al, 2022). Platforms such as Microsoft Teams, Gmail, and Outlook facilitate seamless interaction across teams and departments, fostering a sense of inclusion, connection and purpose among new hires while, also easing their transition into organizational roles. A key advantage of AI in the onboarding process is its ability to generate practical insights by analyzing all relevant data, identifying crucial areas for enhancement, and offer data-informed suggestions that enable organizations to refine their procedures and enhance the onboarding experience for each new employee (Pandey, 2020). For larger organizations, hiring in the hundreds annually, the resulting cost reductions can amount to hundreds of thousands or even millions of dollars, which can then be redirected toward strategic initiatives for workforce development. Given the arduous and laborious nature of producing welcome videos and guides, many organizations can leverage AI-based enabled solutions to automatically generate multimedia walkthroughs with visuals and text that, elucidate core corporate functions and guide new hires through subsequent steps. New hires often have, numerous inquiries about the organization, their roles, and available support, which can be addressed through AI-driven tools that deliver contextual guidance in over 30 languages via customized widgets or messaging platforms such as, WhatsApp and Facebook Messenger. Ultimately, incorporating AI into the onboarding journey represents a game-changing move toward harnessing technology for streamlined operations and enhanced employee experience, positioning AI not just as, a supplementary resource but, as a vital strategic ally in delivering a robust and impactful onboarding process.

CONCLUSION

Although, integrating AI into employee onboarding programs offers significant advantages, as it also presents challenges, as lack of human interaction in machine-based engagement can lead to feelings of isolation among candidates who value personal connection (Dolata, et.al, 2022). Therefore, we may also conclude that, it is essential to establish a harmonious blend of automation and personal interaction to ensure individuals feel engaged with your brand and integrated into a unified team. AI-powered solutions are playing an impactful role and transforming the way companies identify top talents, monitor their advancement, and provide tailoring training and growth initiatives, while simultaneously boosting employee involvement throughout the onboarding process (Robbins, 2020). The above-mentioned automated systems help employees stay more committed to their roles and reduce turnover, fostering a positive workplace where communication is more impactful, feedback is ongoing and easier to address, schedules and resources are more adaptable, and staff can focus more on personal growth and skill development. Leveraging such tools which enhance the digital employee experience can serve as a forward-thinking strategy for fostering cultural alignment, as it demonstrates the organizations flexibility, modern mindset, and commitment to investing in technologies that simplify work and alleviate employee stress.

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