



KRYON™
BE YOUR FUTURE

Use Cases

Human Resources At a glance

A company is only as good as its employees. It is people that carry out the important work activities that enable companies to offer a unique set of goods or services to their customers. HR managers have the important job of supporting people so that they can effectively perform these activities. But given the staggering amount of data gathering, checking, updating, validating, form filling, and request processing that HR manages, many departments find it difficult to focus on anything other than administrative tasks.

High performing HR departments are turning to technology to solve these issues. By allowing [Robotic Process Automation](#) (RPA) solutions like the Kryon Automation Suite to perform highly repetitive, mundane tasks, HR is able to focus on its strategic, value-added work. RPA also enables HR to better manage the whole range of administrative tasks along the hire-to-retain (H2R) process, such as automating payroll, benefits administration and compliance reporting.

Current Situation



Labor-intensive, Repetitive Processes

Many tasks along the hire-to-retain (H2R) process are repetitive, time-consuming, and still rely on heavy manual labor. This high degree of reliance on manually intensive processes is costly and inefficient and can often lead to high error rates or compromised compliance levels.



Dependency on Multiple Systems

Many H2R tasks are complex multi-step processes. These depend on numerous, disparate platforms that do not communicate with one another and store data in different places. Because of this, managers can't easily get comprehensive, timely information and risk making decisions based on inaccurate insights.



Risks of Inaccuracies

Credibility is paramount to HR, yet most of the related work is carried out manually. This increases the risk of data processing errors and data compliance issues due to poor master data management (MDM). All this can lead to costly errors and even legal actions.



Disconnected "Islands"

It is not uncommon for H2R processes such as payroll, user accounts, or staff ID to span multiple teams or departments within an organization, or even externally into third-party providers. This results in islands of disconnected tasks and data, associated with ineffective handoffs and high-touch processes flows.

Delivering Value Across the H2R Process



Optimize HR Processes

The [Kryon Automation Suite](#) optimizes processes in the most resource and cost-efficient way –without costly integrations that would involve large teams, disruptions and months-long waits. Instead, H2R automation with Kryon's RPA solution can result in higher ROI in just a few months with a savings potential of 50%.



Focus on Strategic HR Tasks

Relieved of the burdensome, repetitive tasks, HR can focus time and resources on strategic tasks like proactive hiring, supporting transformations, introduction of career development programs and scouting for the latest training material. This means that the top talent is always one step ahead and fully satisfied.



Consistency and Accuracy

Constant changes in government regulations have a big impact on HR processes and activities, especially in companies operating across states and countries. Kryon's solution ensures the adherence to compliance requirements, proper execution of processes and elimination of human error.



Seamless Integration

The [Kryon Automation Suite](#) is quick and easy to implement, allowing even complex scenarios and processes to be automated in a precise and controlled manner. The solution is independent of any platform and can interact with any existing system and application at a user layer. No complex integrations and heavy IT resources are needed to benefit from automation.



1000s of working hours saved.



Faster service delivery.



Optimized HR processes.



Eliminate human error.



Use Case

Resume Screening and Candidate Shortlisting

Identify the perfect match from a large applicant pool with a click of a button

The Challenge

The screening process of resumes and online application forms to identify the right candidates and generate a short list of interviewees can easily become a very time-consuming process. In fact, one single hire is estimated to take a total of almost three working days of a recruiter's time in average.

The Solution

The [Kryon Automation Suite](#) can be implemented to gather and screen resumes and online application forms, do thorough background verification checks and compare the information against the job requirements. With this, the best candidates can be shortlisted and notifications for interviews, feedback or rejections can be generated according to predefined rules with the click of a button.

Results



Saving recruiters time and effort by automating screening, qualification and verification tasks.



Enabling recruiters to spend their time on intelligent and strategic hiring, identifying the most suitable candidates for their organization as well as for the job itself.



Improving quality of hire as the perfect match gets promptly engaged –before the competition snaps them up.



Human Resources

Use Case Offer Letter Administration

Generate fully accurate and tailor-made offer letters that are irresistible to your prospective top talents

The Challenge

Creating, sending and monitoring the return of specific documents for potential new hires has multiple dimensions, as the content of the offer letter not only has to please the desired top candidate, but also needs to comply with local and company regulations. Manually checking all the data against diverse databases and regulations can take quite some time and is prone to human error.

The Solution

The [Kryon Automation Suite](#) can be implemented to conveniently craft offer letters for your new employees that are both tailor-made and accurate. Cross-checks with diverse related rules and regulations stored in different systems and databases inside and outside the organization are easily possible while creating the letter.

Results



Saving recruiters time and effort by automating screening, qualification and verification tasks.



Error-free and fully compliant offer letter management for a professional and swift hiring of top talents.



Allowing recruiters to spend their time on proactive strategic hiring, meeting the right candidates in-person and better closing the loop with hiring managers.



Human Resources

Use Case

New Hire Set-Up and Onboarding

Empowering new talent

The Challenge

Once the successful candidate has accepted the job offer, a new user account and email address has to be set up. Access rights for applications and mailing lists has to be requested, and all the necessary IT equipment needs to be ordered. All this has to happen in accordance with the candidate's profile and preferences, and – of course – the company rules. To further complicate matters, there are often many parties and systems involved in this process. Therefore, a 100% well-equipped employee on day 1 is still considered an exception rather than a standard.

The Solution

The [Kryon Automation Suite](#) can be implemented to automatically trigger a predefined onboarding workflow once the user account is created. Business rules assigned to the user profile guide robots to take decisions, such as which permissions to grant. Robots can even send out predefined onboarding documents to the new employees as a final step in the process.

Results



Professional first impression for the new hire and positive feedback on online assessment platforms.



Improving time to competence for your new hire by **50-70%** since the new employee is technically equipped and empowered to get productive from day 1 onwards.



A streamlined, orchestrated and efficient end-to-end process with 100% consistent data and a highly reduced error rate.



Use Case Induction and Training

Improved training effectiveness and new system adoption

The Challenge

If an employee is new to the company or to the role, or if a new application or a new process is being launched, it is important that employees are fully up-to-date when it comes to executing business processes and tasks in line with company standards. This ensures that compliance standards are adhered to and situations involving missing or wrong data can be avoided. Also, in many cases, individual training needs and requirements are being identified by chance rather than on a structured and ongoing basis.

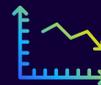
The Solution

Thanks to its roots in training, learning and performance support, the [Kryon Automation Suite](#) has a broad application portfolio in learning and development. This significantly improves training effectiveness and new system adoption. The automatic notification of certification requirements can also be scheduled as individual employee characteristics and certification status are compared against company requirements. Even better, time in the employee's calendar can be automatically set aside according to the individual's training needs and schedule.

Results



Cut more than **3** training days per employee per year and reduced related help desk calls by **18%**.



30% reduction in the average number of data entry errors.



Error-free execution of business processes granting full process compliance.



Human Resources

Use Case Travel and Expense Management

Automate with rule-based logic

The Challenge

Most manual travel and expense processes are characterized by missing receipts, out-of-policy spends, late expense submissions, error-prone spreadsheets and a lack of clarity into the reason for the spend. Not surprisingly, this easily results in compliance issues, late payments and a lack of satisfaction for all parties involved in the process.

The Solution

The [Kryon Automation Suite](#) can be implemented to compare individual expenses against predefined rules and regulations from different systems inside and outside the organization. With this solution, the level of personal involvement can easily be scaled. Automation can span from an [unattended](#) auto-approval of standard expenses to a guided check-up of various items in [attended](#) or [hybrid](#) mode.

Results



Reduced delay in expense submissions and approvals leading to more satisfaction for all parties involved.



Full process compliance since all rules and regulations are taken into account.



Significant reduction in manual effort, leading to a high improvement in accuracy.



Use Case Monthly Payroll

Ensure 100% accuracy

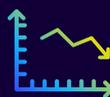
The Challenge

Common payroll challenges result from a limited ability to leverage standardization due to local payroll, compliance and security requirements, as well as a lack of data visibility and integrity. This leads to inaccurate data, incorrect submissions and overall delays in payment. Because most payroll processes are rule-based, involving large volumes of data entry and are highly repetitive by nature, they make a classic RPA use case to increase accuracy and reduce processing time. This is especially true when a company has a large number of employees.

The Solution

The [Kryon Automation Suite](#) can be implemented to verify the consistency of payroll system employee data by checking it against the data in the ERP system. It can also run batch extracts, import, and validation for gross-to-net processing; benchmark with global trade data; or feed the procurement system for new hires, transfers, and terminations. Paychecks, benefits administration, rewards and reimbursements can all be automatically tracked and produced by robots to avoid inaccurate submission and overall delays.

Results



Significant reduction in overall delays and inaccurate submissions.



Full compliance as all local rules and regulations are taken into account.



Improve consistency and quality of service delivery, while driving down the total cost.



Use Case Data Management

Ensure accurate and complete employee data

The Challenge

Just think of all the data that HR professionals manage. This includes information about current employees, past employees, applicants, new hires, compliance and regulatory requirements, payroll and benefits. This amount of HR data can be difficult to track within even small to medium-sized organizations, let alone large companies with multiple offices, languages, laws and locations. Enterprise HR solutions can help with these issues, but there are many tasks that require manual entry, updating and maintenance across multiple, disparate database management systems.

The Solution

The [Kryon Automation Suite](#) can be implemented to ensure the maintenance of accurate and complete employee data throughout the individual's entire course of employment. This can include the creation of an employee record in collaboration with the employee, followed by ongoing data cleansing activities to ensure consistency across multiple systems in various formats.

Results



Significant time savings due to the automation of reading, copying and overall synchronization of data between web applications, ERP and various backend systems.



Better compliance as data is consistent, complete and accurate.



HR employees are relieved of burdensome, repetitive tasks, and are able to focus on more business-critical tasks.



Use Case

Surveys and Company Reviews

Automating reports and analysis

The Challenge

Reporting can become a very time-consuming affair for HR because data is needed in the right format at the right time to be able to make smart decisions. This can be difficult if, as is often the case, the relevant data is distributed in different systems inside and outside the organization. As a result, the manual building and updating of reporting dashboards can be a significant drain on time resources.

The Solution

The [Kryon Automation Suite](#) can be implemented to fulfill complex periodic reporting requirements for prescriptive and predictive HR analyses, even beyond standard HR metrics like the number of FTEs or average number of absences. It may also include automatic screening of company reviews and surveys throughout different internal and external sources.

Results



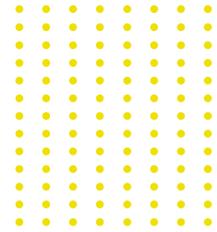
Significant time savings as all relevant data can be collected, prepared and visualized automatically.



High data consistency since different types of data will not be compared with each other once the virtual workforce takes over the task.



Ability to receive email notifications directly, ensuring that no company reviews are missed.



About Kryon

[Kryon](#) is a leader in enterprise automation, offering the only platform on the market which encompasses both [Process Discovery](#) technology and [Robotic Process Automation](#) (RPA). This full-cycle solution maximizes ROI and cuts implementation time by 80%.

Powered by proprietary AI technology, Kryon Process Discovery™ automatically generates a comprehensive picture of business processes, evaluates them and recommends which ones to automate. Kryon offers desktop-based attended RPA, virtual-machine-based unattended RPA or a hybrid combination of both.

The company's award-winning suite is used by enterprises worldwide, including AIG, Allianz, Deutsche Telekom, EY, Ferring Pharmaceuticals, HP, Microsoft, Santander Bank, Singtel Optus, Verizon and Wyndham Hotel Group.

