

The Employee Journey

Through the Lens of Mobile Technology

From recruitment to onboarding to day-to-day management and life events, important milestones occur in the employee journey every single day. With the rise of mobile technology in a world that continues to move away from the traditional computer-centric desk job, your employees must be able to grow where they go.

That's why choosing a solution with mobile capabilities that gives employees access to key information wherever they are, allowing them autonomy and flexibility, is critical to the employee experience at every stage — all while allowing your organization to actively manage documents efficiently and compliantly at the back end.

employer
employee



Job search

Organizations that provide an outstanding recruitment experience stand out from the rest.



- Candidates can view and apply to jobs instantly online
- Job seekers gravitate toward mobile-friendly experiences

- Complete onboarding tasks from preferred device
- Receive timely alerts
- Send notifications on progress to hiring managers



Hiring

New hires need information, contacts, forms, and guidance — employers must provide these in the most seamless way possible while remaining compliant.

- Have access to critical workforce information any time, in preferred language
- Easily update employee information
- Log into the app via Face ID or Touch ID in seconds
- Improve financial wellbeing by accepting open shifts for more hours
- Seamlessly request shift change or swap shifts with coworkers
- Request time off in a matter of seconds



On the job

The new hire, their manager, and coworkers all have critical roles to play in forging a lasting and engaging relationship — introductions, basic workstation setup, culture, training, and HR administrative tasks.

- An engaging, mobile-friendly enrollment experience enables employees to manage their own elections from anywhere and make the most suitable selections for themselves and their families



Choosing benefits

Benefits are a critical facet of employee life, affecting wellbeing both in the office and at home, especially if family members or dependents need to be covered as well.

- Have 24/7 access to pay details, pay history, W-4s, and tax information
- Easily check total compensation and year-to-date summary at any time



First direct deposit

One of the most important business processes for every organization is payroll — employees need their paychecks to be accurate and on time, while HR and payroll professionals want a fast and efficient process that ensures compliancy.

- Receive ongoing and timely feedback
- Stay up to date on performance notes and action items anywhere, anytime with complete mobile access



Performance review

Improve retention and boost business results by creating employee development goals, assessing performance against measurable objectives, and collecting contributor feedback for a full picture of employee performance.

- Access organization resources remotely
- Easily update personal information such as address, name, marital status, dependents, etc.



Life changes

Whether it's a new house, a marriage, a child, or a move to a different region or even a different country, organizations should be prepared to keep business running smoothly no matter what events pop up in their people's lives — and they must be able to quickly view documentation needed for remaining compliant as well as secure all employee data.

- Utilize development tools and learning content at any time online or via mobile app
- Take courses and receive notifications for assignments and announcements
- Create comprehensive and executable succession plans



Grow, advance, and plan for retirement

Employers must build a culture of continuous learning and opportunity to keep their top talent engaged and help them thrive.

By showing support at every step of the employee journey, employers are uniquely positioned to promote growth and trust among their people — in turn, securing better overall success for everyone involved ...

... and by providing employees with adaptive mobile technology, organizations help create a great experience for people no matter where they are in their careers. Employers can take pride in knowing that they are enhancing communication, collaboration, autonomy, and engagement for their teams. They can also rest easily knowing that their mobile technology helps them stay compliant every step of the way.

To get the complete picture of all the other ways your organization can support its people at every stage of their journeys, check out

[The Life-work Journey eBook.](#)

