Use Case

HR

Onboarding of Employees

vintegris

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Challenge

Currently, **the onboarding process for new employees in organizations requires attendance**, at least the first time, not only from a legal point of view, to sign contracts but also, from an operational point of view, to sign all the attached documents of any new hire (confidentiality agreements, signing of codes of conduct, etc.).

The chance of carrying out **remote contracting with the highest legal guarantees**, thanks to the options currently offered by the **regulatory framework in terms of video identification**, makes it possible to digitize this type of procedure, guaranteeing a level of security and identification of the citizen analogous to that of the personification.

This possibility allows the HR departments to **reduce time, cost, and risk**, facilitate the onboarding process of new employees, and contribute to improving the company's brand image by **hiring personnel from anywhere** and showing that they are up-to-date with the latest digitalization processes.

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Description

1 Onboarding Process

HR departments manage the registration **processes of hiring new personnel** and request their **inclusion in the company's digital systems**.

2 Identification

New employees are **identified in real-time through nebulaID**, which verifies the authenticity of the documentation and the person's biometric traits.

3 Integration in IPs

The company **synchronizes qualified identities** with the various digital user repositories to give new employees **access to the company's different tools and systems**.

4 Legal Protection

The application **issues a qualified electronic certificate** to the new employee that enables the use of an electronic signature to manage procedures between the parties and with Public Administrations.

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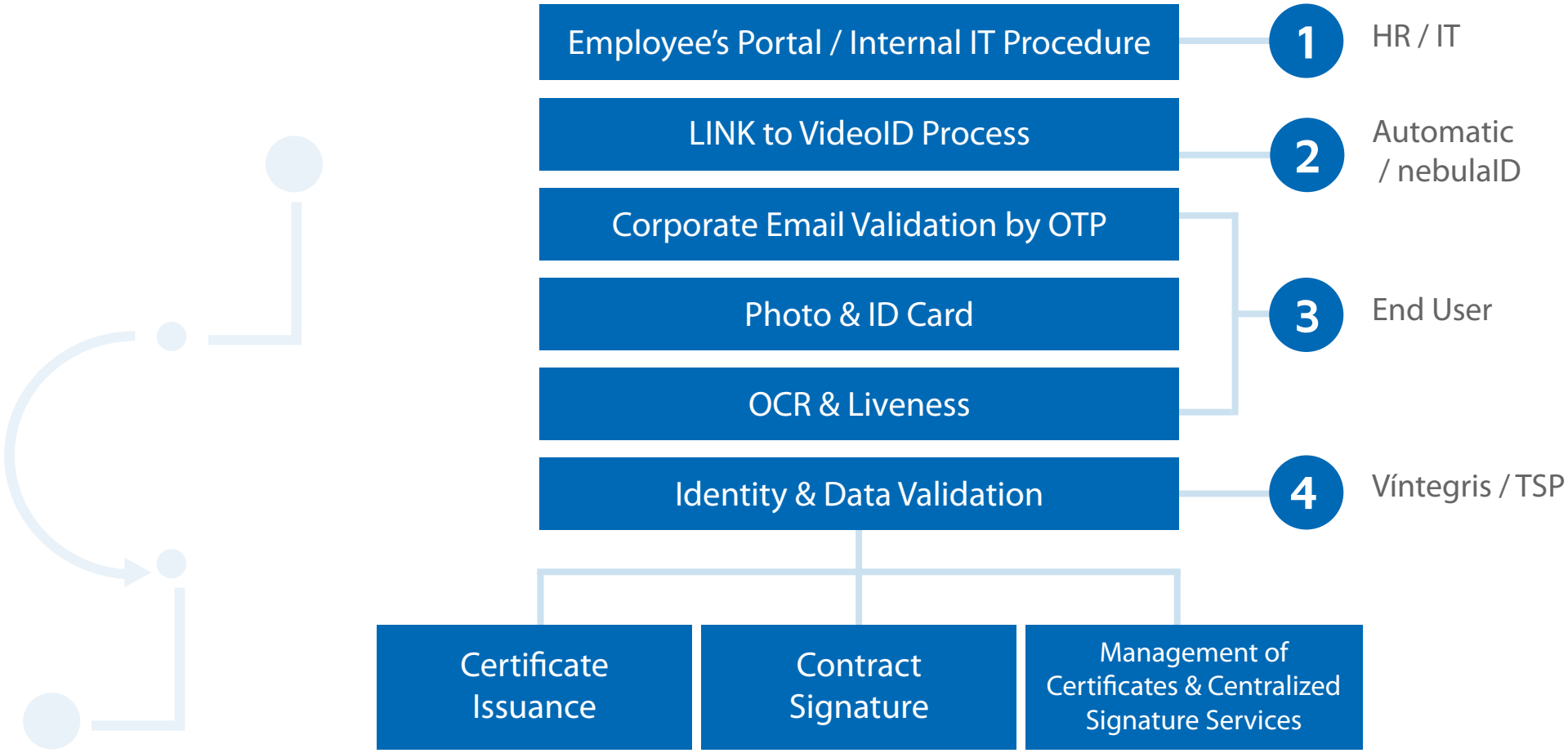
Flowchart



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Solution

nebulaID offers video identification that **meets the requirements of SEPBLAC** (Banking) **and eIDAS** (Trusted Electronic Services).

The employees' identity can be certified in person (at the company's offices) **or remotely** from anywhere prior to the first day of work.

During the process, which lasts approximately 90 seconds, **the authenticity of the documentation, personal data, and biometric traits are verified**, and proof of life is performed.

All functionalities can be integrated into the company's corporate applications to offer a unique user experience.

The identification process culminates with the **issuance of an electronic certificate** that allows the contract between the new worker and the company to be signed and optionally **enables the qualified electronic signature in all future procedures** (RGPD, modification, contract, economic conditions, objectives, etc.).

Discover more features of nebulaID in the following **brochure**

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Advantages

Video identification in employee onboarding **has these advantages**:

- **Greater security in data management**: Employee data and associated programs and passwords are centralized in the same database, which will prevent the loss of sensitive information
- **Process adapted to the pace of the worker**: Those employees who work remotely or have less regular work hours will be able to onboard without complications
- **Cost savings**: Fewer material resources are allocated and travel is omitted
- **Better access to shared information**: The employee and the HR Department will be able to exchange documents and manage who has access to them
- **Greater retention of talent**: The abandonment rate of newly incorporated employees is lower when their onboarding is agile and effective, especially when a follow-up of their integration accompanies it into the company
- **Time saving**: Both the HR staff and the employee will not need to move to the same space or carry out long processes of signing contracts, information management, etc.
- **Improves the company's image**: The company will be perceived by the new employee as agile, diligent, and updated with respect to technology

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Applications

Video identification in employee onboarding **can be applied in the following processes**:

- **Onboarding and contract signing**
- Signature of **confidentiality agreements**
- **Payroll** signing
- **Health and safety policy** signature
- **Casual Leave** signature
- The signing of **settlements, dismissals, or resignations**
- **Telecommuting agreements**
- **Leave of absence management**

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