

# Cisive The On-Ramp to the Ultimate Onboarding Experience

Creating a positive candidate experience during hiring has become an essential part of attracting and retaining top talent. However, with multiple systems in place, the new hires often begin their journey burdened with cumbersome paperwork. This will not only spoil their experience, but can even cause the right applicant to turn down the job. Realizing the significance of candidate experience on company's branding and talent acquisition process, Cisive, an HR technology provider, offers an onboarding solution that streamlines hiring process, reduces time-to-fill, and provides applicants an efficient and positive experience with the organization from the very beginning.

**Cisive delivers a remarkable candidate experience by leveraging mobile application technology innovations and deep system integration experience**

Cisive's onboarding solution alleviates paper-based, time-consuming, and labor-intensive new hire processes and provides decisive (de'Cisive') and accurate information to help companies make informed decisions about applicants. Apart from its standalone HR capabilities, Cisive can seamlessly integrate with 25 major applicant tracking systems (ATS) armored with configurable business rules, and state-of-the-art workflow engine and electronic document management system. The company has strong ties with Oracle Taleo, IBM Kenexa, iCIMS, SAP SuccessFactors, Workday and many

other HR solution providers. Unlike traditional approaches, Cisive's system integrations, automation, and the cloud approach help clients simplify the onboarding process and eliminate data duplication from their systems.

Designed for the mid-phase of the hiring process, Cisive's flexibility allows users to export data/forms as well as integrate the data with other systems including applicant tracking, payroll, benefits, document management systems (DMS), and human resource information systems (HRIS). The solution can also be configured to manage the entire lifecycle of the employees—from dynamically creating offer letters to new hire packets, I-9s, W-4s, benefit forms, direct deposit forms, and training videos to exit interviews/surveys. Through its robust background screening and I-9 modules, Cisive ensures proper background screening and right-to-work compliance and provides HR departments with the ability to make informed decisions during the entire process. Cisive's client portal provides a dashboard that gives visibility into the different stages of the onboarding process and where each applicant is in the process.

Dominating the "tech-enabled" outsourcing realm, Cisive holds the distinction of being the first company to offer mouse- and mobile-signatures for electronic documents as well as mobile document uploading capabilities—a real disruptor in the talent acquisition industry. Adding to this, developers at Cisive heavily contribute to developing HR-JSON and HR-XML data standards with the HR Open Standards Consortium. "Cisive delivers a remarkable candidate experience by leveraging mobile application technology innovations and deep system integration



James C. Owens

experience to eliminate the complexities involved in manual re-keying of information on multiple systems," says James C. Owens, CEO and President of Cisive.

These capabilities have assisted Cisive in enhancing the productivity and cost efficiency for their clients in the talent acquisition process while giving a good experience to the candidates—a win-win situation for all.

In one instance, Cisive was approached by two clients that were keen on providing a better experience to candidates. However, the clients were hesitant to adopt electronic forms, based on their assumptions of applicants being technology adverse. Working along with the clients, Cisive removed their concerns and incorporated electronic documentation, promising economic benefits and better applicant experience. With Cisive, the clients were able to achieve greater efficiencies in their cost structures as well as in talent acquisition processes.

Gearing up for the future, Cisive is focused on incorporating latest trends like artificial Intelligence (AI) for chatbot services that will further improve applicant and administrator experience. With the ultimate goal to become a dominant player, "Cisive will serve like a cross-road to background screening and HR technology services for all industries," concludes Owens. 