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**Nebulon
HR Agent**

Nebulon: HR Agent
Re-imagine the HR Function with AI

1

HR Policy & Compliance

- Adherence to labour laws and regulations
- Managing workplace safety
- Policy related questions such as travel, code of conduct, employee manual.

2

Recruitment & Staffing

- Job analysis and design
- Sourcing and attracting talent
- Screening and selection processes
- Onboarding and orientation
- Employer branding

3

Compensation & Benefits

- Payroll & reimbursement processing
- Leave Management including leave balance, leave application and policy related questions
- Wellness program assistance

4

Employee Relations

- Grievance Management – addressing concerns & providing support
- Employee engagement analytics

5

Performance Management

- Goal setting as per organizational objectives
- Feedback gathering, sentiment analysis for insights

6

Training & Development

- Skill gap analysis
- Personalized learning paths
- Training content generation & recommendations

7

Campaigns & Communication

- Draft newsletters
- Issue advisories and policy updates maintaining consistency
- 24/7 chat support

8

Organization Development

- Conduct organizational assessments
- Design change management strategies
- Facilitate org restructuring

Nebulon: HR Agent

The HR Agent revolutionizes the HR landscape by seamlessly integrating policy compliance, employee relations, performance management, and training into one intelligent system. It empowers HR professionals to make quicker decisions, adapt swiftly, and maintain consistent employee engagement, all while minimizing manual tasks and operational costs.

HR Policy & Compliance	Recruitment & Staffing	Compensation & Benefits	Employee Relations
• **Policy Management:** Develop and ensure HR policy compliance • **Training & Communication:** Educate employees on policies and compliance • **Incident Reporting:** Manage and report compliance incidents	• **Job Posting & Sourcing:** Create attractive postings for candidates • **Screening to Onboarding:** Screen resume, conduct interview and facilitate onboarding • **Metrics & Reporting:** Track & report recruitment metrics	• **Salary Administration:** Manage salary structures and adjustments • **Benefits Management:** Oversee employee benefits programs • **Payroll Processing:** Ensure accurate and timely payroll	• **Conflict Resolution:** Address and resolve employee conflicts • **Engagement Initiatives:** Promote employee engagement and satisfaction • **Feedback & Surveys:** Conduct employee feedback and surveys
• **Process Compliant:** Staying compliant with org policies • **Avoiding Risk:** Reduced risk of non-compliance • **Enhanced Support:** 24X7 assistance with confidentiality	• **Onboarding Assistance:** smoother navigation through organizational processes • **Quick Access:** Improved visibility to job openings across org	• **Transparency:** Employees can dedicatedly receive more clarity on their paycheck • **Process Guidance:** Utilizing benefits more efficiently	• **Addressing Conflicts:** Resolve disputes anonymously following HR guidelines • **Career Planning:** Access to tailored resources for achieving career goals

Nebulon: HR Agent

Enhanced customization across employee lifecycle enables a more tailored offerings and communications for an individual which in long-term can help organizations with increased employee satisfaction and lower attrition rates. Integration of technology across HR landscape can free-up the bandwidth of department to focus on more strategic tasks.

Performance Management	Training & Development	Campaigns & Communication	Organization Development
• **Goal Setting:** Establish and track employee goals • **Performance Reviews:** Conduct regular performance evaluations • **Improvement Plans:** Develop performance improvement plans	• **Needs Assessment:** Identify training needs • **Skill Development:** Create and implement training programs • **Evaluation:** Assess training effectiveness	• **Campaign Planning:** Develop and schedule campaigns • **Messaging:** Create and distribute campaign messages • **Monitoring & Feedback:** Track campaign performance and analyse feedback	• **Organizational Assessments:** Evaluate org strength & weakness • **Change Management:** Develop and implement change strategies • **Employee Engagement and Development:** Promote learning and leadership development
• **Goal Tracking:** Set and monitor goals anytime • **Tailored Insights:** Employees can receive actionable task to meet their goals	• **Customized Learning:** Enroll in programs aligned to career goals • **Self-Evaluation:** Track progress & get personalized learning recommendations	• **Clear Messaging:** Receive standardized & easy-to-interpret updates on org initiatives • **Choice of Initiatives:** Engage in activities that match personal interests and values	• **Equal Opportunities:** Ensures all employees have access to information promoting fairness • **24/7 Availability:** Access to mentor programs anytime allowing workforce to focus on more strategic tasks

Impact delivered in HR Processes

Function	Impact	Potential Metric
🏛️ **HR Policy & Compliance**	Ensure compliance checks at organizational level ensuring adherence to legal requirements, reducing risks of non-compliance	⬇️ **Reduction in violations**
Recruitment and Staffing	AI-driven candidate screening and interview scheduling streamline hiring, enhancing candidate experience	⬇️ **Time to hire** ⬆️ **Candidate satisfaction score**
Compensation & Benefits	Data-driven insights optimize compensation strategies, while automated benefits administration improves satisfaction	⬆️ **Employee satisfaction score**
🤝 **Employee Relations**	Sentiment analysis and feedback mechanisms boost engagement and satisfaction, facilitating conflict resolution	⬆️ **Employee engagement score**
🚀 **Performance Management**	AI-driven insights and personalized feedback increase effectiveness of performance reviews, identifying high performers and areas of improvement	⬆️ **Productivity per employee**
Training & Development	Personalized learning paths and adaptive modules increase training effectiveness and skill proficiency	⬆️ **Training completion rates** ⬆️ **Employee skill proficiency**
✉️ **Campaigns & Communication**	Targeted messaging and automated reminders improve internal communication and employee participation	⬆️ **Employee participation rates**
HR Technology Suite	Unified platform integrating HR functions for better data management and decision-making, enhancing operational efficiency	⬆️ **HR operational efficiency**

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Let's Engage