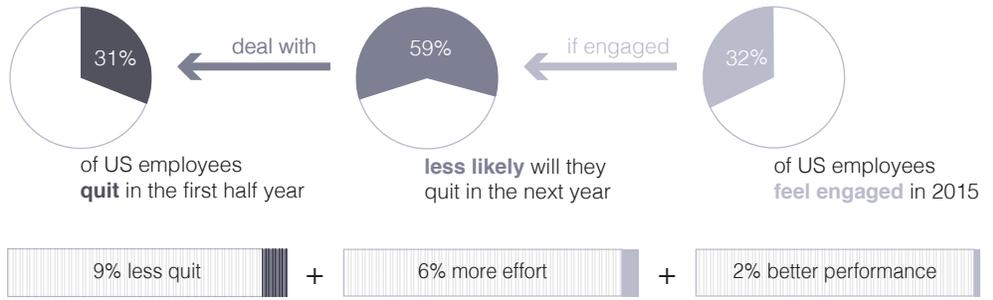


INNEREF

A Tool to Help Engage New Employees Effectively and Efficiently

Problem & Benefit of Engagement

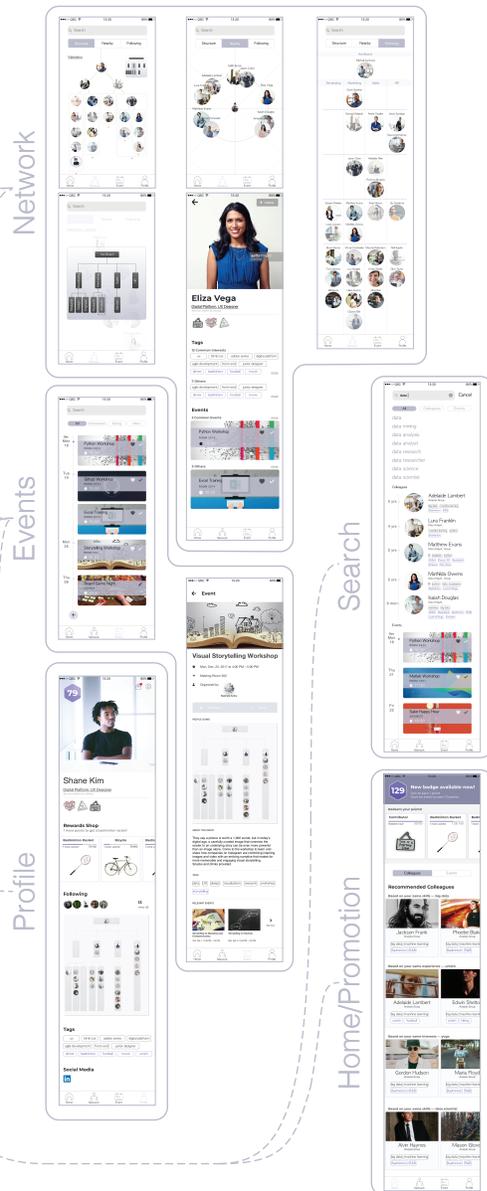


Findings

Solution

Feedbacks

- Calls for a **personal-identity** approach which allows employees to express themselves authentically.
 - Daniel et al.
- "Rather than focus exclusively on providing information, managers should also emphasize **relationship development** as a means of facilitating information transfer."
 - Keith et al.
- "Onboarding **time** needs to be **reduced** further."
 - HRs
- It's uneasy to **match colleagues' faces** with their **names** and **positions**.
 - New employees
- Want to be engaged for:
 - Work more efficiently;
 - Enhance their professional **network**;
 - Be **happier** in the company.
 - New employees
- Attend events for:
 - Meet** new people.
 - Know** more information;
 - Learn** new knowledge or practice skills.
 - New employees
- Dislike some events because:
 - Don't** have **time**;
 - Not interested** in the activities;
 - Feel embarrassed and **lonely**.
 - New employees



Confirmation

- "it helps **reduce the blind spots** which are the colleagues in different departments that one would hardly know about but are potentially very helpful for careers and works of both."
 - To profile, recommendations, and search function
- "it can **decrease the time** wasted for new employees to figure out the structure of organization and thus increase productivity."
 - To network diagram

Opportunities for Improvement

- "The tree diagram of organization structure **may be less effective and practical** when the structure is very comprehensive."
 - To network diagram
- "It might be more convenient if users are allowed to **decide the sequence** of filters used to recommend colleagues and events in the home page."
 - To home/promotion
- The badges we designed as incentives were **not attractive enough** and some expressed their concern that they didn't know what they can do with them.
 - To encouragement strategy
- Some interviewees advised we include **employees' contact information** in their profile pages.
 - To colleagues' detailed information