

Polycom® Solutions for Human Resources

Achieving strategic corporate goals through collaborative solutions



Human resources (HR) managers are not only tasked with recruitment, training and benefits administration, but also with meeting strategic objectives such as employee retention, leadership development and diversity management.

HR policies, procedures and methods have a direct impact on the corporate culture. Policies that focus on improving work/life balance and furthering career development reduce turnover. Recruitment practices that look beyond geographical boundaries ensure that the highest qualified candidates are considered. And, better corporate communication helps build morale and increase employee engagement.

Around the globe, HR departments are using Polycom collaboration solutions in all facets of HR policy administration – from the hiring process to training to employee communications.

Key metrics and the associated Polycom benefits for HR include:

Staffing and Recruitment

Collaboration allows departments, personnel and hiring managers to discuss and share information in real-time. Polycom collaboration solutions increase the potential hiring pool by allowing HR to look beyond local candidates. Candidates can interview from a local conferencing location, saving time and money on travel while reducing the number of interview cycles.

Corporate Culture

Polycom collaboration solutions help many companies enrich the overall corporate culture. Enhanced employee communications result in increased information sharing and improved productivity. In many cases, work/life balance is improved as sales-people and others can make customer calls from home rather than spending their life on the road.

Talent Retention

The key challenge of retaining talent can be overcome by enhancing the corporate culture. With Polycom collaboration solutions, employees become more engaged, more productive and more satisfied. Policies that improve work/life balance can also play a significant role in retaining employees.

HR Practices and Policies

Collaboration can be used to disseminate HR policies and procedures to a widespread audience regardless of geographical location. From a process point of view, Polycom collaboration solutions help ensure consistency and full comprehension across the company.

Benefits

- Enhanced Corporate Culture
- Widespread Information Reach
- Shortened Hiring Process
- Improved Communications
- Employee Satisfaction
- Increased Productivity

Key Business Processes/ Workflows

- Interview & Recruitment
- Project Management
- Vendor/Supplier Management
- Distance Learning
- Customer Service/Support
- Corporate Communications

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A Day in the Life of an HR Professional

Morning: Staff Meeting

The morning staff meeting is a staple of enterprise life. Why? Because regular staff meetings allow time to review, reflect, revise, and collaborate. With Polycom voice and video solutions, staff meetings take on a new dimension. Conferences can include colleagues worldwide. And collaboration helps everyone in the HR department start the day on the same page.

Mid-Morning : Candidate Interview

Employees are a company's greatest assets. Polycom's collaborative solutions help to enhance the entire interview process. Video, for example, can complement traditional audio-only interviews by expanding the candidate pool beyond geographical boundaries while providing visual cues throughout the qualification process. Collaboration helps to reduce travel costs and the inefficiencies of multiple in person interviews – interviews, either audio or video, can be held remotely and recorded for later viewing or discussion.

Early-Afternoon: Employee Training

Does your enterprise need a more efficient process to train new hires, simultaneously, across the enterprise? The ideal solution should increase training effectiveness, yet minimize the impact on resources and financials. Polycom collaborative

solutions can effortlessly extend training reach, maximize resources, minimize time constraints and reduce training costs across the board.

Mid-Afternoon: Benefits Management

Managing company benefits is a complex task. With health plans, dental, vision, disability, life insurance, 401(K) plans and payroll, the list of external companies and vendors is long. Polycom collaborative solutions can facilitate more frequent and productive meetings, enhance relationships and eliminate the need for resource draining travel.

Late-Afternoon: Company Announcements

In an increasingly paperless world, Polycom collaboration solutions are changing the way enterprises communicate with their employees and stakeholders. Companywide announcements such as benefits information, stock purchase plans and policy changes are efficiently and effectively disseminated. The result is greater comprehension, increased information sharing and improved productivity.

For more information on Polycom enterprise solutions, contact us at enterprise.solutions@polycom.com.

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