

Nomination: 5621

Onboarding team of the year

Page: General Information
Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.
Name of Organization/Company Tata Consultancy Services
Additional Contacts I do not wish to list additional contacts
Page: Entry Information
Entry Title Onboarding team of the year
Category E01 - E10 Team > E08 - Onboarding Team of the Year
Team Submission Format Written Answers
a. Briefly describe the nominated team: its history and past performance (up to 200 words). Required TCS is a leader in IT services, digital, and business solutions partnering with clients all over the world to simplify, strengthen and transform businesses. Recognized for being a preferred employer industry-wide by the top talent in the world, applications are submitted by candidates looking for opportunities to immerse themselves in the TCS atmosphere of limitless opportunity to work with industries leading experts to provide innovative solutions using the most advanced, cutting-edge technologies. Strength in market demand across the IT industry for TCS talent, expertise and business knowledge created opportunities for an outstanding 152,406 new associates who were onboarded and assigned to exciting new projects globally for thousands of clients from 46 different countries since January 2020. As newly hired associates come on-board, building a personal human connection between the newly hired associate and their new business organization is critical. Technical and professional talent is onboarded, integrated, and enabled quickly & efficiently over a digital platform, without sacrificing the human connect. Since January 2020 16,311 newly hired associates at TCS were provided strategically aligned human interactions with stakeholders of their onboarding through a 100% virtually-enabled Candidate, Onboarding & Integration new hire experience from submission of their job application through finalized employee integration after 1 year.
b. Outline the team's achievements since the beginning of 2020 that you wish to bring to the judges' attention (up to 250 words). Required <ul style="list-style-type: none">• Rapid pace, high volume onboarding provided over a virtual platform• Human interventions built into program processes• Access to digital portals, online videos, guides and resources provided to new hire over secure digital dashboard.• High retention and lowest attrition rate across IT industry today• Consistent feedback response rate of 80%+ with minimum 4.5/5.0 score. Since Jan 2020, TCS hired and onboarded over 16,311 associates in North America. Seven separate new hire onboarding programs are offered in North America, each one strategically customized to the specific needs of each program's targeted participants. Program goals are aligned to cater to the needs of newly hired associates and strategically designed to specifically address competing, dynamic and unique business needs found across TCS's multiple fast paced requirements. For many years, TCS has been leveraging the most useful benefits of digitalization to simplify new hire experience. Years of knowledge gained through creation and utilization of multiple homegrown online resources, applications, AI functions & portals, tools & virtual platforms for new hire onboarding and integration have led to expertise in process excellence and relationship management precision. Feedback from 80% of TCS new associates hired since Jan 2020 scores TCS onboarding programs with a rating of 4.5/5.0. A human-driven yet 100% virtually enabled onboarding process from job application through employee integration at 365 days from hire. As a result, associates are enabled for work at TCS and deliver the best products and services to TCS clients. Onboarding programs are designed engage new hires with intentional, strategic, valuable human & business connection & support.

c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the team's past performance (up to 250 words). Required

The pace of hiring and volume of new candidates is among the highest in the IT industry globally. Tata Consultancy Services (TCS) hired and onboarded over 16,311 employees across all 50 U.S. states in technical, professional and campus recruitment positions. TCS has the highest retention and the lowest attrition rate in the IT industry today.

The TCS Rexa New Hire Portal provides communications executed at pre-defined trigger points to automate communications and status updates with relevant information at critical stages of hire throughout the new hire onboarding experience. Dashboard access provides easy access to training information and digital materials/guides to follow for critical tasks involved. Human contacts are provided for personalized support when help is needed and new hire training is offered on a daily, flexible schedule. Mobile access to TCS new hire portal, Ultimatix employee portals, resources and apps on the TCS UX Mobile Applications Store promotes autonomy and convenience

The success of onboarding programs has motivated consistent 80%+ newly hired employees to provide feedback which reflects a consistent weekly score of 4.5/5 or higher across all 7 new hire onboarding programs offered. Whether TCS is onboarding 5 or 1500 employees a single day, little to no shift in process is required to sustain program success. Today TCS is ranked second in the market for employee retention and continues to set the benchmark in onboarding excellence.

d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional

SEE ATTACHED -> Digital Resources & Automated Process Execution with Strategic Process Controls + Feedback – New Hire Onboarding & Integration

TCS Closes FY 22 with Highest Ever Incremental Revenue Addition and All-time High Order Book

TCS New Hire Onboarding Recognitions & Awards

BRANDON AWARDS

2020

Silver - Best Advance in Onboarding Technology

Bronze - Best Advance in Unique Talent Acquisition Technology

2021

Best new hire onboarding program - Bronze

Best Candidate Experience - Gold

STEVIES AWARDS

2020

Achievement in New Employee Onboarding - Silver

Onboarding Team of the Year – Gold

2021

Achievement in New Employee Onboarding – Silver

Recruiting or Talent Acquisition Team of the Year - Bronze

TCS Named a 2022 Global Top Employer:

Tata Consultancy Services (TCS) (BSE: 532540, NSE: TCS) is recognized as a Global Top Employer for the seventh year in a row by the Top Employers Institute as the #1 Top Employer in the United States, Europe and Asia Pacific; #2 in Latin America; Ranked Among Top Three Employers across 18 Countries

TCS Sweeps Up 18 Stevies at 2020 Great Employers Awards:

https://www.linkedin.com/posts/tata-consultancy-services_we-are-a-2022-global-top-employer-activity-6891278211473309696-6qws?utm_source=linkedin_share&utm_medium=ios_app

https://www.tcs.com/tcs-named-2022-global-top-employer?utm_source=linkedin.com-tcs-named-2022-global-top-employer-24/1/2022-new&utm_medium=social&utm_campaign=tcs-2022-global-top-employer&utm_content=press-release-video

Webpage Link

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Supporting Document

Download File (https://stevies-sage.secure-platform.com/file/13733/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRRpYUlkIjoxMzczMywiYWxsY3dOb3RtaWduZWRVcmwiOiJGYWxzZSIsImInbm9yV6p3enQ_DHE?Stevies_Onboarding%20Team%20of%20the%20Year_2022ATTACHEMENT.docx)

Would you like to add an additional supporting document?

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Terms and Conditions

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