With most employees working from home in the post COVID world, leaders will be looking for ways to accelerate workplace transformation. While a virtual workspace and an immersive experience for employees will be key, it will be fuelled by an increase in digital adoption at workplaces. As such, companies that figure out how to make the employee experience as delightful as their customer experience, will have a competitive advantage.

This is amplified by the fact that millennials and Gen-Z, who already comprise 32% of the human population, put a higher value on experience than any other tangible benefit. Furthermore, when we focus on experience and happiness of the workforce, metrics like profitability, engagement and productivity are solved in the process.

Introducing Humané

Zensar’s Employee Experience Transformation solution – Humané, accommodates the emerging preferences of the employees by focusing on experience and leveraging it to enhance productivity, engagement and overall happiness. With its comprehensive focus on experience KPIs, AI enabled decision making and analytics driven approach, Humané is a one stop solution for all enterprise HR needs.

In 2019 Zensar commissioned a survey with Propeller Insights, on the impact of digital technology on employees. Here are some interesting findings:

- 40% said that technology in their personal lives was more advanced than at their workplace
- 28% said that digital technology makes them happier at work
- 87% said that digital technology made them feel more motivated to work better
What is Humané?
Humané is an Enterprise-grade solution to help HR organizations impact employee happiness by augmenting their current HR systems & processes with a Digital-native platform that transforms the Employee Experience. Our approach stands on five pillars designed to maximize impact.

The Humané Architecture
The Humané Solution is powered by its experience modules which integrate with your enterprise systems and provides a secure interface to the end users both on web and mobile platforms. Users are assisted in their experience through an AI powered Chatbot for dynamic query resolution and information access. Our HR consulting led approach coupled with focus on data analytics and artificial intelligence makes this solution a robust enabler for employees and the organization.

Employee Experience Management

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Intelligent AI and Data Analytics Frameworks

Enablers of New Normal
- Contactless Process Automation
- Voice Activated Experience
- Talent Support Virtual Assistant
- Predictive Talent Analytics
- Nudge Intelligence for Engagement
- Talent Feedback Engine

Secure API Access

Human Capital Management (HCM)
- Hiring
- Compensation & Benefits
- Performance
- Training
- Offboarding

- HRMS
- HRIS
- Packaged Applications
- Homegrown Systems

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Humané Experience modules

Humané enriches employee experience across touch points to create higher levels of engagement, greater retention of critical talent, and increased productivity – all for a happier organization!

**Induction and Onboarding**
Ensures motivated new employees stay motivated
- Gamified and automated onboarding
- Networking and feedback
- Cross-Functional Collaboration
- Organization Assimilation

- 30% Higher Productivity

**Employee Connect and Pulse**
Collaboration engines to help employees stay connected and blur lines of hierarchy
- Engagement Platforms
- HR Connect with AI enabled query resolution
- Sentiment and trend analysis
- Integration with core HCM

- 33% Better Satisfaction

**Learning and Development**
Personalized to individual upskilling and reskilling programs
- Discussion Forum
- Mobile Assessment
- Digital Academy
- Customized Learning plan

- 40% Improved Effectiveness

**Career Advancement**
Centralized open-to-all view of talent and strengths
- Real-time Dashboard view of the organization
- Cross-utilization and role rotation
- Succession mapping
- Push notifications

- 40% Higher Retention

**Well Being**
Opt-in or create new employee wellness initiatives
- Globally connected digital networks
- Diversity and Inclusion initiatives
- Health and Wellness resources
- Real-time view of diversity metrics

- 50% Higher Engagement

**Talent Management**
Real-time view of open and upcoming job opportunities
- Holistic performance review
- Goal progress tracking
- AI enabled job recommendation engine
- Real-time view of open positions and applications

- 24% Improved Skills Pool

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What makes Humané unique?

Humané focuses on experience, the single most powerful factor in an employee’s journey. Hence it differentiates itself on experience led features that puts the employee at the center.

**Innovative Experience Centric Modules**

Our platform design is based on user needs. Ours is a paradigm shift from process and compliance led solutions, to innovative experiential solutions, built on a robust compliance framework.

**Hyper-personalized Mobile First Platform**

Native mobile platforms which enable hyper personalization and anytime, anywhere access to all life cycle touch points directly at ones finger tips.

**Customized Design**

Humané uses an industry first, collaborative approach to imbibe design research methodology to ensure modules are designed as per employee expectations.

**Rapid Deployment**

Humané uses tried and tested cross industry modules in place, to ensure quick, localized and reliable deployments.

**Cross-linkage with existing systems**

We specialize in creating a robust real-time integration layer with all core and ancillary organization platforms, to enable a secure and seamless dialogue between critical processes.

**AI led Experience**

All touch points in the Humané platform are powered through a robust next generation AI enabled engine and backend framework.

If you are interested in enabling employee experience transformation for your enterprise, Zensar is offering a free Discovery Workshop and a comprehensive demo of the Humané solution.

**Reach out to your Zensar representative now!**

You could also get in touch with us by writing to humane@zensar.com.