

Bringing balance to HR demands

6 ways HR can benefit from a DXP

HR teams today are grappling with an imbalance caused by the urgent need to hire and retain workers, rising dissatisfaction and distrust among job seekers and employees, and stringent compliance requirements.



Leveraging digital experience platforms (DXPs) like Iron Mountain InSight® DXP can help address these challenges and restore balance in HR operations.

HR is juggling it all

77% of HR leaders say their team is fatigued¹

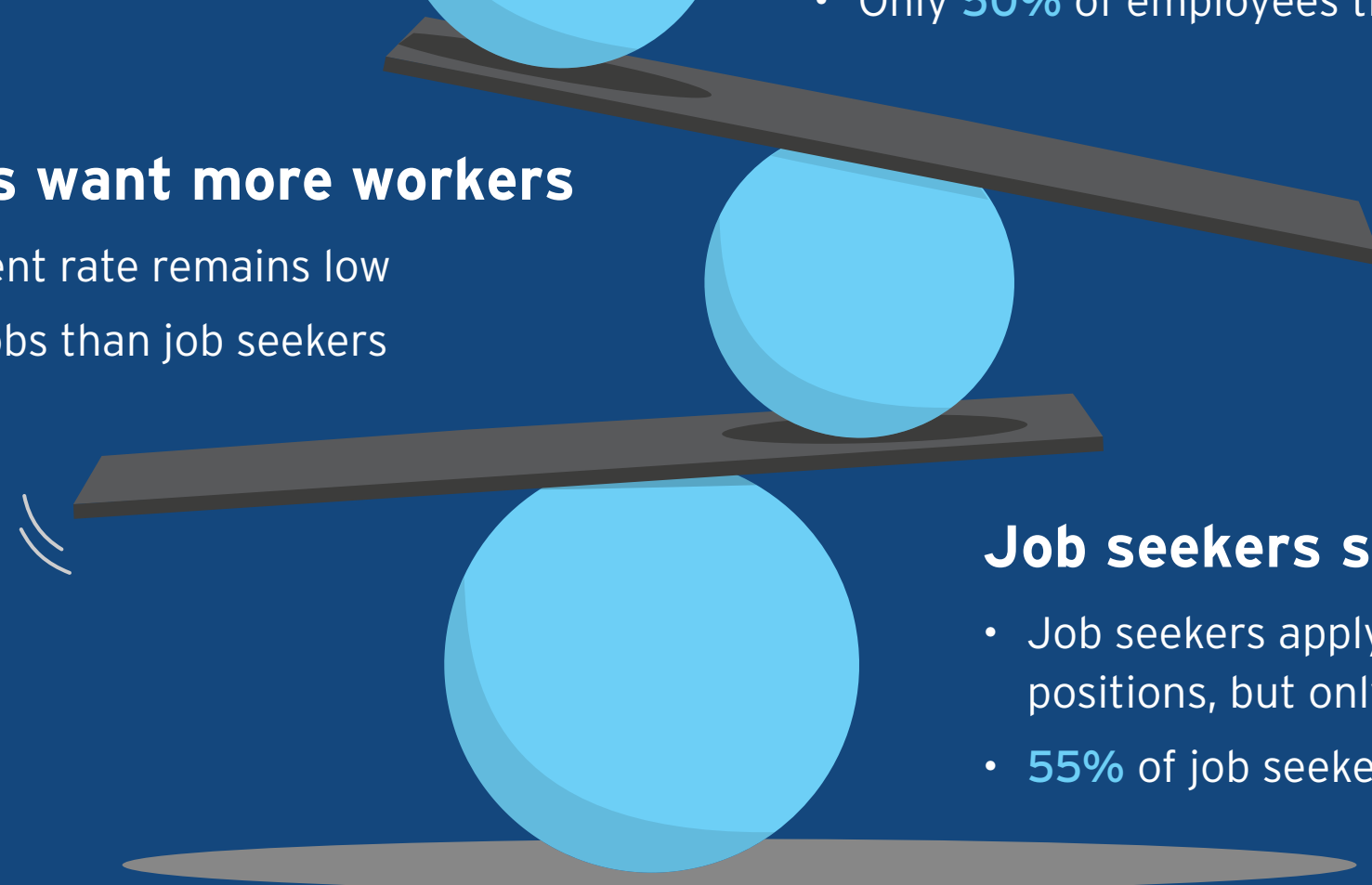


Employees are disgruntled

- 64% of workforce would consider looking for a new job if they were required to return to the office full time²
- 90% of companies plan to implement return-to-work office policies by the end of 2024³
- Only 50% of employees trust their organization¹

Businesses want more workers

- Unemployment rate remains low
- More open jobs than job seekers



Job seekers say market is tough

- Job seekers apply to an average of 30 positions, but only hear back from 4 of them⁴
- 55% of job seekers are burnt out⁴

How a DXP can bring balance

01



Recruiting

- A centralized data repository makes information accessible to HR teams and candidates
- Processes resumes efficiently with natural language capabilities
- Automates workflows to ensure every job seeker receives responses

02



Onboarding

- Automates early workflows, providing consistency and speed
- Built-in checks to ensure HR is compliant with company policies
- Centralizes and secures data

03



Evaluations & comp reviews

- Ensures that the evaluation process is consistent across the organization
- Secure search capabilities
- Anonymized evaluation and compensation data can be made available, providing transparency

04



Compliance

- Automates policy enforcement
- Reduces manual data entry
- Makes data available for analytics

05



Training

- Standardizes employee training
- Provides self-service capabilities

06



Offboarding

- Ensures people go through a consistent exit process
- Helps the organization treat people humanely, even during layoffs and terminations

Ready to see how a DXP can bring balance to HR operations and build engaged employees?

Get started today

www.ironmountain.com/DigitalHR

1. Gartner, Top 5 Priorities for HR Leaders in 2024, 2024.

2. ADP, ADP Research Institute® Reveals Pandemic-Sparked Shift in Workers' Priorities and Expectations in New Global Study, April 2022.

3. CNBC, 90% of companies say they'll return to the office by the end of 2024 - but the 5-day commute is 'dead,' September 2023.

4. Insight Global, Unemployed and Unmotivated: New Survey Finds that over Half of Unemployed Americans are Feeling the Job Hunt Burnout, Big, Time, August, 2023.

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