UNIVERSITI TEKNOLOGI MARA

ENTERPRISE INTEGRATION MODELLING FOR EMPLOYEE ONBOARDING PROCESS

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ABSTRACT

Having experience inefficient and slow onboarding process in the early day of employment may influence employee's productivity, contribution and performance, as well as shows the negative image of the organization. These negative experiences facing cause them decide to leave the organization early and this will detrimental to the organization to find other talented and hiring new employee. The other researchers were able to prove that employee's engagement, productivity and retention can be increased if they experiencing an effective onboarding. The effectiveness of the onboarding can be supported by the automated, coordinated and integrated system which make the process smooth, organized and well performed. The purpose of this study is to provide an enterprise integration modelling to improve employee onboarding process. The study seeks to answer the research question, "How to model employee onboarding process?" The goal is to analyze the problem of current practice and how Enterprise Integration (EI) can help the organization to improve the onboarding process through automation, coordination and integration process. For better understanding how the integration will work and its impact to various perspectives and aspects, the enterprise architecture model will be produced in this study using Zachman framework, identified modelling techniques and tools to support the research objectives.

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