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COURSE BROCHURE

E-HR Systems and Digital Employee Experience Training Course

25 – 29 October 2027
Paris

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Ref: 1322_49588 **Date:** 25 – 29 October 2027 **Location:** Paris **Fees:** 6900 GBP

E-HR Systems and Digital Employee Experience is a 1-week training course for HR managers and HR technology specialists who improve the platforms behind hiring, onboarding and self-service, and who leave with an e-HR improvement plan. Employees now judge an employer partly by how easily they can request leave, find a payslip or join a new team online. Jupiter Prime Training delivers this course on e-HR systems and the digital employee experience.

Why E-HR Systems and Digital Employee Experience Matters Now

Three forces shape e-HR today. Cloud human capital management suites have replaced separate payroll and recruitment tools, locking in years of process design. Candidates and employees expect consumer-grade mobile journeys and abandon clumsy forms. AI features such as CV screening, chat assistants and attrition prediction are arriving inside these suites, raising fairness questions. The course anchors those questions in ISO/IEC 42001 Artificial Intelligence Management System and the NIST AI Risk Management Framework NIST AI RMF, so HR keeps automated people decisions accountable.

Who Gains Most from E-HR Systems and Digital Employee Experience

- Owners of the HR information system roadmap and vendor relationships
- Talent acquisition leads who own applicant tracking and screening rules
- HR operations managers who run case handling and self-service portals
- People analytics specialists who build workforce dashboards
- HR business partners who turn line-manager needs into requirements

An HR leadership group that sends its systems owner, recruitment lead and operations manager together gains most, because platform priorities need all three to agree.

E-HR Systems and Digital Employee Experience Capabilities

Participants read the employee journey through the platforms behind it.

- Map the employee lifecycle against current HR applications — HR leadership and IT architecture
- Specify scoring criteria for an HCM suite or applicant tracking system — procurement panels
- Assess AI screening features for bias and explainability — talent acquisition heads
- Design a digital onboarding journey with pre-boarding tasks — hiring managers
- Build people analytics measures for turnover, time-to-hire and self-service adoption — executive committees
- Prioritise e-HR initiatives by employee impact, cost and readiness — HR directors and finance

Key E-HR Systems and Digital Employee Experience Terms

- Human capital management suite — an integrated cloud platform covering HR records, payroll, talent and reporting in one data model.
- Applicant tracking system — software that publishes vacancies, routes candidates through stages and records hiring decisions.
- Employee self-service — portal or mobile functions letting staff update details, request leave and view payslips.
- Pre-boarding — the period between offer acceptance and start date, used for contracts, equipment and accounts.
- People analytics — workforce data and statistical models used to explain and predict outcomes such as retention.
- Employee journey map — a visual of the stages and touchpoints in an employee's time with an organisation.

E-HR Systems and Digital Employee Experience Day by Day

Day 1: The Digital HR Landscape and Employee Journey

- Evolution From Personnel Files to Cloud HCM Suites — Platform Strategy
- Employee Journey Mapping Across Hire to Retire — Pain Point Selection
- Current HR Application and Integration Inventory — Consolidation Choices
- Mobile and Consumer-Grade Experience Expectations — Service Design Standards
- E-HR Maturity Self-Assessment Grid — Baseline for Improvement Priorities

Day 2: AI-Enabled Recruitment and Candidate Experience

- Applicant Tracking Workflows and Stage Design — Time-to-Hire Reduction
- AI CV Screening and Matching Models — Fairness and Adverse Impact Testing
- Recruitment Chat Assistants and Interview Scheduling Bots — Candidate Drop-Off
- NIST AI RMF Map and Measure Functions — Hiring Algorithm Oversight
- Candidate Experience Surveys and Funnel Metrics — Sourcing Channel Decisions

Day 3: Onboarding, Self-Service and HR Case Handling

- Digital Pre-Boarding Checklists and E-Signature Flows — Day-One Readiness
- Employee Self-Service Portal Design — Transaction Deflection From HR Desks
- HR Case Management and Knowledge Articles — Service Level Targets
- Approval Workflow Automation for Leave and Changes — Manager Effort
- Healthcare and Retail Rostering Examples — Frontline Mobile Access Choices

Day 4: People Analytics and HR System Selection

- HR Data Model and Master Data Quality Rules — Reporting Trust
- Attrition Prediction and Workforce Dashboards — Retention Interventions
- Requirements Catalogue and Vendor Scoring Matrix — HCM Suite Shortlisting
- Scripted Vendor Demonstrations and Reference Checks — Contract Award
- ISO/IEC 42001 Controls for Embedded AI Features — Vendor Accountability

Day 5: Practising the E-HR Improvement Plan

- Journey Pain Point Prioritisation — Applying the Day 1 Maturity Baseline
- Recruitment and Onboarding Quick Wins — Drawing on Day 2 and Day 3 Designs
- Analytics and Platform Roadmap — Reusing the Day 4 Scoring Matrix
- Change Communication and Line Manager Enablement — Adoption Risk
- E-HR Improvement Plan — Phasing, Benefits and Sponsor Presentation

Applying E-HR Systems and Digital Employee Experience After the Course

- Run a journey mapping session with recent joiners to find the onboarding steps causing most delays.
- Analyse one quarter of HR case data to show which transactions could move to the self-service portal.

E-HR Systems and Digital Employee Experience Questions FAQ

What are e-HR systems and digital employee experience, and why do they matter now?

They are the platforms and online journeys through which people are hired, onboarded, served and measured. They matter now because cloud suites and embedded AI features are changing how HR services reach employees.

Which roles gain most from an e-HR systems and digital employee experience course?

HR systems owners, talent acquisition leads, HR operations managers, people analytics specialists and HR business partners gain most. Each shapes a part of the journey that depends on platform configuration or data quality.

How does e-HR systems and digital employee experience differ from a general HR management course?

It concentrates on the technology and journeys behind HR services rather than on policy or employment practice. General HR courses cover reward and law broadly; this one shows how platforms and AI change those services.

What do you bring back from e-HR systems and digital employee experience?

You bring back a phased plan for improving your e-HR landscape. It ranks journey pain points, scores platform options and assigns owners, ready for HR leadership review.

E-HR Systems and Digital Employee Experience: The Way Forward

The e-HR improvement plan informs the first decision an HR leadership team faces: which journey to fix before the next hiring peak. HR systems owners and recruitment leads use it to align budgets and vendors. After the first release, the employee feedback and adoption figures deserve a fresh look, because real usage often reorders the later phases.