



# First 101 Days



First 101 Days (1 - 51 - 101 Pulse Study & satisfaction trends) is a SaaS based model, captures the sentiment levels across the onboarding Process (-7 days from the date of joining to 101 days of post joining) in an easy going method and flags the heat wave for proactive action plan.



Mobile – Desktop This survey can be accessed through **mobile /desktop**, triggered by SMS & eMail



### Quick Survey

Simple and easy survey which consists of **2-4 questions** only and will take not more than **2 - 3 minutes** to respond



### Pay as you Use

Subscription model, where in the charges are **based on usage** and a basic retainer for guaranteed minimum usage



### Cloud Based

The solution is **cloud based** with no investment on intranet or LMS



### Auto Pilot - One Time

Program details like name, cost, learning objectives, key concepts and dates are captured in the tool before the training event as a **one time** activity. Thereafter the tool works without any human intervention

### Science

The Five Key Questions are spread across from gouging his / her Self belief to coming across as a Brand Ambassador thereby advocating. Some of the Sample Key Questions / Parameters are as follows :

- I am feeling welcome here
- My experience of the organization has matched my expectations
- Overall, I am satisfied with the onboarding experience

#### The Day 01 Analysis

The Day 01 Analysis is triggered after 24 Hours of Joining and the Questions / Parameters on the following dimensions :

- Recruitment Sales Story and Actual Experience (Match / Mismatch)
- Experience of EVP

#### The Day 51 Analysis

Questions / Parameters on the following dimensions :

- Productive
- Engagement / Assimilation
- Role Alignment
- Organisation Alignment
- Induction Depth

#### The Day 101 Analysis

Questions / Parameters on the following dimensions :

- Productive
- Engagement / Assimilation
- Role Alignment
- Organisation Alignment
- Collaboration Depth



### First 101 Days

- The essence of First 101 Days is to capture the emotions on the following 3 dimensions across the lifecycle
- **Energetic** : Capture the energy levels across the various milestones and alert if a 'dip' is noticed. More than often, in the initial days the default setting is high and then the trend can go any ways
- **Socialise** : Socialisation or Assimilation into new culture is the key for employee to look for a long term relationship. Capturing the understanding of new culture and building comfort with it is key to measurement for reduction in infant mortality
- **Productive** : Race to Productivity is key between an Average Hire and Good Hire. Measuring the employee readiness to contribute to his / her fullest is key to good hiring and induction



### First 101 Days Analysis

Strength of Bond (SoB) Analysis checks for the Employee sentiment across the onboarding lifecycle on a set of consistent questions / parameters



### Intelligent Dashboard Analytics

**Insightful, Graphical and Simple to Understand** Presents complex data and trends in a manner which is easy to interpret and alerts users to foresee problems.

#### Overall Analysis (Point to Point)

Gives flexibility to track the scores at any given point of time.

#### Filters for deep Analytics & Insights

Provides a variety of options to dissect data to discover a wide range of comparative insights.

#### Represents Actionable Information

Transforms available data into actionable business intelligence and empowers management to take data driven and healthy business decisions.



### Similar Intelligent Tools

V:O:I:C:E

**Hiring & Recruitment**  
Voice Of Interview & Candidate Experience is dynamic dashboards on interviewing experience resulting in better conversion ratios and EVP for organisations



**Talent Engagement**  
Engagement Index captures the engagement levels in the organisations across the Managers and creates dynamic action plans

R:S:T:E

**Learning & Development**  
Return on Training Effectiveness  
- Measuring the Training feedback to optimise the Training Budgets and build alignment with Business Strategies

E:X:I:T

**CHRO: Strategy, OD, Culture**  
Exit (Employee Xperiences In their Tenure) is a dynamic dashboard . Which is an outcome of Exit Interview conducted either in a survey or one to one discussion