

Virtual Reality and Augmented Reality in Onboarding of New Employees

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This paper intends to present what has been studied by the scientific community about Virtual Reality (RV) and Augmented Reality (AR) on Onboarding and what is the potentiality as an empowering tool on Onboarding processes of new employees in organizations.

Onboarding encompasses a series of processes that aim to train and familiarize new employees with culture, mission, values and colleagues, thus facilitating the integration of new employees into an organization, meaning, processes that facilitate adaptation to the organization. A successful Onboarding program offers new employees resources to assimilate cultural aspects and collaborate to better adapt in new environment, thus enhancing performance.

The use of new technologies in work processes and therefore in Human Resource Management and Development (HRMD) is becoming more frequent. Through its own equipment, RV/RA has as main characteristic to recreate the sensation of reality, giving a individual the possibility to integrate a three-dimensional environment by performing actions or manipulating objects while using the application. Thus, the individual can enter in a controlled virtual environment and interact with an object or person as if it was physically present.

Therefore it can be a technology with great potential in HRMD, namely in the process of Onboarding where it is possible with the use of RV/RA to create environments giving new employees the possibility of knowing the organization in a wider perspective. Whether it is a virtual visit by the company, knowing the departments and the colleagues, making them familiarize themselves with the organization and providing an effective

integration, increasing the sense of belonging and contributing to the decrease of turnover, since an effective integration contributes to increase the motivation for the permanence and thus decrease the temptation to leave the organization (Taylor, 2002).

In order to respond to the objective, this work was divided in two studies, the first one based on what has been published by the scientific community about RV/RA and Onboarding and the second study is about online content related to the subject.

For the first study and with the objective of mapping available scientific documents, a systematic review of literature was carried out, collecting, analyzing and summarizing the available information. The search of information was conducted on scientific databases, applying predefined keywords and specific expressions relating virtual reality and augmented reality and onboarding. In the second study, a search was performed in the Google search engine, where criteria for the selection of online content were also applied for the study.

This work intends to make a contribution in order to perceive and present the possible potential of RV / RA applied to the Onboarding process.

Thus, can be concluded that production within the scientific community has not accompanied the practical evolution of the use of RV / RA in the Onboarding process.

Keywords

Onboarding; Integration; Induction; Human Resource Management; Virtual Reality; Augmented Reality; Systematic Literature Review.

References

Taylor, S. (2002). People Resourcing (2nd Ed.). London: CIPD.