

1 Background

NDCS HR Department organizes HR Orientation (1 full day) for new hires with the following aims:-

- Provide holistic overview on roles of all departments and,
- Facilitate smooth transition into the new working environment.

From the feedback evaluation gathered, the 1-day programme is long and that some topics do not require presentation in person

2 Objective

To enhance new hires' learning experience by adopting a blended approach for HR Orientation

3 Methodology

A blended approach combining face-to-face sharing by departments and virtual learning via the SingHealth eLearning portal was adopted.

Before

- One full day programme
- Presentations by departments were conducted in person
- Hardcopy evaluation form
- Information on learning outcome was unknown

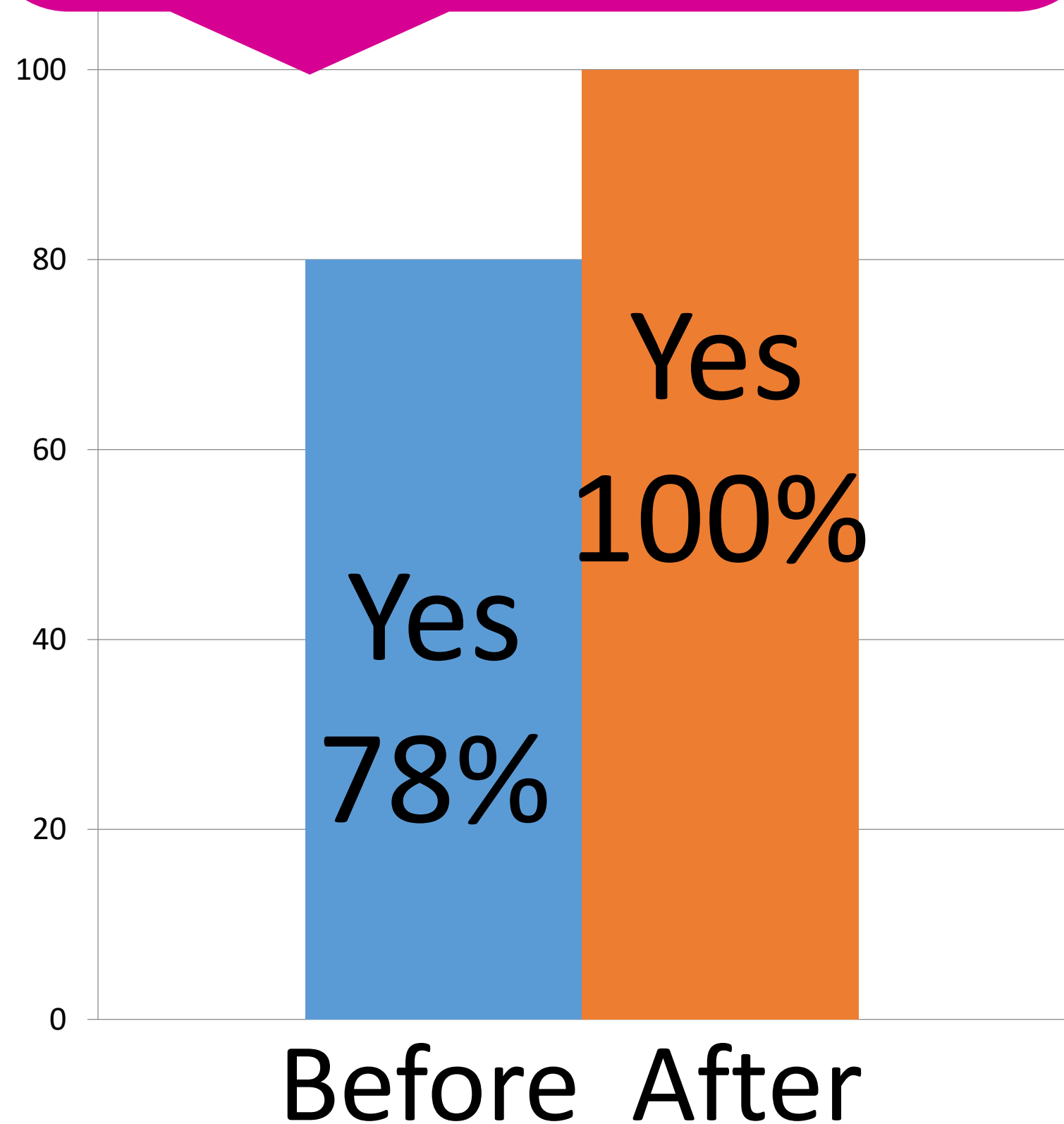
After

- ✓ Half day programme
- ✓ Presentations are augmented with videos from departments to showcase aspects of work
- ✓ Slides and evaluation are available on eLearning platform
- ✓ Quiz to assess the learning outcome

eLearning@
SingHealth

4 Feedback & Results

Will you recommend HR
Enhanced Orientation to
other new hires?



The enhanced HR orientation received very positive feedback. Overall, new hires felt that eLearning journey has been pleasant and enjoyable.

The enhanced orientation empowers learners to:

- ✓ Learn at their finger tips via the mobile app anytime and anywhere;
- ✓ Learn at their own pace; 'own time own target';
- ✓ Access learning materials online through the user friendly portal;
- ✓ Track their learning progress and outcome through Quiz.

The duration of
the orientation
was just right



The online platform
provides convenience
and flexibility for user
like us.



5 Conclusion

The enhanced HR orientation has achieved its success by creating positive and meaningful learning experience for the new hires within the resources available.