

This Month :

- Onboarding - The Key to Engagement.
- Is onboarding a Necessity?
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Onboarding - The Key to Engagement*

*Source: : www.employeefactor.com

Did you know?

- According to the Wynhurst Group, new employees decide whether they feel at home or not in the first three weeks in a company and 4 per cent of new employees leave a job after a disastrous first day.
- The cost of losing an employee in the first year is estimated to be at three times his or her salary.
- New employees who go through a structured on-boarding program are 58 per cent more likely to be with the organization after three years.
- How effective a company is at its on-boarding process can transform a new hire into a dedicated employee, eliminating the cost of turnover and any bad word of mouth.



Why is Onboarding a Necessity?

*Source: Global Learning Resources Inc.

There are at least three reasons why Onboarding programs are a must:

- How effective a company is at its on-boarding process can transform a new hire into a dedicated employee, eliminating the cost of turnover and any bad word of mouth.
- They also help convey the culture of the organization so that decisions get made that is more in line with accepted practices.

Research at Corning Glass Works revealed that employees who attended a structured orientation program were 69% more likely to remain with the company after three years than those who did not go through such a program."

- Lastly, they help accelerate getting the new hires become more productive and responsive. Some new hires take as long as a year to reach full productivity, especially if their jobs depend on interacting with many other employees or in linking work from different parts of the firm. Inexperienced employees, especially college hires, can have long learning curves that can be significantly shortened with good upfront education



Steps to improve the Onboarding process

*Source: Smart manager 2007

Here are a few suggestions to improve the Onboarding process:

STEP 1: Tie the orientation to more than just benefits, forms & policies.

Orientation needs to reflect the mission, values, and culture of the organisation. For example Agilent Technologies sends flowers to the person's home along with t-shirts for the whole family. MicroStrategy, uses an in-depth boot camp that is spread over several days and includes technical training as well as team building.

STEP 2: Get new hires to their work site as soon as possible.

Give the new hire a job to do and use all that new found energy and resource to bump up that understaffed and overworked team that has been waiting for the new person to start.

STEP 3: Use a stepped or staggered approach to orientation.

Have a brief interaction on the first day, then a second interaction later that week. Continue to hold brief interactions over the first three to four weeks. Stagger the times of the interactions. Use orientation to allow the new hires to get a more complete understanding of the breadth of the company.

STEP 4: Involve Functional Managers.

Involve functional managers as soon as possible. Orientation, is more effective when not handled solely by HR. New hires will pay more attention to what their managers say. Managers held accountable for the success of their new hires are more likely to be involved in getting the new hires started off right.



“At Designer Blinds, an Omaha based manufacturer of window blinds, upgrading the on-boarding process played a central role in reducing turnover from 200% annually to under 8%! Because of the dramatic drop in turnover, they were able to reduce their recruiting budget from \$30,000 to \$2,000. ”

“Rather than wait for the exit feedback to find out what went wrong, conduct ‘**Entrance Feedback,**’

STEP 5: Give new hires a goal they can reach in the first couple of weeks, or even days.

People hate it if they join an organisation and then feel that they aren't allowed to do any real work. In fact, a recent study found that more than 80 percent of people who voluntarily change jobs do so because they want to feel that they have more control over their work and that the work they do has an impact.

STEP 6: Ask for feedback.

The best companies recognize the importance of the onboarding session. Ask for feedback and learn from what you hear. **Only 5% of organizations undertake reviews of recent inductions** and may be missing out on ideas for continuous improvement. (Von Rohr & Associates).



Dipstik Onboarding

*Source: www.dipstik.in

DipStik Onboarding is an online survey that focuses on understanding the experiences of New Employees during the hiring, induction and settling in process. The survey provides employers with significant employee feedback data that can help employers the key triggers that engages or de-engages an employee.

UniqueFeatures

The unique features of the **DipStik** surveys are its **Analytics** and **Reports**. The Analytics section offers you a range of analysis that you can perform on the data in real time. The Analytics section has been modeled using very advanced statistical tools to give you an accurate report of the findings. You can have access to the reports immediately and choose from the various report options

The DipStik range of surveys will make your job fast, easy and convenient

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