Fact Sheet

Onboarding is the procedure in which workers adapt and accustom themselves to their new roles and working landscape.

Every company, whether they are small or big, should have a detailed, intricately organised and well thought out onboarding programme that provides a new employee with a positive experience of the organisation. All new employees should receive a customized onboarding program since a standard one is improbable to achieve its objectives.

Onboarding guarantees that workers integrate smoothly into their new company. Studies indicate that onboarding programmes offer widespread advantages to both employers and employees. For employers, benefits include reducing turnover and absenteeism, and increasing employee commitment and job satisfaction.

According to our CIPD's resourcing and talent planning survey, 42% of businesses are refining their onboarding process in an attempt to reduce turnover and boost retention. For employees, beginning a role in a new organisation can be very anxious and nerve-wrecking.

A successful, practical and efficient onboarding programme should alleviate nerves. Onboarding empowers new hires to learn about and understand the firm, know their role in the bigger picture, as well as to settle and meet their colleagues.

New recruits' onboarding differs due to their position, their background, their experience, and the company's size and nature. The general consensus among the HR world is that onboarding should take at least three months. That said, research suggests corporations can enhance employee retention by extending onboarding to up to a year.

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Constructing a more vigorous and thorough onboarding program that encompasses a worker's maiden year with the firm assists employees be more productive, feel content and relaxed in their new setting, understand the company hierarchy so they know where to go for advice, acclimatise themselves to the company culture, and generate better relationships with fellow staff.

STATISTICS

- Organisations with a strong onboarding process improve new hire retention by 82 percent and productivity by over 70 percent (Brandon Hall Group)
- Only 12% of employees strongly agree their organisation does a great job of onboarding new employees (Gallup)
- One in five new hires are unlikely to recommend an employer to a friend of family member after their new hire onboarding experience (Digitate)
- The average new hire onboarding experience consists of 54 activities. A new hire is typically assigned 41 administrative tasks and three documents to complete. In addition, they must meet 10 outcomes. (Sapling)
- Only 37% of businesses ensure that their onboarding process is longer than a month. (Aberdeen Strategy and Research)
- The buddy program is used by 47% of businesses to onboard new workers (Sapling HR)
- 93% of employers believe a good onboarding experience is critical in influencing a new employee's decision whether to stay with the company (Career Builder)
- It takes new employees 8-12 months to become as efficient as their regular co-workers (Click Boarding)