

HR Matters: Onboarding

[Music begins]

Narrator 1: Hi, I am True Talent. Today, let's discuss the importance of onboarding for new hires. Onboarding goes beyond the routine paperwork of orientation. Why is onboarding so important?

Narrator 2: Research has established a strong onboarding process improves new hire retention by 82% and productivity by over 70%. Onboarding is the process of helping new hires acclimate to the organization's values, culture, systems, and processes quickly and smoothly. Strategic onboarding is designed with a clear goal in mind. It is designed to get the new hire up to speed on day one so they can perform and feel motivated from the start.

An onboarding tool is designed for HR personnel, managers, coordinators, or whoever is leading your program's onboarding process. It can create and sustain a strategic employee onboarding process for new hires that will position them for success. A strategic onboarding process helps new hires cultivate relationships with their supervisors, coworkers, and others. When employees are acclimated to their organization and role, understand their responsibilities and goals, and communicate with managers regularly, they are able to achieve higher levels of productivity faster.

Narrator 1: Truly a valuable tool. How long do you think onboarding should take? It can take up to a year! Is it time to update your onboarding plan? Ultimately, engaging a new hire is a journey that starts on day one. To retain employees, we want to make sure they are fully equipped to thrive in their new role.

See you next time on HR Matters!

[Music ends]