

# A Strong Onboarding Approach Sets New Employees Up for Success

The Business Case for Making the Best First Impression

The first days of a new job are the most promising and the most precarious for employees.

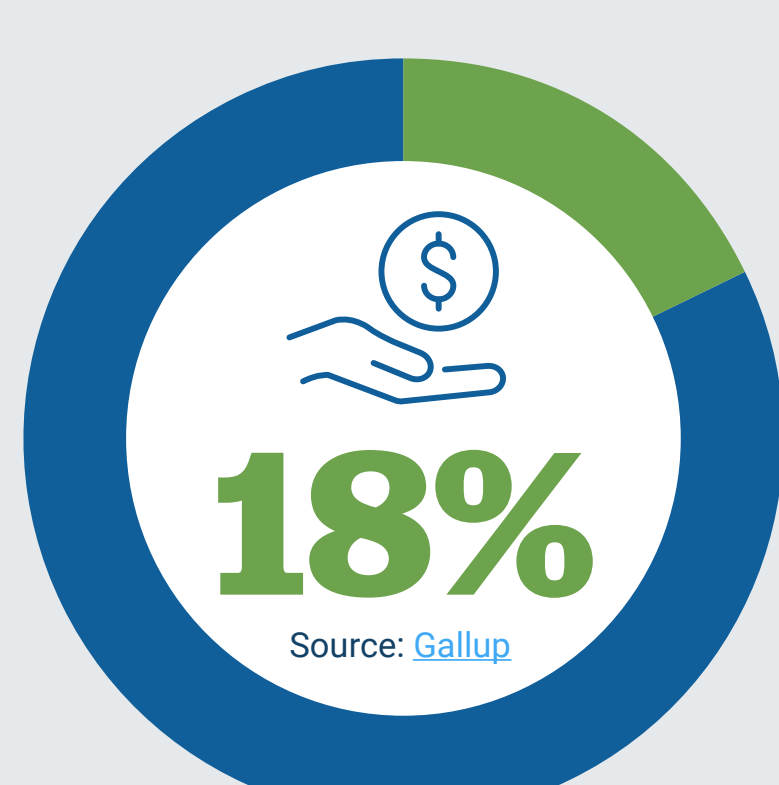
Onboarding can create a foundation of engagement and trust or—done poorly—it can leave a new recruit without the tools to be productive.



## Disengagement Costs Money

As part of the employee journey, onboarding is important and can have lasting repercussions when not done well. Unfortunately, most organizations don't get it right.

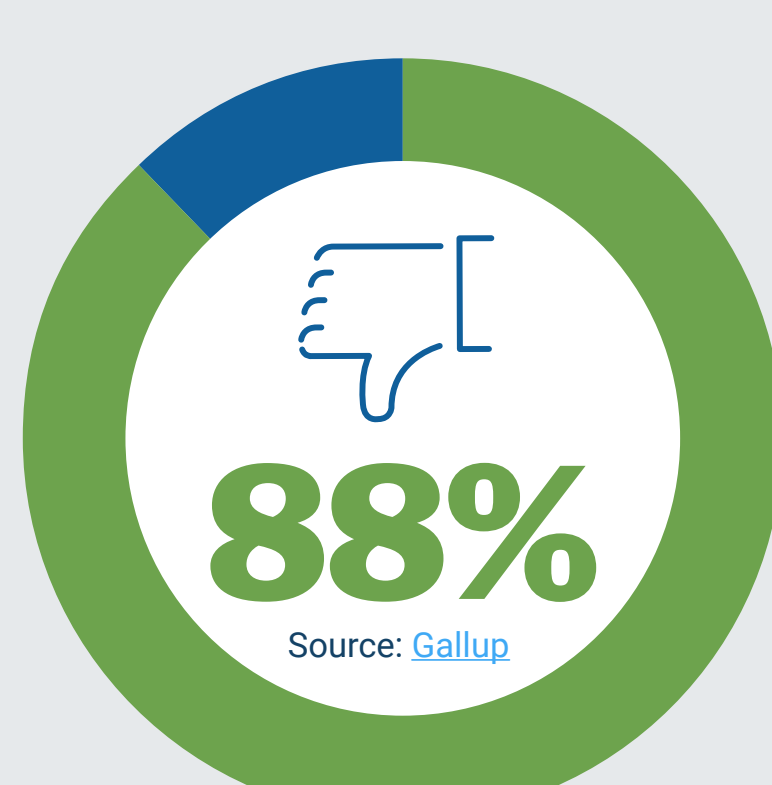
The amount of annual pay that a disengaged employee costs their company.



Productivity loss for an employee earning \$50k annually.



Percent of employees who don't feel their employer was great at onboarding.



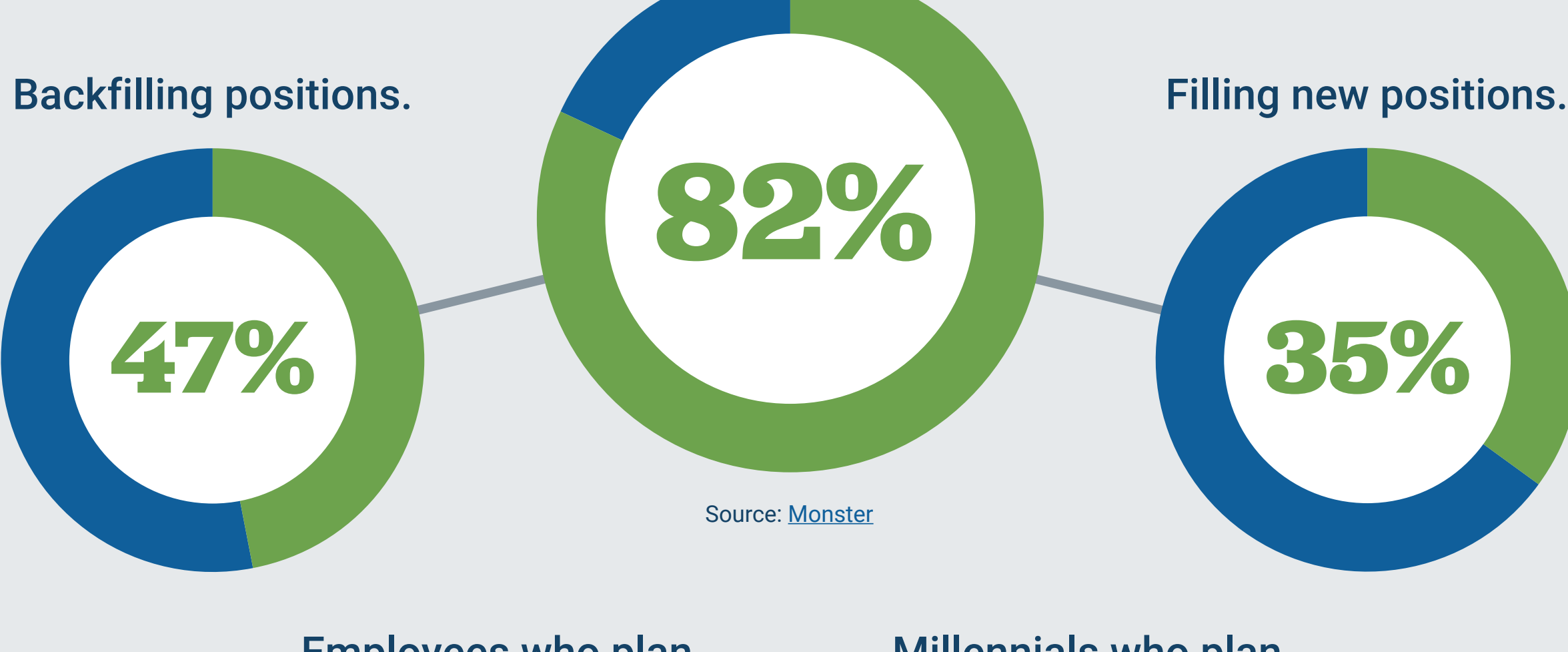
## The Stakes Are High

Employers face the potential challenge of bringing on a significant number of new employees in the coming 18 to 24 months, so the onboarding experience is an important place to focus attention now.

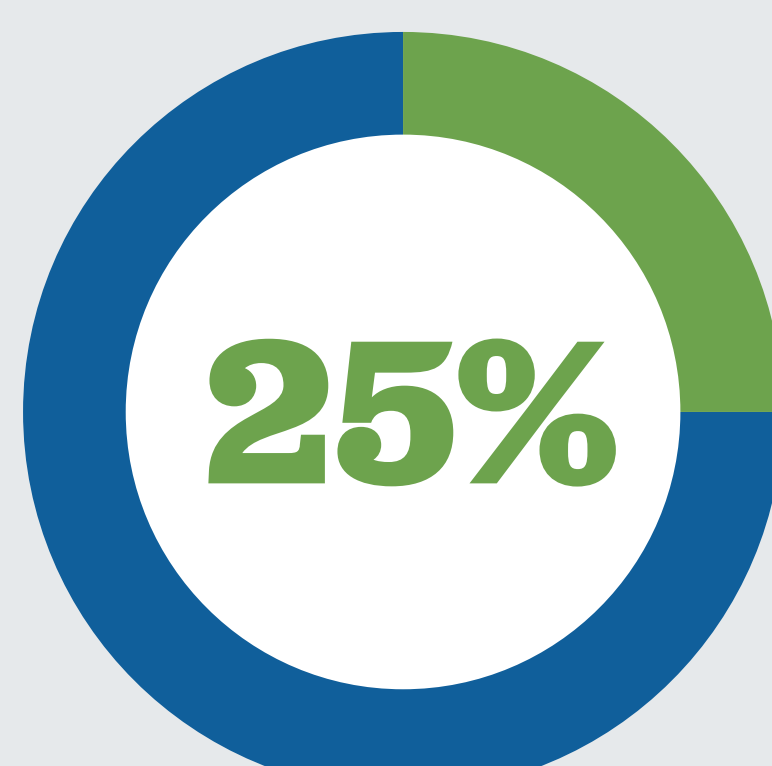


A wave of new hires may be coming.

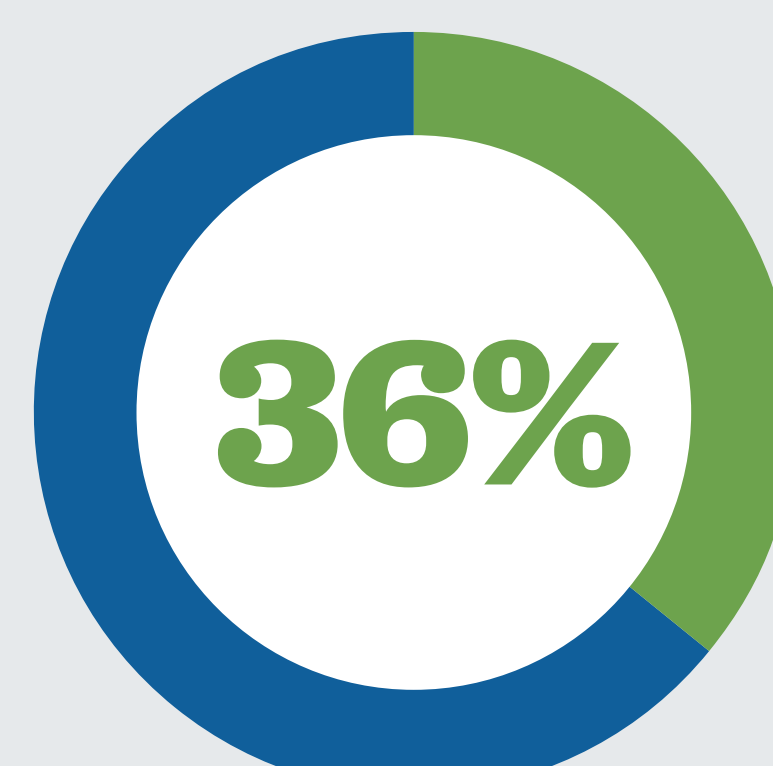
Employers expecting to hire in 2021.



Employees who plan to leave their current job post-pandemic.



Millennials who plan to leave their current job post-pandemic.

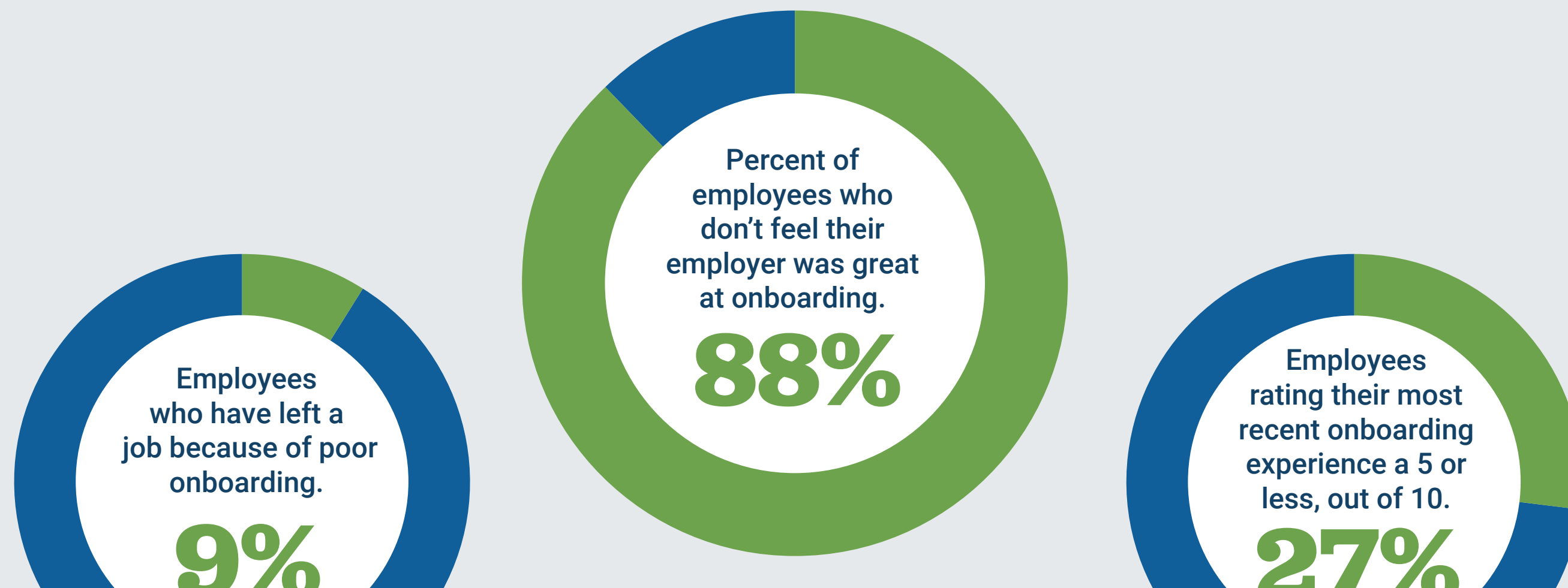


## There's Room for Improvement

Onboarding helps set the tone for an employee's experience with your organization, and it can help create a solid foundation for engagement and retention.



Many employers don't seize the day with onboarding.



## Stand Out with Great Onboarding

Effective onboarding is about more than simply collecting paperwork and offering required training. It needs to set your new employee up for success, productivity and engagement.

To ensure you are offering the best experience, now is the time to consider doing the following:

- Audit your current onboarding process** to identify areas for improvement from both an employee and HR perspective. Look at how you are using technology to provide a good experience. 
- Survey recently hired employees** and ask them for feedback on their onboarding experience. Ask what you did well and where the experience could be improved. 
- Ask yourself what employees really need to know** to perform well in their new role. In addition to relevant training, are they getting solid exposure to company culture? 

Technology is key to enabling a better onboarding experience. Want to learn more about HR onboarding software and how it can help facilitate an easier onboarding experience for your employees and create additional benefits for you?

[Read our guide](#)