

# Onboarding

Help new hires become productive and successful faster

## Show new employees how important they are by welcoming them before day one.

Pre-boarding doesn't have to be complicated, but should include more than just forms. Welcome videos from senior leaders, a day-one schedule and suggested learning can help acclimate new employees.<sup>4</sup>

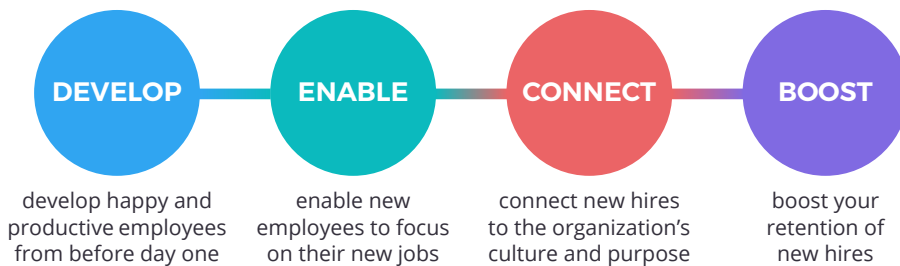
## Successful onboarding drives productivity and retention.

Organizations who do onboarding well improve new hire retention by 82% and productivity by 70%.<sup>5</sup> An effective process, where managers set expectations, provide feedback and coaching, assign mentors and recommend training, helps new hires connect to their roles, colleagues and goals of the company—accelerating time to performance and increasing retention and engagement.

## Your new employees may still be looking for their next jobs.

How you treat new hires in the time between offer acceptance and the first few days and months on the job is critical. Welcoming new employees to the organization, helping them learn the culture and connecting them with colleagues will ensure the organization delivers on the promises made during hiring and keeps staff around for a long time.

## With a strong onboarding process, you will:



“Onboarding is an extension of the candidate experience and when executed effectively leads to sustained engagement and faster time to proficiency.”

Human Capital Institute, 2016<sup>6</sup>

<sup>1</sup> “Reducing New Employee Turnover Among Emerging Adults.” Arlene S. Hirsch, SHRM, June 2, 2016.

<sup>2</sup> “Onboarding Key to Retaining, Engaging Talent.” Roy Maurer, SHRM, April 16, 2015.

<sup>3</sup> “Are onboarding and profitability inextricably linked?: Ensuring your investment does not go to waste.” Christine Marino, HR.com, May 15, 2016.

<sup>4</sup> “Strategic Onboarding: Help New Employees and the Business.” Zach Lahey, Aberdeen Group, June 2016.

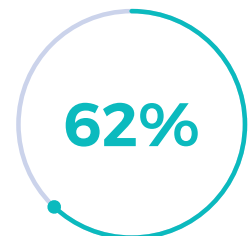
<sup>5</sup> “The True Cost of a Bad Hire.” Brandon Hall Group, September 2015.

<sup>6</sup> “Onboarding Outcomes: Fulfill New Hire Expectations.” Human Capital Institute, 2016.



### Onboarding reduces first-year turnover

20% of turnover happens within the first 45 days of employment.<sup>1</sup>



### Strong onboarding programs enable successful employees

Organizations with onboarding programs saw a 62% higher time to productivity ratio.<sup>2</sup>



## 3 years

### Strong onboarding improves new employee retention

Staff who experience great onboarding are more likely to stay for at least 3 years.<sup>3</sup>

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