



Onboarding: A Tool to Accelerate **Organizational Growth**



Onboarding is the method involved with enlisting, acclimatizing, and absorbing recently added team members into the cultural, social and performance fabric of an organization. Onboarding of fresh recruits is an ordinary practice common in most organizations, but successful onboarding with both attractive and measurable outcomes is, unfortunately, ailing in many associations.

Key Objectives to achieve with Onboarding:

- ✓ Orient new employees to the organization vision.
- ✓ Familiarize employees with the culture of the organization.
- ✓ Foster a positive experience for new employees.
- ✓ Reduce administrative and overhead expenses.
- ✓ Make an excellent first impression on recruits.
- ✓ Simple to use and save in database



Onboarding- an essential part

A new worker Onboarding is an essential part of running a successful business, but it can be difficult to master. Employers invest a lot of money, time, and resources in recruiting new employees, yet new workers are often seeking alternative opportunities. So simply employing them isn't enough; one must also persuade them to keep. According to the Harvard Business Review, the first 45 days of employment account for up to 20% of staff turnover. Why? The poor onboarding process is the main cause behind this. But since they didn't win them over in the first few weeks on the job, the firm loses those employees.

A well-thought-out and performed onboarding process will enhance the likelihood of a pleasant work experience, resulting in a solution where everyone benefits for both parties. According to reports, when standardised onboarding is in place, 54 per cent of businesses realise increased new hire productivity and 50 per cent improved recruit retention rates.

Generating value through onboarding process:



Faster Productivity

Companies that have a good onboarding process have a 54 per cent increase in recruit productivity. Onboarding may boost productivity in a variety of ways, including developing a 30-day, 60-day, or 90-day plan, specialised learning or microlearning, tailored training, making a good first impression, and so on.



Strengthened Employer Branding

Employer brand and reputation are formed in an increasingly connected world by experiences shared across social networks. When your onboarding processes are excellent, your employees will spread the word about how valued they feel and how effectively they have been supported over their first weeks and months with the firm. Never underestimate the power of word-of-mouth marketing. The promise of a pleasant experience may aid both recruiting fresh talent and keeping talented employees.



Investment Returns

Setting up an onboarding system will need an investment of your time at first, but there will be savings eventually. However, as you begin to reap the long-term benefits, the overall return on investment will be well worth it.



Increased value & profitability

According to studies, organisations who engage in a new employee onboarding framework see 2.5 times the revenue growth and 1.9 times the profit margin as those that do not.

What will persuade the number crunchers if that doesn't work?



Reduced Turnover

Effective onboarding has been shown to minimise turnover. According to research, organisations may experience up to a 50% retention rate for recruits. Employees that go through a pleasant onboarding process are also more likely to stay with the firm for at least three years.

Good onboarding may readily reduce early employee turnover in a variety of ways, such as preventing misconceptions and giving better KPI briefings, among other things.

What can you do to boost your onboarding program?

Pre-Onboarding

Pre-onboarding is the period that occurs between the acceptance of an offer letter and the start date of a new employee. This phase is fraught with uncertainty, and a solid pre-boarding process successfully engages them.

Why?

- ✓ Cuts first-day jitters at a new job.
 - ✓ Increases employee retention; improves recruit productivity.
 - ✓ Lowers the administrative cost of onboarding.
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Paperless Onboarding program

The true issue in creating a paperless onboarding programme is implementing all paper-heavy HR operations promptly. As a result, under the Digital Onboarding Program, you only need to fill out one form, and everything will be auto populated in a legally proper way whenever necessary.

Why?

- ✓ Save recruit and HR time
 - ✓ Alike attractive and engaging.
 - ✓ Reduce administrative expenses.
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Microlearning

Microlearning is one of the most recent On-Boarding trends; nevertheless, it is more than a trend; it is a solution. It may be provided in a variety of ways, but it must be divided into several small segments. Whether we are talking about a video, a presentation, an audio file, or even articles, the average time it should take a learner should not be more than 5 to 10 minutes.

Why?

- ✓ Increases engagement by 50%
 - ✓ Can be produced 3x faster than conventional learning
 - ✓ Costs 50% less than traditional learning
 - ✓ Better learning in chunks of 3-7 minutes
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Gamification

Gamification is the application of conventional video game principles to incentivise an employee's On-Boarding experience. It makes the trip more interesting and helps to establish a positive relationship between the business and recruits.

Why?

- ✓ It is becoming increasingly relevant due to the millennial population's dominance in the workforce, who are more productive in their various professions while they are having fun.
- ✓ Making a favourable impression on your recruit may boost their productivity, aid you increase employee retention, and help them integrate swiftly into the business.

30-60-90 days Onboarding Plan

Mentors / stakeholders should develop an onboarding strategy for a recruit to assess their productivity, talents, and interests.

Without an objective or strategy, the recruit is likely to feel disoriented or scared, which leads to bad employer branding, which is something no business wants.

Why?

- ☑ Stakeholders can readily assess new hire productivity, success, and interest with the aid of the plan, and the plan enables new employees work proactively.

Conclusion:

My Joining is an HR Automation platform that delivers a full employee experience for the recruit from the time the offer letter is accepted until the completion of the onboarding process.

It considers all elements of employee onboarding and focuses on the following KPIs to aid HR Leaders in getting the most out of their time, efforts, and employees.

The KPIs are as follows:

- The cost of bringing on a new employee
- Productivity of Employees
- Workplace Experience
- The percentage of no-shows
- Retention of employees
- Employer Branding



To use the best Practices in Onboarding
visit: www.myJoining.in

About ORANE

Established in 2009, Orane Consulting Pvt. Ltd is an IT Consulting Company. We are a team of 160+ dedicated professionals who are committed to meet and exceed customer expectations. Our unique technology capabilities coupled with domain understanding has enabled us to provide excellent value-driven solutions to customers across verticals. We're authentic in our actions and approach, we have a passion for innovation, and we know that smart insights lead to better outcomes... making way for you to achieve unstoppable business intelligence. We partner with our customers to break down the barriers preventing insight-driven decision-making by transforming their data and analytics into a conduit for growth and innovation.