

# 7 Onboarding trends for 2021



2020 has been a year unlike any other. COVID-19 has forever left its mark on the way we live and work. Though at the time of publishing we're still living through the pandemic, we need to start preparing for a post-COVID world. In this article, we will reflect on 10 HR trends we're expecting in 2021 and beyond.

## Do you need to update your employee onboarding?

Did you ever think you'd be running a small business in the middle of a global pandemic and an economic crisis? Probably not. There have been a lot of curveballs small business owners have dealt with this year. The silver lining, though, is all of the learning that has come from this wild experience

Chances are your business today looks very different than it did a year ago and. As a result, your whole onboarding process is different as well — especially with all of the remote work people are doing and the sanitization processes required for in-person offices and businesses.

It might seem like just another thing to add to your mountain of a to-do list, but the time you'll invest in revising your employee onboarding to match your business's current reality will save you in the long run. 20% of turnover occurs within the first 45 days and we all know that there are big costs associated with recruiting and hiring.

Here's what to consider when updating your employee onboarding processes for 2021.

## ***Invest in revising your employee onboarding processes to match your business's current reality by below 7 Onboarding Trends for 2021***

### 1. Home as the new office

Though working from home had already become an increasingly common occurrence for knowledge workers before the start of the pandemic, there weren't many organizations with a decent work from home policy in place—or that were ready to go fully remote in a matter of days.

While we don't expect the pandemic to transform every single company that has the possibility to become fully distributed to do so, we do believe that working from home (or anywhere else, once social distance measures are lifted) will remain an important part of how we work.

### 2. Set Expectations

Clearly communicate your expectations to new employees before they start work.

Onboarding employees with a clear picture of their duties is the basis for successful hires. Both you and the remote worker should be clear on company values, team objectives, and individual goals. You should also establish time frames for training, reviews, and milestones.

You should verify that new employees understand their tasks and the systems they'll use in their work. Discuss upcoming projects, organization leaders, and access to shared employee resources.

### 3. Refine the Onboarding Process

For each new process you implement, you should review its impact and results. Document and evaluate how both existing and new employees react to the onboarding process. Find out what works best for onboarding remote workers by consulting those who've had similar experiences.

After new remote workers have been at their jobs for a while, ask them the value they got from your onboarding strategy. By constantly evaluating and improving the onboarding process, you can help remote workers adjust to their new roles easily and refine for future remote hires.



## 4. Do make sure new hires understand the culture

Virtual employees rarely step foot in the corporate office. Culture is just as important in onboarding as day-to-day responsibilities. Pairing remote employees with an “on-site” team member is the best practice to opening the lines of communication. Expectations of answering phone calls or emails after working hours. Team members can ensure that virtual employees are well aware of the workflow, organizational values, business goals and performance expectations. When employees feel connected to the culture, they are more willing to work harder and feel as though they are making an impact.

## 5. Do Gamify your onboarding programs to engage new hire

Gamification is a process where engagement strategies incorporate game-based elements – for example, point-scoring, competitions or rewards – as a way of encouraging team members to be actively engaged in the workplace. It's designed to capitalize on human psychological factors that see them become competitive with one another and, in doing so, they will display drive and a willingness to learn and improve. According to the 2019 Gamification at Work Survey by Talent LMS, 89% of employees said gamification made them feel more productive, while 88% said it made them feel happier at work.

## 6. Do Assign a Virtual Onboarding Buddy

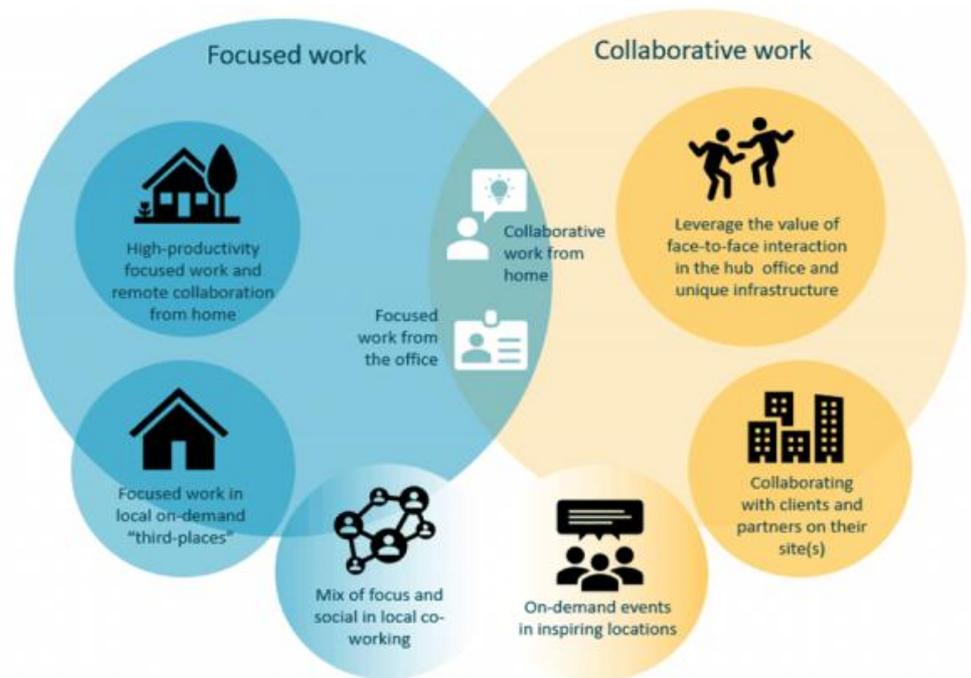
It's common for large organizations with many employees to assign a company representative to assist a specific client. But this can work for any sized firm as well in terms of virtual onboarding new employees. Just like an assigned representative who is familiar with the client, an “onboarding buddy” direct-contact employee has a better understanding of what a new hire is going through. If for the new hire, they'll form a connection to your company faster, and this might make them feel less remote.

## 7. Security

With the rise of cyber security attacks due to COVID-19, you will want to make sure your IT is making this a top priority. Allow your employees to know best practices for phishing email attacks, keep technology up to date, etc.

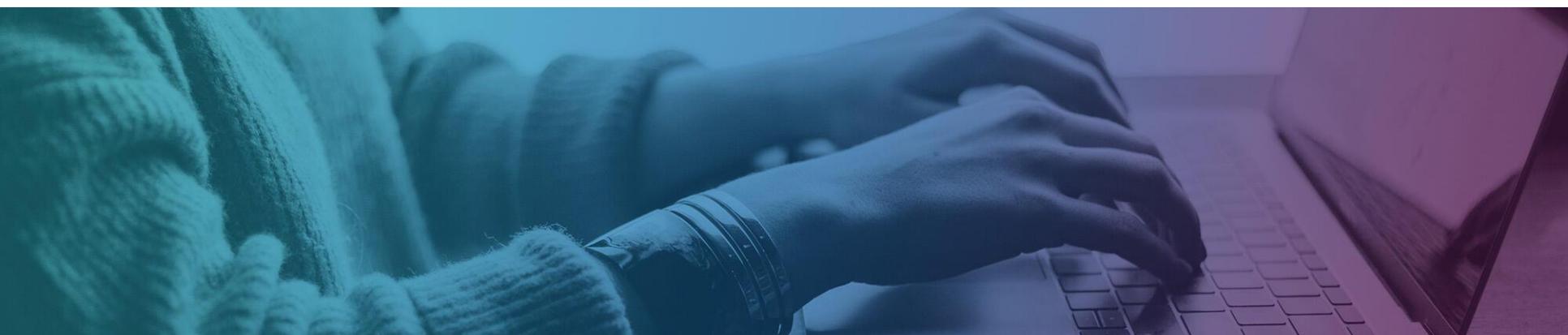
## Pocket tips for the remote worker hiring's

- For on-site Onboarding, policies and practices such as keeping the worksite sanitary and procedures for distancing will need to be incorporated
- If you were planning to provide company swag to your new remote hire, mail the package
- If remote workers are creating a home office, consider helping them set up a workplace that's ergonomic and comfortable
- Make sure training for remote workers has breakout times built into the system, along with Q&A
- Schedule time daily for the first week, then weekly beyond, to simply answer your new hires' questions. Also get feedback
- Whenever you're addressing the team as a whole, make sure your remote workers are included in the conversation and invited to company events.



## Conclusion-

2020 has brought a lot of challenges, however, it also allowed for companies to evolve and adapt to new changes. The biggest change is your onboarding process as it has moved to fully remote for the majority of business or some as they slowly get back to the office are trying to create the proper protocol for new layouts/design, work scheduling, sanitizing stations and more.





HR · Onboarding · Exit Management · Analytics

To see how MyJoining can help, just *schedule a demo*

VISIT :: [www.myjoining.in](http://www.myjoining.in)

HR Onboarding & People Analytics is one of our key focus areas and we have in-house expertise across HR Domain, various technology stacks and major mobile platforms like Android, iPhone etc. This expertise is evident from the fact that we have successfully delivered complex Onboarding and People Analytics and other applications for multiple customers across the Globe.