

Bid Bon Voyage to Awkward Onboarding



IT'S SMOOTH SAILING FROM HERE

It's no secret the workforce is shifting from in-office to remote. With this shift comes a need to make onboarding simpler and more effective. Traditional face-to-face methods no longer cut it – and with the digital age in full swing, that shouldn't be a problem.

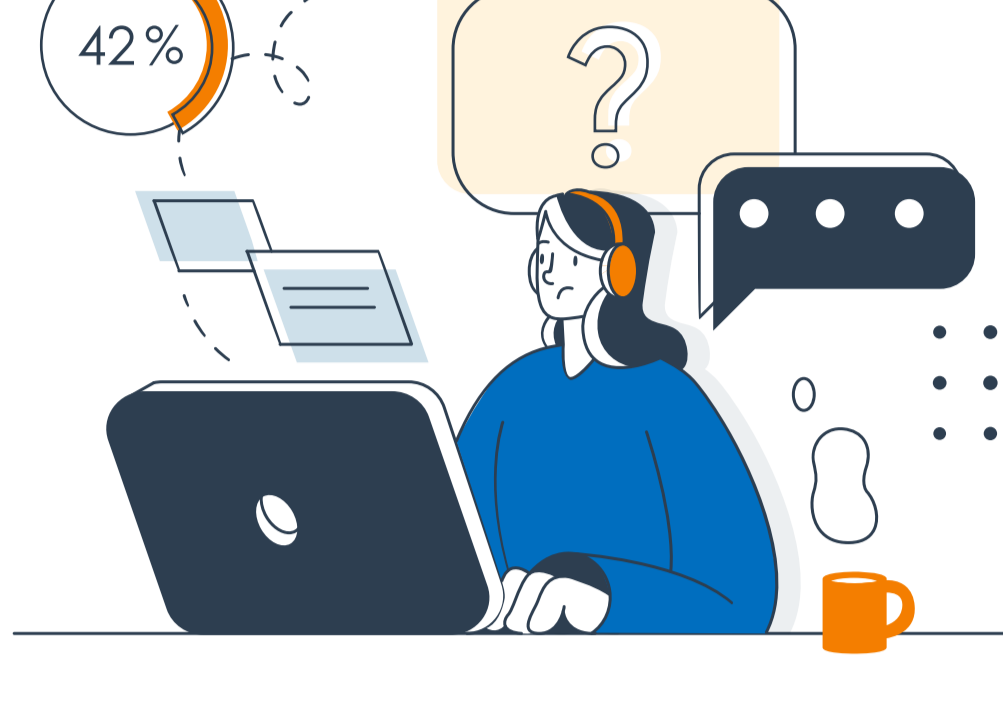
Today there are more options than ever for automated onboarding routines. But are those processes adequate? As organizations seek ways to bring consistency, quality, and efficacy to the onboarding process, automation could be the key to success.

If your organization is transitioning to a modern, remote workplace, the following information can help. Here are some of the top questions (and answers) to ask yourself about onboarding in 2022 — and beyond.

1

DO MY EMPLOYEES FEEL SUPPORTED THROUGH ONBOARDING?

Sadly, nearly half — **42%** — do not feel supported throughout their first week of work (Talmundo, 2021).



2

WHERE DO YOUR EMPLOYEES FEEL THEY COULD BE BETTER SUPPORTED?

A whopping **64%** of employees said they struggled with understanding their role at their new job. In contrast, only **29%** of their employers felt this was a problem with their new hires (Talmundo, 2021).



3

AFTER ONBOARDING, DO MY NEW EMPLOYEES FEEL SUPPORTED AND PREPARED FOR THEIR NEW ROLE?

There's always room for improvement. Only **29%** of new hires feel they are ready to tackle their new responsibilities successfully.



4

WILL ONBOARDING CONTINUE TO BE AN ISSUE AFTER THE COVID-19 PANDEMIC?

It depends on the direction your company takes. However, only **49.7%** of employers think onboarding won't be an issue after the COVID-19 pandemic (Workable, 2020). But with the new trend toward remote onboarding and working from home, chances are it could continue to be an issue.



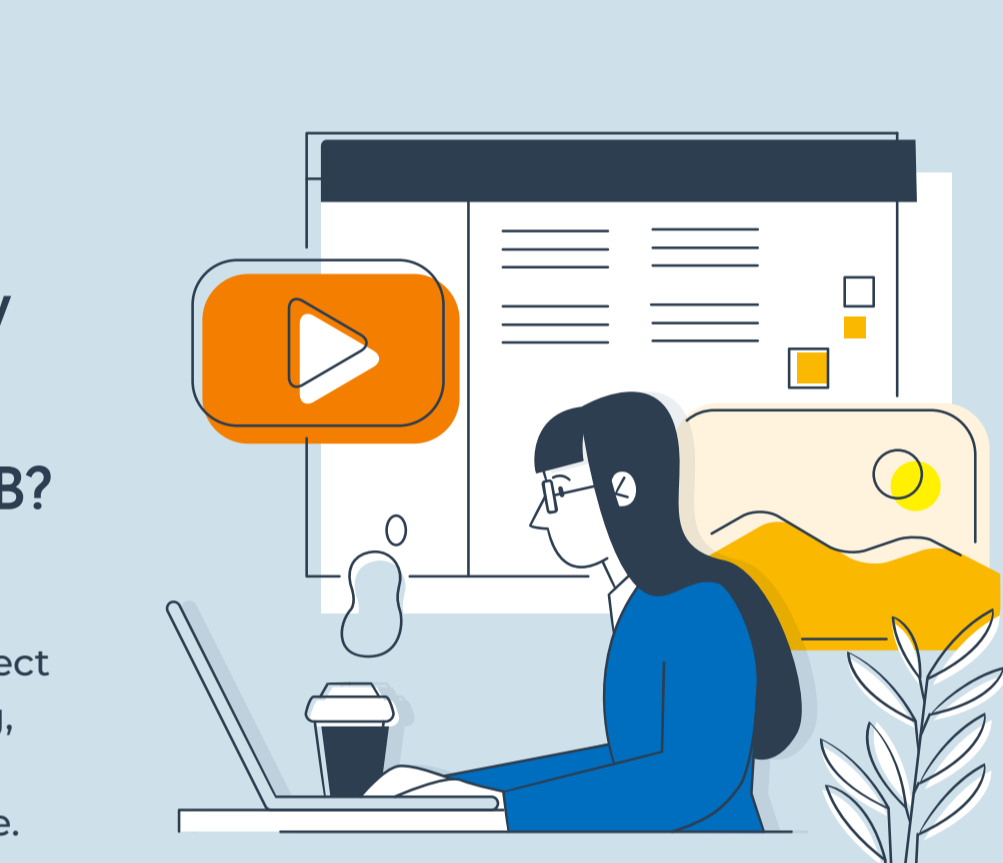
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WHAT ARE SOME OF THE BIGGEST CHALLENGES NEW HIRES FEEL THEY FACE WHEN STARTING A NEW JOB?

Sadly, some of the most significant issues new employees face are an initial disconnect between the hiring phase and onboarding, an imbalance in the work-life realm, and a lack of engagement with company culture.

Further broken down, new hires listed the following problems:

- The disconnect between hiring and onboarding (40%)
- Lack of employee engagement (13%)
- Short progress (11%)
- Personalization of new hire experience (11%)
- Automating workflows (10%)



6

WHAT ARE SOME OF THE REASONS THAT NEW HIRES FACE ONBOARDING CHALLENGES?

A U.S.-based online poll revealed the top onboarding challenges and reasons for poor onboarding. The results uncovered the following information.

Employees felt that the top reasons for inadequate onboarding were:

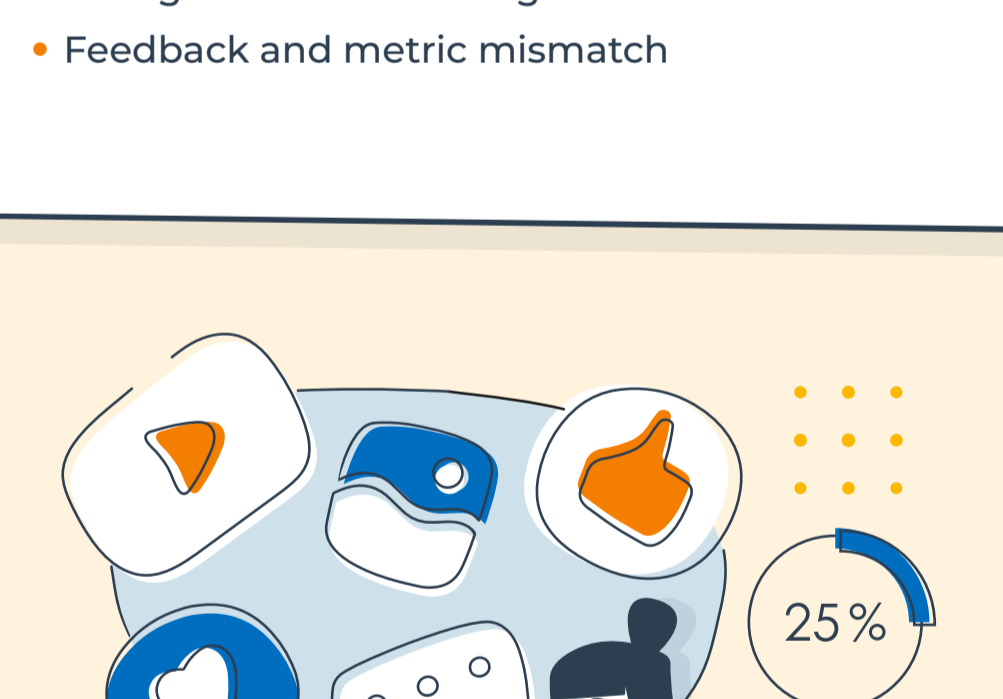
- Confusing orientation
- Candidate abandonment
- Information overload
- Belated onboarding
- Unorganized onboarding
- Feedback and metric mismatch



7

HOW PRODUCTIVE CAN I EXPECT MY NEW HIRES TO BE?

There's always an adjustment period when it comes to new hires. During a new hire's first month, you can expect their productivity to be around the **25%** mark.



8

WHEN WILL MY NEW HIRE BE IN PEAK PERFORMANCE MODE?

After the first month, you'll see your new team member's growth. A typical new hire will reach peak productivity around 12 months. This process can be expedited by leveraging a learning management system like LearningZen and by measuring retention.



9

WHAT IS CONTRIBUTING TO HIGHER-THAN-AVERAGE TURNOVER RATES?

(AND, THEREFORE, A GREATER NEED FOR BETTER ONBOARDING SERVICES)

At least **37%** of HR professionals attribute high turnovers to an absence of work-life balance.



10

HOW CAN I MAKE THE ONBOARDING PROCESS MORE SEAMLESS?

There are several great resources available to you through LearningZen. Contact our team to learn how a personalized, online training platform can help your employee onboarding.

