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your logo

New Employee Orientation

Research and Approach



When the orientation process is successful, new employees will be able to “blend in” seamlessly.

(Borzillo et al., 2021)

First-Day Impressions and Incidents add up



Supportiveness

(or lack of)



Appreciation

(or blame)



Feel Welcome

(or unwelcome)



Part of the team

(or experiencing conflict
and separation)



Alleviate uncertainty and anxiety

Recent hires are faced with a host of **new people, objects, rules, information, regulations, and objectives** which they *generally* fail to understand from the outset



Invest upfront

The effects of a competent employee orientation **unfold over time** and directly impact employee **attitude and performance**.



Goals of New Employee Orientation

Learn about the Company

Help new employees understand how their job role fits in with other jobs around them by covering the **organization's general objectives, structure, culture and processes**

Learn about the Role

Help employees understand both **specific requirements** concerning their job role, as well as **general requirements** regarding acceptable or unacceptable role behaviors

Whoa!

When done right, this approach can reduce *role ambiguity* and *role conflict*.

Which means...

The employee will be armed with resources, understand expectations, and know their direction.

(Young & Lundberg, 1996)





Facilitating organizational fit

- Familiarize the employee with the **culture** (not just meet the team)
- Highlight **collective goals**
- Emphasize **strengths and unique abilities**
- Incremental meetings with managers **focused on fit** and not performance

End goal:

Loyal and engaged employees
confident that they belong



Other Strategies



Allow **indirect learning** through group discussions and activities with peers



Allow **self-pacing** through providing online resources



Utilize technology but be mindful of **differentiation and resources**



Align new hire with **customer needs and company goals**



“ Kelly Chuck removes anything that doesn't focus on her **core vision** of getting new hires **excited** about LinkedIn's **mission** and **building relationships** that will help them move forward with work.”

(OConnell, 2021)

Pre-boarding your New hire

Virtual Tour

Send a link with a virtual tour with video and cover FAQs (Ernst & Young)

Electronic Welcome Pack

Include guiding principles, history, and more (Warby Parker)

Welcoming Email

This could include links to videos, logon info for intranet, list of tools and resources they need (Mastercard)

Pre-start training

Employees who engage in this are 80% less likely to leave during their first year (IBM)

Why?

- Employees can “hit the ground running” on day one
- They feel like they fit in already
- Alleviate awkwardness of first day



Know their Worth

Continue the “sales” that was introduced during recruiting. Let them know their impact on the team and the importance of their role on performance.

(Sullivan, 2015)

Don't just list Values

Give examples of employees walking the walk. Give examples of employees living the values.

Resources

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