

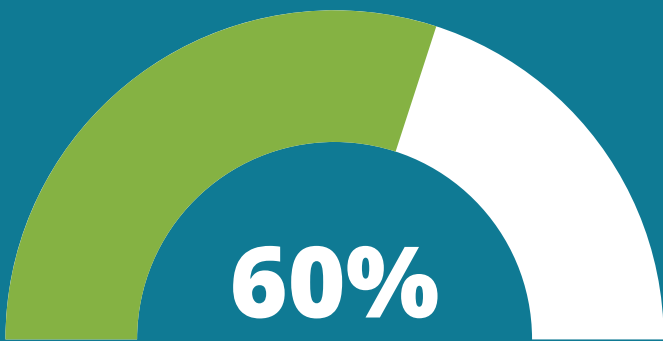
Benefits of a Positive Onboarding Experience

New employees who are part of a well-structured onboarding orientation program are 82% more likely to remain at a company for up to three years. Onboarding is a critical part of talent attraction and retention – which is why it should be viewed as an activity longer than one week (at least a year).

82%

of new hires are more likely to be retained longer with strong onboarding practices.

Source: HROnboard Pty Ltd



Studies show that 6 out of 10 Australian managers have had an employee leave within their probation period – with 43% of those employees leaving within the first month due to poor onboarding practices.

Source: HROnboard Pty Ltd

It is estimated that staff turnover could cost a business between 100% – 300% of the replaced employee's salary for an organization. The expense of hiring for one position could equate to the investment needed for a thorough onboarding platform. Which option would you prefer to invest in?

300%

turnover costs up to 300% of the replaced employee salary.

Source: Forbes Media LLC

70% 

up to 70% increase in performance with effective onboarding (June 2024).

Effective onboarding has been shown to increase employee performance by up to 70%. There is little difference between the first day at a new job and the first day in a new classroom.

Source: MYOB

A Robust Onboarding Process is **Cheaper** Than Replacing an Employee.

A good retention rate benefits the organisation, especially from a financial perspective. A great onboarding experience can improve hire retention by over 80%

71% ↓

Of employees would be put off staying in a business if they **DID NOT** have a good onboarding experience.

Employees might feel this way because 58% of organisations have onboarding programs that are mainly just processes and paperwork. Getting more creative and in-depth with onboarding could provide a better employee experience

Source: Forbes Media LLC

25%

of companies do not include training in the onboarding journey.

40%

of Australians say they feel lonely at work.

25 percent of companies admitted that their onboarding journey does not include any form of training.

This can lead to a loss of 60 percent of a company's entire workforce over 4 years.

Source: HROnboard Pty Ltd

Onboarding is one type of support system workplaces can use to further connect new hires with their teams effectively – with appropriate information delivery.

Onboarding Matters

The stats speak for themselves — by welcoming new starters with a positive onboarding experience, organisations can massively improve their levels of staff retention and engagement.

It's extremely important to introduce new employees to how things work, the values and the organisation's culture before they start working. It helps the new employee understand the job's nature and how to go about it. According to a report from Recruit, this helps to make them more productive by 70% or more. Without a proper onboarding process, employees may get frustrated because they weren't given guidance on what to expect and how to do their job well. This can lead to a high turnover rate, as more people are likely to quit.

Unfortunately, 58% of institutions reported that paperwork is the focus of their onboarding process, missing the opportunity to engage new employees with practical solutions to challenges they'll encounter on the job—an approach that builds involvement, confidence, and productivity.

Transform Your Onboarding Process with Employee Matters!

Ensure your new hires are engaged and confident from day one. Let us help you design an onboarding process that boosts engagement, retention, and profitability. Contact us to get started on creating a successful onboarding experience.

