

How Structured Onboarding Can Improve Employee Productivity and Efficiency

New employees require an extensive amount of upfront investment to get them up to speed and have a full grasp of their new position's responsibilities. It was found that 49% of new employees who don't receive a formal or structured onboarding experience miss their first performance milestones. This can be a huge letdown for both employee and employers. [1]

Structured onboarding is a method employing organisations can use to improve employee productivity and efficiency, especially in the early weeks and months.

It provides more guidance and direct assistance for new employees so they don't feel overwhelmed or left behind during the first days of their job. This, as you'll see, has wide-ranging ramifications for new employees' productivity and efficiency over the duration of their work.

Structured Employee Onboarding Sets Expectations

Structured onboarding offers employers opportunities to outline responsibilities, create communication channels, and send critical information to new employees before they set foot on the premises.

Consider a new employee that spends their first day trying to locate a map for your office or facilities. They might also spend part of that day learning who their immediate superiors are, what exactly their responsibilities entail, and who they should talk to if they have an issue.

With structured onboarding, you can provide all of this information beforehand. A great onboarding experience bolstered by smart technology can, for instance, provide an intuitive map for a new employee so they can find their way around without trouble. It also gives them opportunities to ask questions to HR managers before their first day.

In short, a structured onboarding process reduces the time a new employee has to spend "learning the ropes", so to speak. The benefits to productivity are obvious, especially during an employee's first days or weeks.

With Structured Onboarding, New Employees Can Be Trained for Their First Days

There are other benefits to structured onboarding: namely, training. With onboarding apps and other technology, training is no longer limited to just being on-site. Software enables organisations to offer training modules and short programs to new hires that teach them their basic responsibilities, how to manipulate various systems or software common at your organisation and brings them up to speed on company policies.

With them, that's more than possible – it's a key part of the app. Training through a structured onboarding process facilitated by technology means that employees spend less time being trained at work... and more time doing the job you hired them for.

This has ancillary benefits, as well. Employees that feel capable and confident on their first day are more likely to stick around as half of all hourly workers leave new jobs within the first 120 days. [2]

Structured Onboarding Increases Employee Commitment and Motivation

Today's employees, especially millennials, are more than willing to switch companies or look for alternative opportunities if they feel that they aren't a good fit at a new organisation. They have a lot of expectations you need to meet. In many cases, the first impression an employee receives can influence their motivation and commitment over the long-term.

With structured onboarding, you have the chance to set the tone for the rest of their tenure at your company. Structured onboarding, by offering a guided and confidence-boosting experience for new employees, can increase commitment and motivation across the board.

Employees that are properly motivated, and who feel like a new organisation appreciates their talents properly, are more likely to work harder, stay longer, and give their job everything they've got. If you want to boost productivity, you need happy, motivated workers – the best way to guarantee that *from day one* is to use a structured onboarding experience.

This also benefits your organisation from an employee retention perspective. Glassdoor's research shows that companies with strong, structured onboarding processes boost new hire retention by up to 82%! [3]

Conclusion

Ultimately, structured onboarding provides undeniable improvements to employee performance, productivity and efficiency. If you want your company to attract and retain the best workforce it can, you should be implementing structured onboarding experiences. Give a try today to see how it can help transform your onboarding process.

Sources:

[1] <https://www.gulfcoast.edu/human-resources/documents/strategic-onboarding.pdf>

[2]

https://www.shrm.org/foundation/ourwork/initiatives/resources-from-past-initiatives/Documents/Onboarding%20New%20Employees.pdf?utm_source=link_wwwv9&utm_campaign=item_235121&utm_medium=copy

[3] <https://b2b-assets.glassdoor.com/the-true-cost-of-a-bad-hire.pdf>