**Why Onboarding Matters**

**What is our goal for an effective onboarding process?**

* Further develop our recruiting efforts and brand recognition for students, faculty and staff
* Reduce time-to-productivity, ensuring a smooth transition
* Minimize any potential stress of the new hire
* Reduce turnover at Nazareth
* Develop job knowledge
  + Assimilation to culture
  + Understand mission and vision of organization (big picture)
  + Sets expectations (prevent mistakes)
  + Welcome new hire to Nazareth College

**Here are a few statistics:**

The Aberdeen Group, an international analyst firm, conducted a study of senior executives and HR staffing and recruiting professionals. The study found that 86 percent of new hires make the decision of whether or not to stay with an organization long-term within the first six months of employment.

The Aberdeen Group also reported 66 percent of companies with onboarding programs claimed to have successful assimilation of new hires into the organizational culture, 62 percent reported higher time-to-productivity ratios and 54 percent had higher employee engagement.

Another HR study conducted by Bamboo HR showed that 56 percent of respondents said having a buddy or mentor at work is important when getting started.

PricewaterhouseCoopers, a human capital consulting organization, estimates that the cost for the hiring manager (and team, including HR), time to hire the replacement and train can be 50 percent to 150 percent of annual salary for the job.

**Interesting articles:**

<https://www.nbrii.com/employee-survey-white-papers/onboarding-is-critical-to-business-success/>

<https://www.shrm.org/resourcesandtools/hr-topics/talent-acquisition/pages/onboarding-key-retaining-engaging-talent.aspx>

<https://www.linkedin.com/pulse/20141110053210-112837408-why-is-onboarding-so-important>