

## Employee On Board

Traditional orientation and on-boarding processes are often based on historical practice rather than the changing requirements of the workforce and workplace. Errors in on-boarding will, at minimum, compromise productivity and potentially lead to retention challenges. The ClearPicture On Board survey identifies what a company must do to enhance this critical initial phase of the employment relationship. Organizational productivity is enhanced as new hires learn job procedures quicker, establish relationships with coworkers, and gain a sense of community and belonging.

With ClearPicture's On Board Survey solution you can

- Identify if the expectations set with the new employee during the recruiting process are in fact materializing or if you need to adjust your recruiting messages or on-boarding practices;
- Measure the effectiveness of your on-boarding. Think of your new hires as customers &ndash; in order to improve your on-boarding service level and their rapid affinity to your company you need structured feedback regarding your on-boarding processes. To properly target any changes to your on-boarding process you need to be able to analyze the data by business unit, by employee demographic and other attributes. In this way you can enhance your on-boarding processes and more accurately tailor the on-boarding experience by job type, experience base of the new hire, etc.
- Reduce time to productivity, reduce retention issues. A productive employee becomes a valued member of the team quicker, an individual that recognizes their value is more engaged and an engaged employee is likely to leave. Capturing structured employee feedback within the first 6 months will allow you identify potential roadblocks to engagement and avoid costly early-stage turnover.