greenhouse Onboarding

The business case for new hire onboarding

Designed for success

A thoughtful and effective onboarding program means more to your business than you might think – it serves to increase employee engagement and reduce churn and directly supports business goals. All while reducing the time and resources spent by people teams and individual departments preparing for a new employee's arrival.

Everyone in the workforce has experienced new hire onboarding at some point in their careers – the good, the bad and the disorganized and ineffective. This was once seen as an exclusively administrative, paperwork-heavy chore, an unwelcome item on the HR team's to-do list. In the current work era, perfunctory onboarding won't cut it. The business, financial and workplace culture ramifications are just too important to discount.

The war for talent never ends

The war for great talent doesn't end with an offer letter. It doesn't even end on a new hire's first day – or 60th. Making a great first impression through a smart onboarding process is vital to instill a strong sense of employee engagement from the moment they accept the job.

Bad onboarding is costly

33% of new hires look for another job within the first six months in a role[1]

That means creating an engaging and unique onboarding experience for employees should be a critical business function. You can't afford to lose new hires – they have already cost your company time and resources to find and onboard. The potential financial ramifications of not changing your approach can't be ignored.

It costs a business up to 9 months of an employee's salary to find and replace an employee[2]

Can you afford to make a disorganized, disjointed and uninteresting first impression on the latest recruits to join your company?

In addition to creating an engaing and seamless experience for both new hires and hiring managers/teams, smart onboarding processes and technologies help your company achieve greater efficiency through the strategic use of automation tools, including task management, reminders and new hire surveys.

The time and resources individual departments use to create a great onboarding process only need to be spent once, since their learnings can be applied to other teams.

When your people team and hiring managers have access to the right tools to develop a thoughtful and thorough onboarding process, your business will save time and money. Another welcome side effect? Freeing up valuable time during an employee's first weeks and months for building relationships and job-specific trainings.

People power your business, so empower your new people

Organizations with a standard onboarding process experience 54% greater new hire productivity and 50% greater new hire retention[3]

Not only does strategic, technology-powered new hire onboarding quickly and effectively immerse your new employees in your company culture and get them acclimated to your team, values and method of operation, it also makes them feel welcome.

Creating that sense of belonging – and making sure it lasts – is vital for engaging workers over time.

The solution

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Greenhouse Onboarding works seamlessly with your Greenhouse Recruiting system and is designed to set your people up for success. The benefits of Greenhouse Onboarding's strategic process include:

Helping you build a stellar new hire experience that begins the moment an offer is accepted

Being able to create your own unique Welcome experience to help new employees explore your community before they start

Using automated tasks to manage the logistics of your onboarding plan, so you can focus on delivering a great experience

Analyzing your performance through reports and feedback to understand what's going well, and how to iterate your onboarding process.

See Greenhouse Onboarding for yourself

1. hbr.org/2015/03/technology-can-save-onboarding-from-itself

2. gallup.com/workplace/235121/why-onboarding-experience-key-retention.aspx

3. shrm.org/foundation/ourwork/initiatives/resources-from-past-initiatives/Documents/Onboarding%20New%20Employees.pdf