

Sage Abra HRMS

# Employee Onboarding: Engagement Strategies for Your New Hires

**Sage HR R&R: Refresh and Recertify  
Webcast Series**



# Your Presenter for Today

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The Osborne Group

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# Objectives

In today's webcast, you will learn:

- The critical components of an onboarding program.
- Strategies for implementation and management of an onboarding program.
- Metrics to measure Return on Employee Investment for an onboarding program.

# One Chance . . .

To make a good  
first impression.



# Onboarding

## Systematic Approach

- Success
- Committed
  - Self
  - Company

## Improve Success

- Increased job satisfaction
- Increased individual performance
- Increased group performance
- Increased longevity

# 10 Commandments

1. Thou shalt not bear false witness against thy employee.
2. Thou shalt give a written plan of employee objectives and responsibilities.
3. Thou shalt give thy employee thy undivided attention.
4. Thou shalt have relevant paperwork ready.
5. Thou shalt introduce thy employee to their neighbors.
6. Thou shalt set up thy employees work station.
7. Thou shalt schedule one-on-one time.
8. Thou shalt create a balance.
9. Thou shalt clarify the company culture.
10. Thou shalt think beyond the first few days.

# 1st Commandment

Thou shalt not  
bear false witness  
against thy  
employee.



# 2nd Commandment

Thou shalt give a written plan of employee objectives and responsibilities.





# 3rd Commandment

Thou shalt give thy  
employee thy  
undivided  
attention.



# 4th Commandment

Thou shalt have  
relevant  
paperwork ready.



# 5th Commandment

Thou shalt  
introduce thy  
employee to their  
neighbors.



# 6th Commandment

Thou shalt set up thy employee's work station.



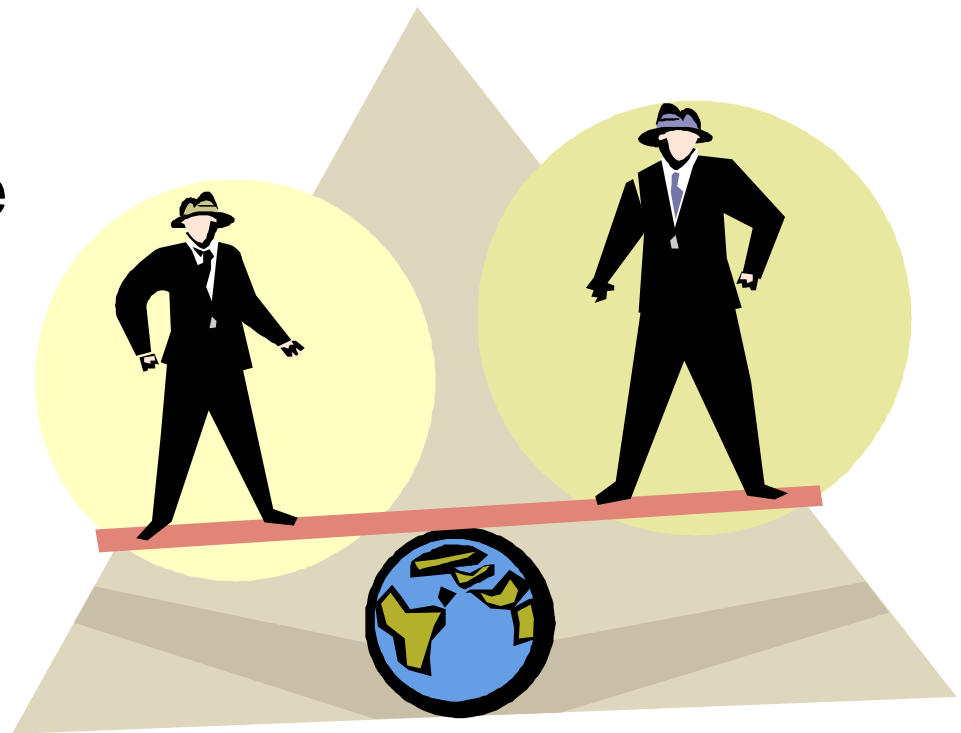
# 7th Commandment

Thou shalt  
schedule  
one-on-one time.



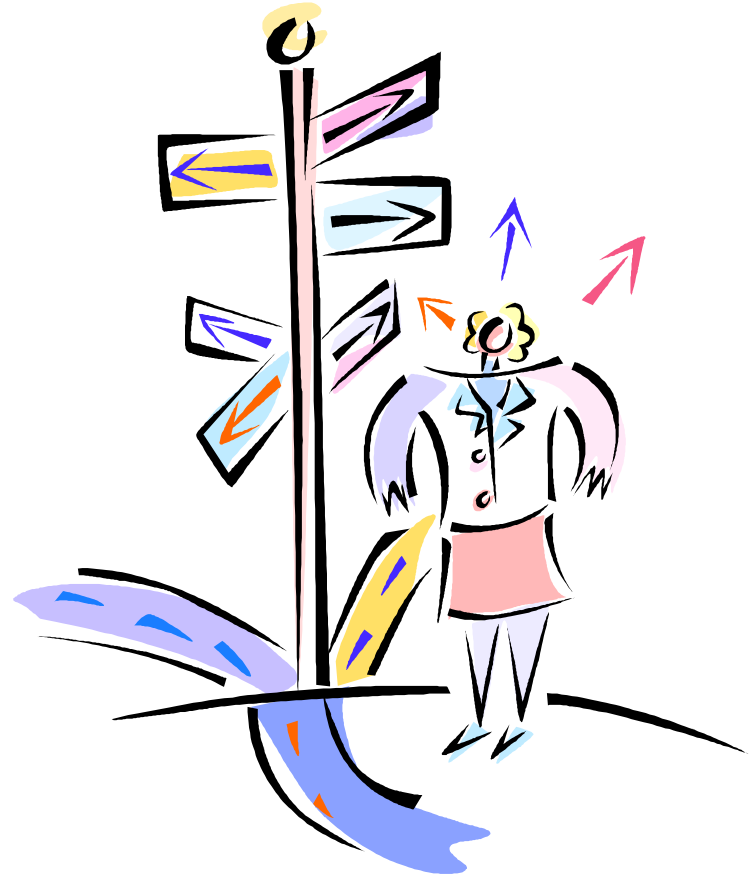
# 8th Commandment

Thou shalt create  
a balance.



# 9th Commandment

Thou shalt clarify  
the company  
culture.



# 10th Commandment

Thou shalt think  
beyond the first  
few days.





# Measuring Onboarding Impact

## Things to Consider

- No one size fits all
- Stake holders
- Demonstrate effectiveness
- Align with productivity and retention

## Things to Measure

- Measure deadlines
- Measure completions
- Measure accuracy

# The Rest of the Labor Force

- Executives to folks on shop floor
- Contingent Labor
  - Contractors
  - Temps
  - Seasonal
  - Part-time
  - Interns
  - Project specific

Make It Seamless

# Let's Talk Technology

## Consistency

- Key Factor

## Key Areas

- Benefits Enrollment
- New Hire Forms
- Work Flow and Task Management

## eLearning

- Harassment Training
- Safety Training

# Implementation

- Start now
- Make it formal
- Simple but standardized is OK
- Focus on engagement
- Central management
- It begins before the hire
- Establish goals and metrics
- Tailor to your audience
- Delivery options
- Mentoring programs

## Keys to employee success:

- Skills and abilities
- Tools
- Guidance

# Summary

Develop a positive relationship between your new employees and your current employees. Use onboarding to:

- Accelerate learning
- Improve communications
- Improve productivity
- Retain your platinum performers

# About Sage Abra HRMS

- Sage Abra HRMS is dedicated to providing solutions that help HR departments increase the overall performance of their companies.
- Sage Abra is human resource management system software that was built for HR professionals by HR professionals.
- Sage Abra addresses the challenges of human resource management, including HR, payroll, benefits, employee self-service, attendance, recruiting, training, and workforce analytics.

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