NEW EMPLOYEE ORIENTATION

The following is a brief guide to assist employers with the orientation of new employees. New employee orientation is not a one-day process; it can take from 30 days to 6 months or more, if done properly. A successful orientation program accelerates learning and decreases employee turnover, while increasing employee satisfaction and performance.



First impressions shape an individual's image of the organization throughout their employment. New employees are already facing an anxiety-inducing situation, due to coming into a new environment and wondering if he or she will fit in. As such, it is important that the employer does not worsen the experience with a boring, confusing and overwhelming orientation process. It is important that new employees quickly feel like they belong, and are a valued member of the organization.

PRIOR TO THE EMPLOYEE'S ARRIVAL

- Develop an orientation checklist specific to your organization.
- Make sure that there is a clean and functional work area ready for the employee.
- Ensure that the employee has the proper equipment and supplies.
- Ensure that the employee has necessary information technology resources, including access to programs necessary for performance of job duties.
- Make sure that the employee's supervisor is not scheduled to be off when the new employee arrives, and that he or she has plenty of time to meet with the employee.
- Ensure that all required documents and forms are prepared.
- Ensure meaningful work is prepared for the first day.
- Designate and prepare an appropriate mentor for the new employee.

UPON THE EMPLOYEE'S ARRIVAL

- Assign a staff person to greet and welcome the new employee.
- Explain what will be involved in the orientation process.
- Take the new employee on a tour of the facility, explaining the location of physical facilities.
- Introduce the employee to his or her coworkers, explaining each individual's role in the organization.
- Provide a Frequently Asked Questions (FAQ) document and a list of key employees to contact for additional questions.



New Employee Orientation A Practical Guide For Supervisors

Susan Carkeek

New Employee Orientation A Practical Guide For Supervisors:

Human Resource Management Pravin Durai, 2010 **New Employee Induction** Charles M. Cadwell, 1998 This manual contains specific guidelines on how to conduct orientation for new employees It is designed for small business owner managers human resource managers training officers and mentors It explains how to plan and implement logical positive new employee orientation programmes for both full and part time employees which seek to make newcomers feel valued and to help them learn the basics more quickly and become a productive part of the company sooner Employee Handbook Sachi Clements, 2023-12-26 Avoid legal problems and run a productive workplace with an up to date employee handbook Anyone who hires and supervises employees needs clear policies when it comes to crucial issues like pay and overtime medical leave and social media Create Your Own Employee Handbook provides everything business owners managers and HR professionals need to create or update a legal and plain English employee handbook You ll learn all the top tips and practical suggestions for creating a polished and thorough employee handbook that addresses your company s policies on wages hours and tip pools remote work at will employment discrimination and harassment complaints and investigations health and safety alcohol and drugs including medical legal marijuana workplace privacy and email and social media This new edition will address how to draft an employee handbook in an environment where employees might be permanently remote or working a hybrid remote schedule With Downloadable forms All policies and forms along with modifications and alternative language you can tailor to your workplace are available for download details inside Culture Code Cracking The HR Code For Success Ms. Janvi, Ms. Teena Chaudhary, Dr. Diwakar Chaudhary, 2024-06-16 The Culture Code Cracking The HR Code For Success Create Your Own Employee Handbook Lisa Guerin, Amy Delpo, 2021-05-25 Avoid legal problems and run a productive workplace with an up to date employee handbook Anyone who hires and supervises employees needs clear policies when it comes to crucial issues like pay and overtime medical leave and social media Create Your Own Employee Handbook provides everything business owners managers and HR professionals need to create or update a legal and plain English employee handbook Find the latest legal information practical suggestions and best practices on wages hours and tip pools remote work at will employment discrimination and harassment complaints and investigations health and safety alcohol and drugs including medical legal marijuana workplace privacy and email and social media This new edition covers recent updates to state and federal laws including expanded rules on paid family and medical leave sick leave state temporary disability programs and much more With Downloadable forms Forms to help All policies and forms along with modifications and alternative language you can tailor to your workplace are available for A Practical Guide to the Employment Function Susan Carkeek,1988 **Human Resource** download details inside Management: Text & Cases, 2nd Edition Pande Sharon & Basak Swapnalekha, 2015 In a constantly evolving service led Indian economy human resources have become the cornerstone of an organization s success The management of human

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