

- 1) ___% of the U.S. Workforce is approaching retirement age, thus making recruitment and retention of talented employees a strategic business priority¹
 - a) 20
 - b) 30
 - c) 40
 - d) 15
- 2) New employees decide whether they feel at home or not in the first _____ weeks with the company²
 - a) 3 weeks
 - b) 1 week
 - c) 6 weeks
 - d) 2 weeks
- 3) ___% of staff turnover occurs in the first ___ days of employment³
 - a) 56 in 30 days
 - b) 47 in 90 days
 - c) 18 in 60 days
 - d) 22 in 45 days
- 4) ___% of new employees leave a job after a disastrous first day⁴
 - a) 4
 - b) 2
 - c) 1
 - d) 6
- 5) The cost of losing an employee in the first year of employment is estimated to be at least _____ times their annual salary⁵
 - a) 2
 - b) 4
 - c) 5
 - d) 3
- 6) ___% of training budgets are spent on orientation programs⁶
 - a) 7
 - b) 12
 - c) 15
 - d) 8
- 7) It takes a mid-senior manager an average of _____ months to reach a break-even point – the point at which a new leader’s contribution to the organization begins to surpass the company’s cost of bringing the person on board⁷
 - a) 2.2
 - b) 6.2
 - c) 12.2
 - d) 3.2
- 8) Unengaged employees are more likely to leave a company than those that are engaged. They are also less productive. Only _____% of the worldwide workforce is fully engaged⁸
 - a) 20
 - b) 15
 - c) 14
 - d) 22
- 9) New employees who went through a structured orientation were _____% more likely to be with the company after three years than those that did not⁹
 - a) 43
 - b) 58
 - c) 32
 - d) 69
- 10) Employees who are carefully oriented to both the company and the job reached full productivity _____ months sooner than those that were not¹⁰
 - a) 2
 - b) 1
 - c) 3
 - d) 4
- 11) Onboarding Programs can improve employee performance by an average of _____%¹¹
 - a) 12.2
 - b) 16.8
 - c) 11.3
 - d) 15.2

- 1 IOMA, April 2005
- 2 Leslie McKeown, "Retention: Orientation to Retention"
- 3 Recruitment Solutions
- 4 Reed Consulting, 2005
- 5 Recruitment Solutions
- 6 2000 ASTD Study
- 7 Harvard Business School, Professor Watkins
- 8 2005 Towers Perrin Study
- 9 Rebecca Ganzel, "Putting out the Welcome Mat"
- 10 Rebecca Ganzel, "Putting out the Welcome Mat"
- 11 Recruiting Roundtable, 2005



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