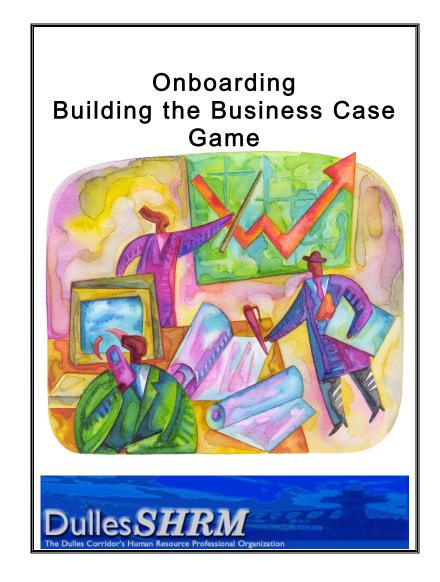
age, thus making recruitment and retention of talented employees a strategic business priority¹  a) 20 b) 30 c) 40 d) 15	7) It takes a mid-senior manager an average ofmonths to reach a break-even point – the point at which a new leader's contribution to the organization begins to surpass the company's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