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