

- 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

Building the Business Case for On-Boarding



2007 Project Same – The Staffing Alliance of Maryland Employers

The Wynhurst Group, LLC

Offering unique HR solutions for your business needs

www.thewynhurstgroup.com

The Wynhurst Group, LLC

Offering unique HR solutions for your business needs

www.thewynhurstgroup.com