

Your Logo
Here

OnBoarder

New hire analysis report

Report for Total Group

New Hires: 198

Private & Confidential

Report Support

If you would like any support in understanding this report, want to explore ways in which you can implement this insight into your HR strategy, or have any other questions please email insight@greatwithtalent.com.



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Engagement



Turnover Factors

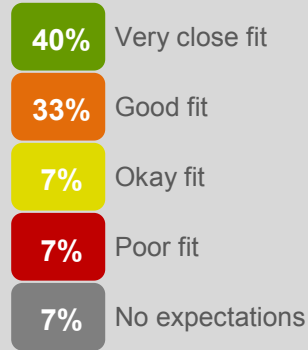
The nature of the work itself	66%
The degree of autonomy in your role	49%
Relationship between employees and management	42%
The pay & benefits package	33%
The match between your expectations and reality	31%

» See page 12 for more detail

Pre-Joining Expectations

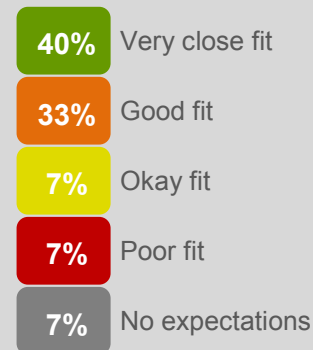
Job Role

How close new hires' expectations of the job are being matched by the day-to-day reality.



Organisation

How closely expectations of working within your organisation have been matched by the reality



Brand Impact

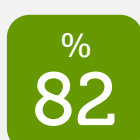
Promote

Recommend as a place to work



Proud

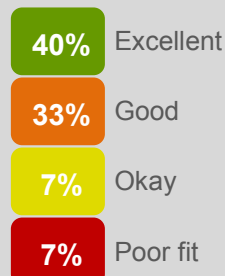
Proud to work for the organisation



Process

Recruitment

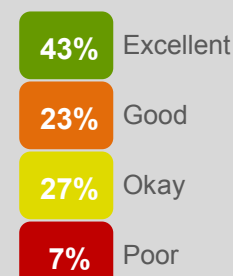
The overall consistency and effectiveness of the recruitment process.



» See pages 3-6 for more detail

Induction

The overall consistency and effectiveness of the induction process.



» See page 7 for more detail

Performance

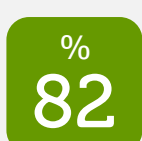
Clarity

What is expected and understanding how performance is measured.



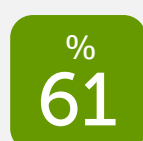
Confidence

The extent to which new starters feel they will be successful.



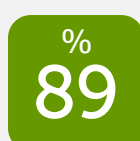
Enablement

The extent to which new starters feel they have the support they need.



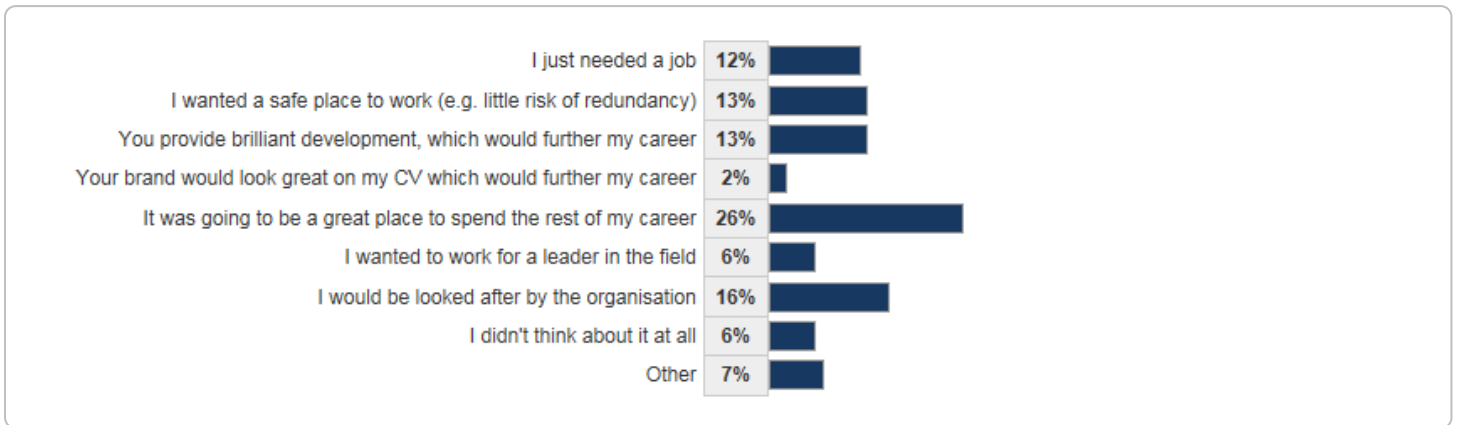
Impact

How well the new starters feel they are performing.

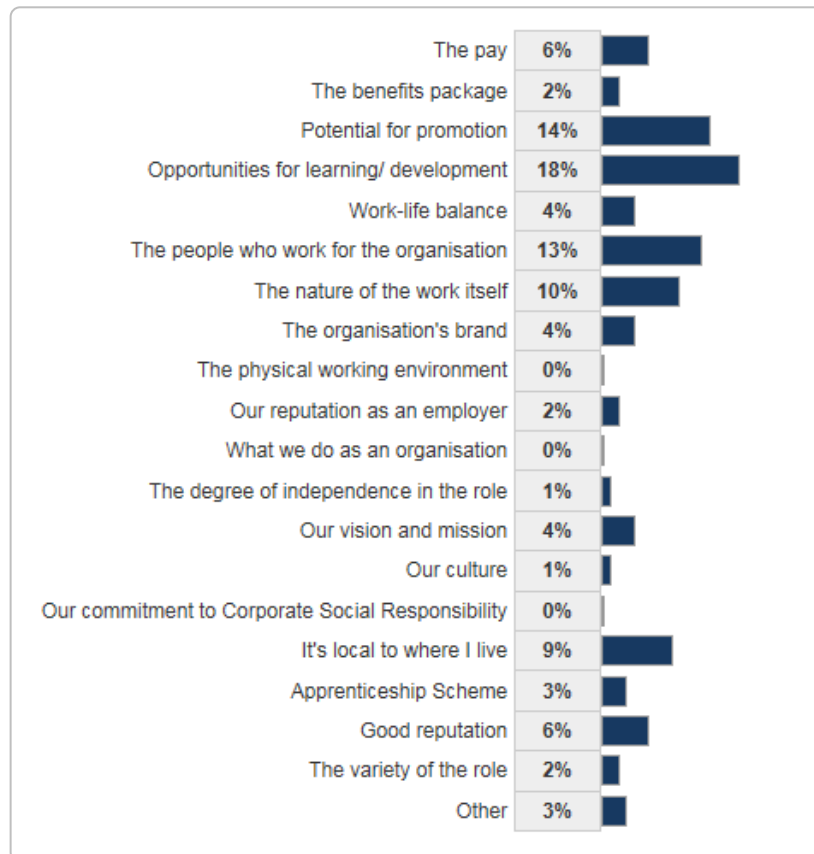


» See pages 8-11 for more detail

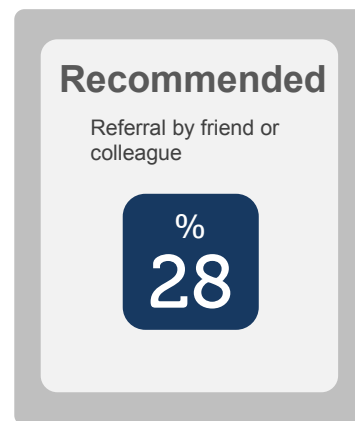
Prior to Joining



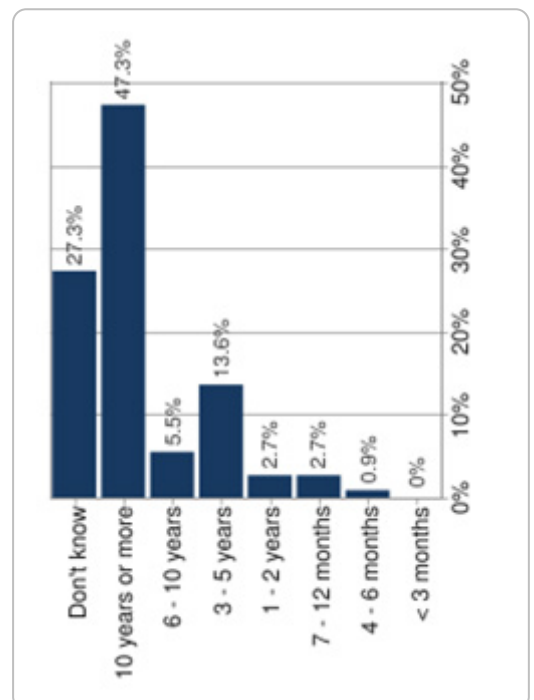
Attracted By



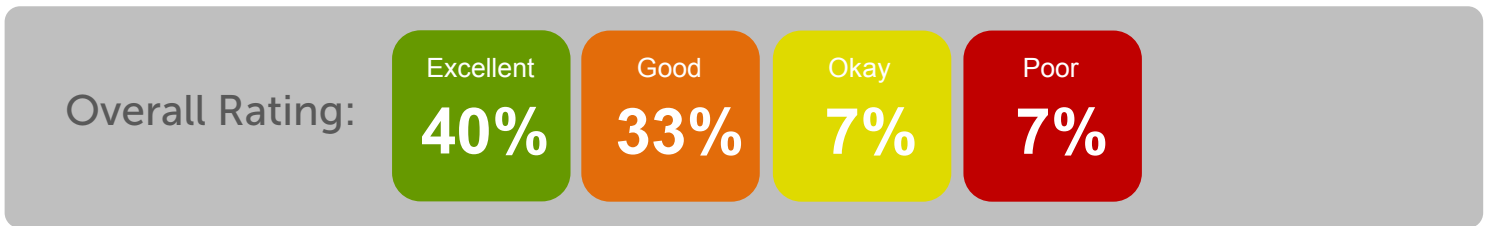
Brand



Intending to Stay



This section describes how your new starters evaluated your recruitment process. Provided below is the overall rating and detail on each recruitment stage.



Source & Attract

What we do well (75% +)	Need to improve (> 10 %)
<p>Did you have sight of the job description (80%)</p> <p>The online application form was easy to complete (75%)</p> <p>The application process was clear (80%)</p>	<p>The information provided gave me insight into working at the organisation (11%)</p>

Apply & Assess

What we do well	Need to improve
<p>Kept informed about how long the process would take (80%)</p> <p>I was made to feel welcome throughout the process (80%)</p> <p>I found the assessment process straightforward (80%)</p>	<p>The face-to-face interview felt job related (11%)</p> <p>The organisation responded appropriately to my questions (11%)</p> <p>Overall the recruitment agency I used was great (11%)</p>

Recruitment Experience

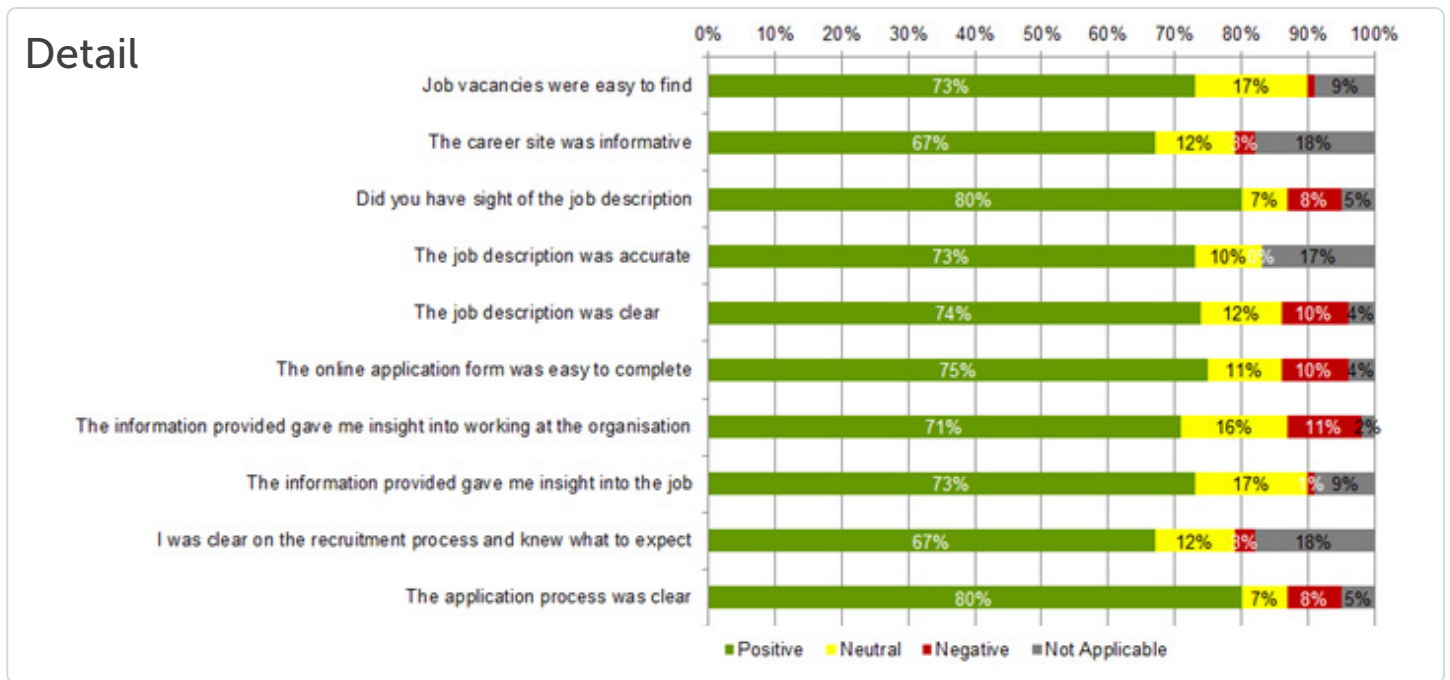
What we do well	Need to improve
<p>The recruitment process felt fair (80%)</p> <p>Diversion and inclusion policies were accessible (80%)</p>	<p>The organisation was clear about how it feels about diversity and inclusion as a principle (11%)</p>

This section looks at the Source & Attract stage of the recruitment process.

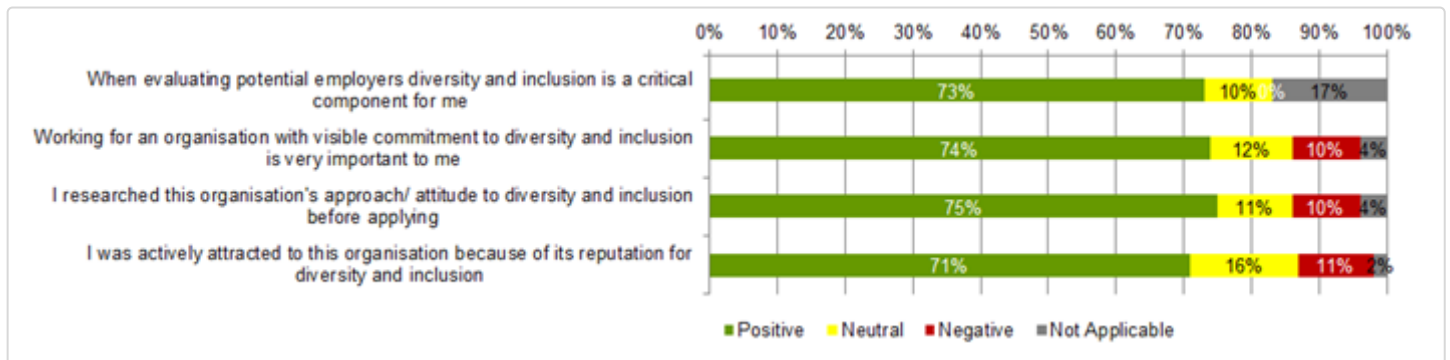
Overall



Detail



Importance of D&I

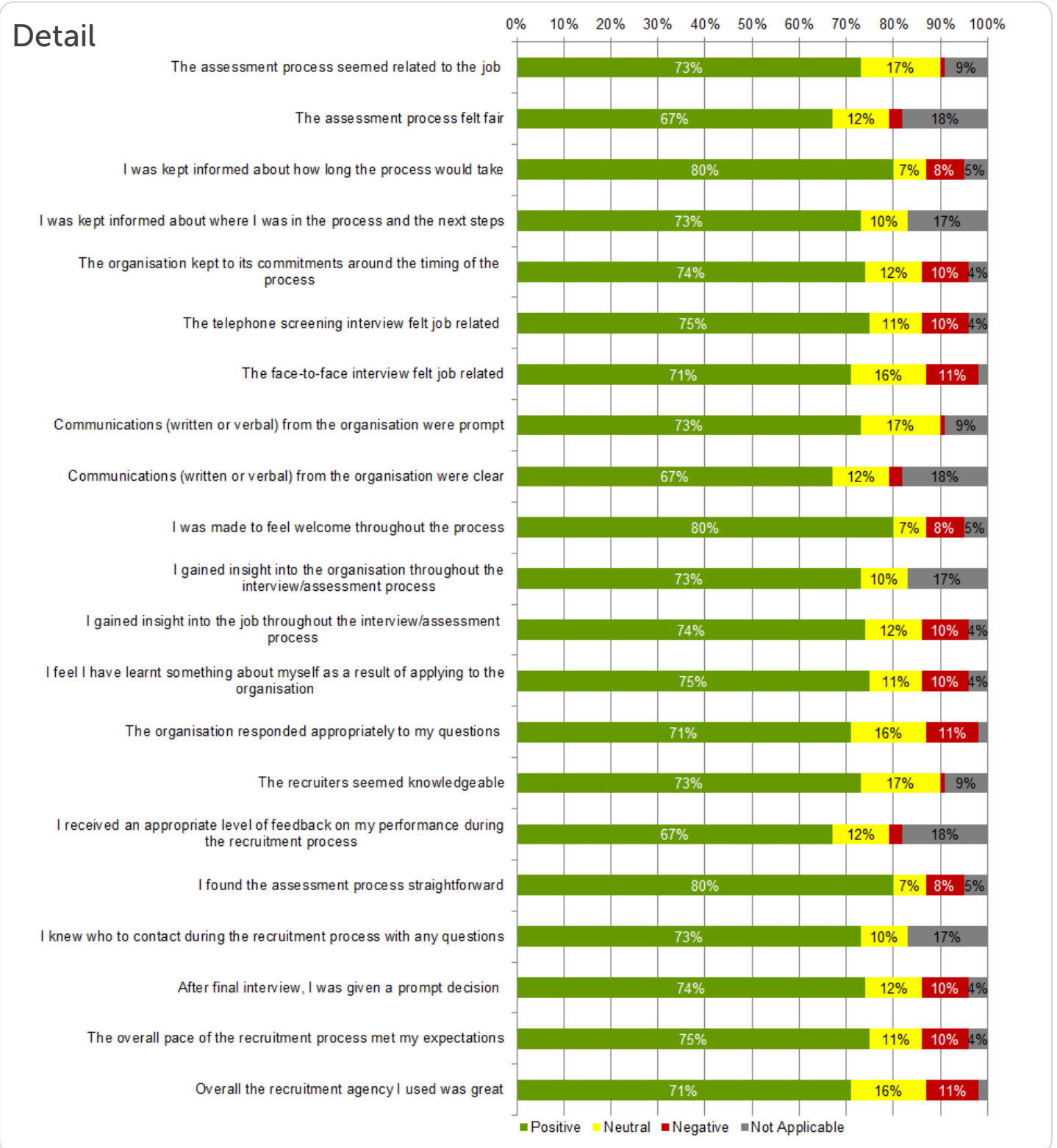


This section looks at the Apply & Assess stage of the recruitment process.

Overall



Detail

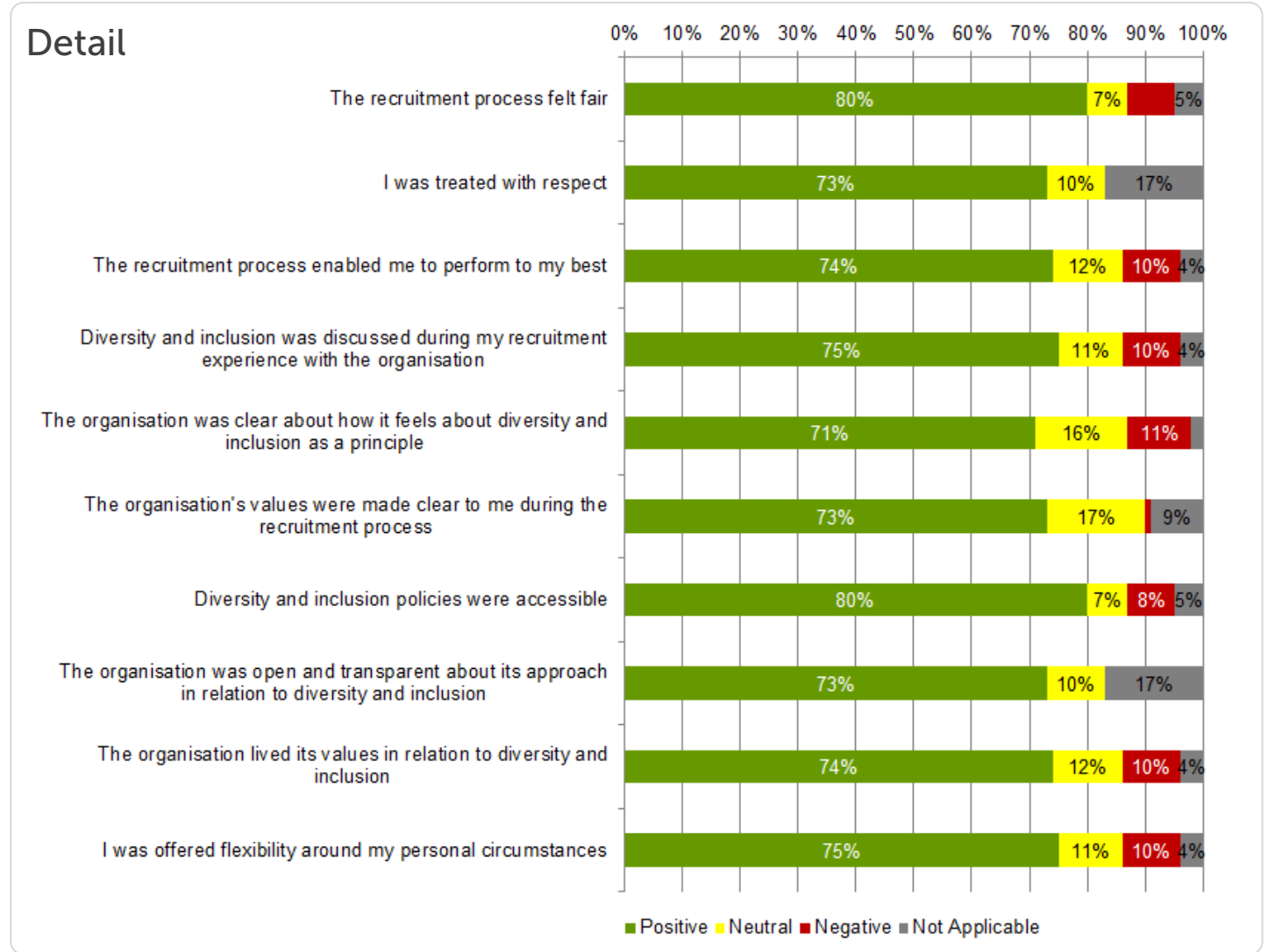


This section looks at new hires' overall experience of the recruitment process.

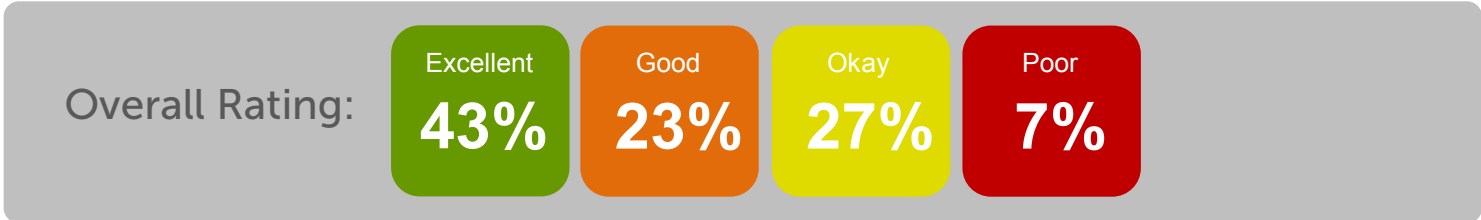
Overall



Detail



The effectiveness of your induction process is evaluated in this section, looking at both the consistency of the process and the effectiveness (i.e. how satisfied starters are). Provided is an overall rating and a rating for each step of the induction process **but only** if the step described formed part of their induction programme.



Induction Process Evaluation

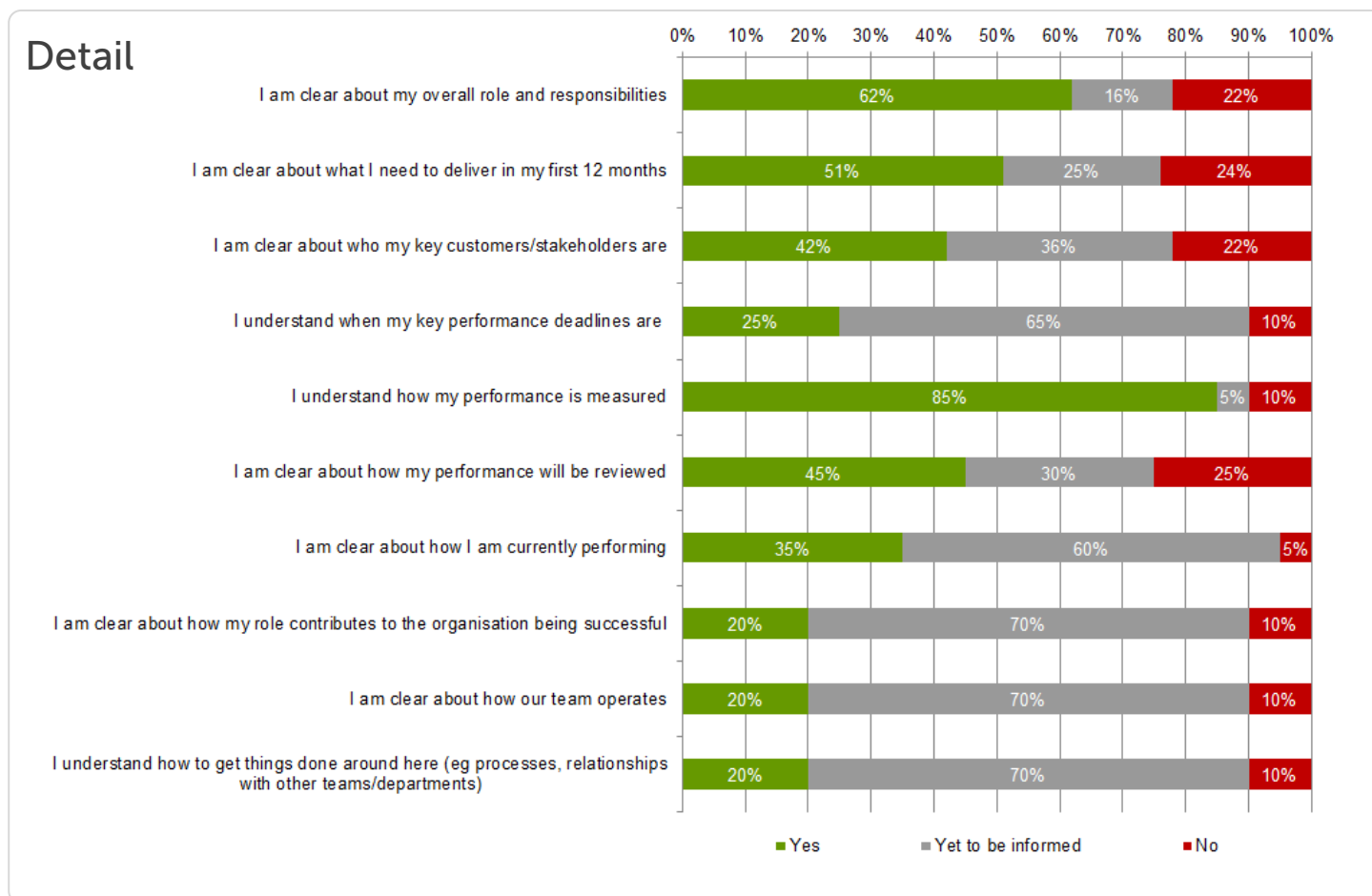
	S	U	N		
Day 1 Experience	Preparation of work area before your arrival (desk, chair, etc.)	88%	12%	0%	
	Provision of appropriate equipment (phone, computer, etc.)	84%	16%	0%	
	Registration on payroll (tax, bank details, etc.)	94%	6%	0%	
	Received clear information on the range of benefits that the company offers	90%	10%	0%	
	Registration on IT systems (password, intranet, etc.)	70%	30%	0%	
	Provision of staff handbook or similar information online	88%	8%	4%	
	General introduction to the department	90%	10%	0%	
	Introduction to appropriate colleagues	92%	8%	0%	
	Orientation to facilities (conference rooms, toilets, office supplies, drinks machine, etc.)	98%	2%	0%	
	Security arrangements (pass, door codes, etc.)	100%	0%	0%	
	Explanation of procedure in case of fire	84%	12%	4%	
	Explanation of other relevant safety procedures	76%	12%	12%	
	Getting Started	Clear information provided on the requirements of your role	90%	10%	0%
		Visit to other appropriate departments	72%	18%	10%
Provision of necessary information to do the job		86%	14%	0%	
Registration on appropriate training courses		84%	14%	2%	
Clear explanation on probation expectations and objectives		84%	14%	2%	
Introduction to IT systems		86%	14%	0%	
Explanation of postal system		62%	28%	10%	
Explanation of phone system		64%	36%	0%	
Explanation of necessary ordering systems (e.g. stationery)		56%	22%	22%	
Notification of parking rules		48%	6%	46%	
Explanation of travel policy and procedure (e.g. breakdown, mileage)		46%	12%	42%	
Explanation of mobile phone policy and procedure (billing, etc.)		22%	6%	72%	
Explanation of expense claims procedure		46%	10%	44%	
Explanation of holiday-booking procedure		92%	6%	2%	
Introduction to extra-curricular activities (sports, social, etc.)		84%	4%	12%	
Organisational Understanding		Overview of the organisations history and story	72%	20%	8%
	Introduction to organisational vision and mission	74%	20%	6%	
	Introduction to organisational culture and values	80%	16%	4%	
	Overview of corporate strategy	74%	22%	4%	
	Provided details of the organisations structure and departments and where to access this information	74%	26%	0%	
	Understanding this years corporate goals	64%	32%	4%	

This section looks at how clear new starters are in relation to what is expected of them and how their performance is measured. High negative scores are likely to indicate a lack of focus and mean they are “busy being busy” rather than performing.

Overall



Detail

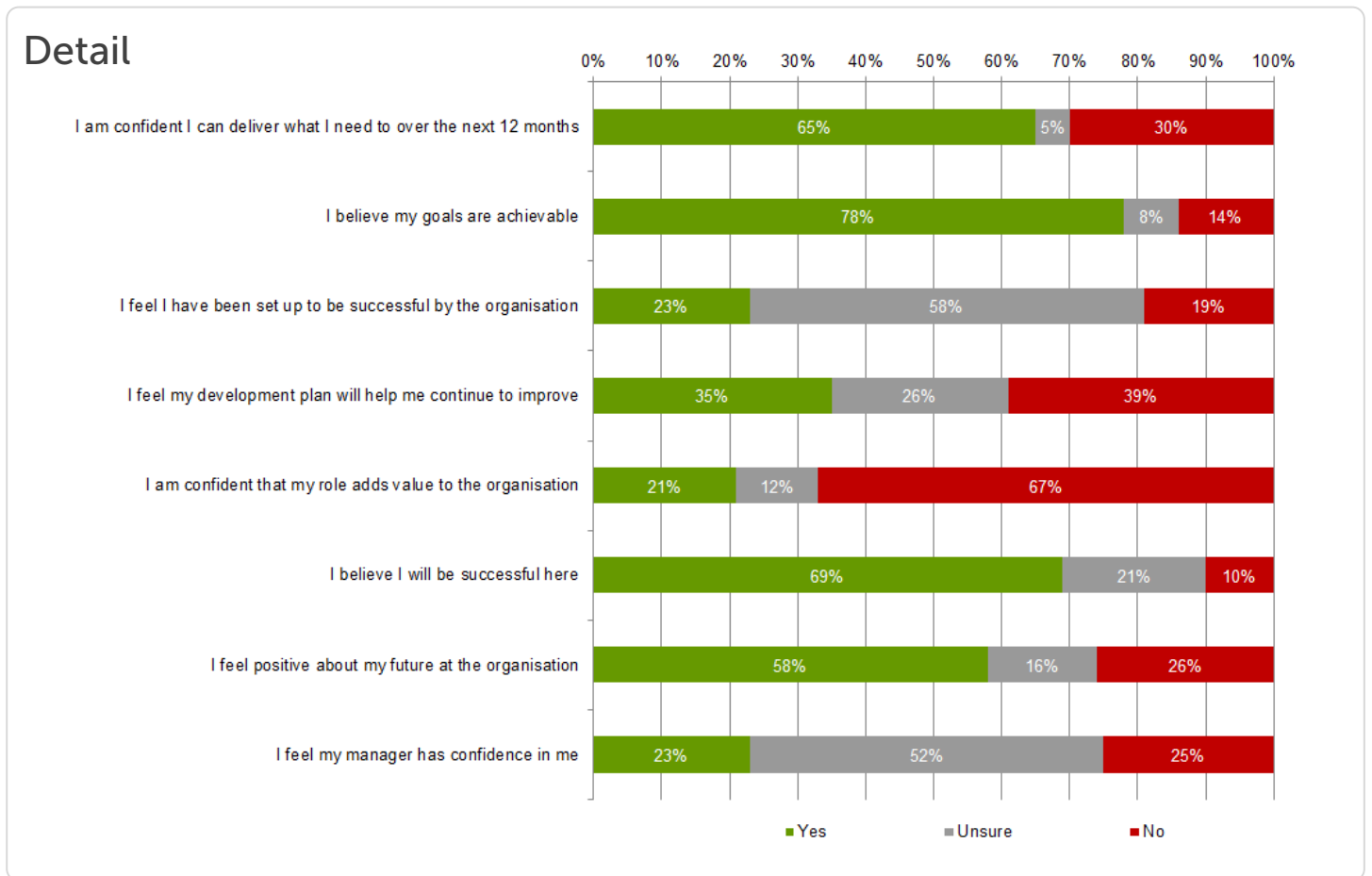


This section looks at the extent to which new starters feel they will be successful. High negative scores here are likely to indicate people don't believe they will be successful going forward, and likely to lead to a decline in effort and ultimately dis-engagement.

Overall



Detail

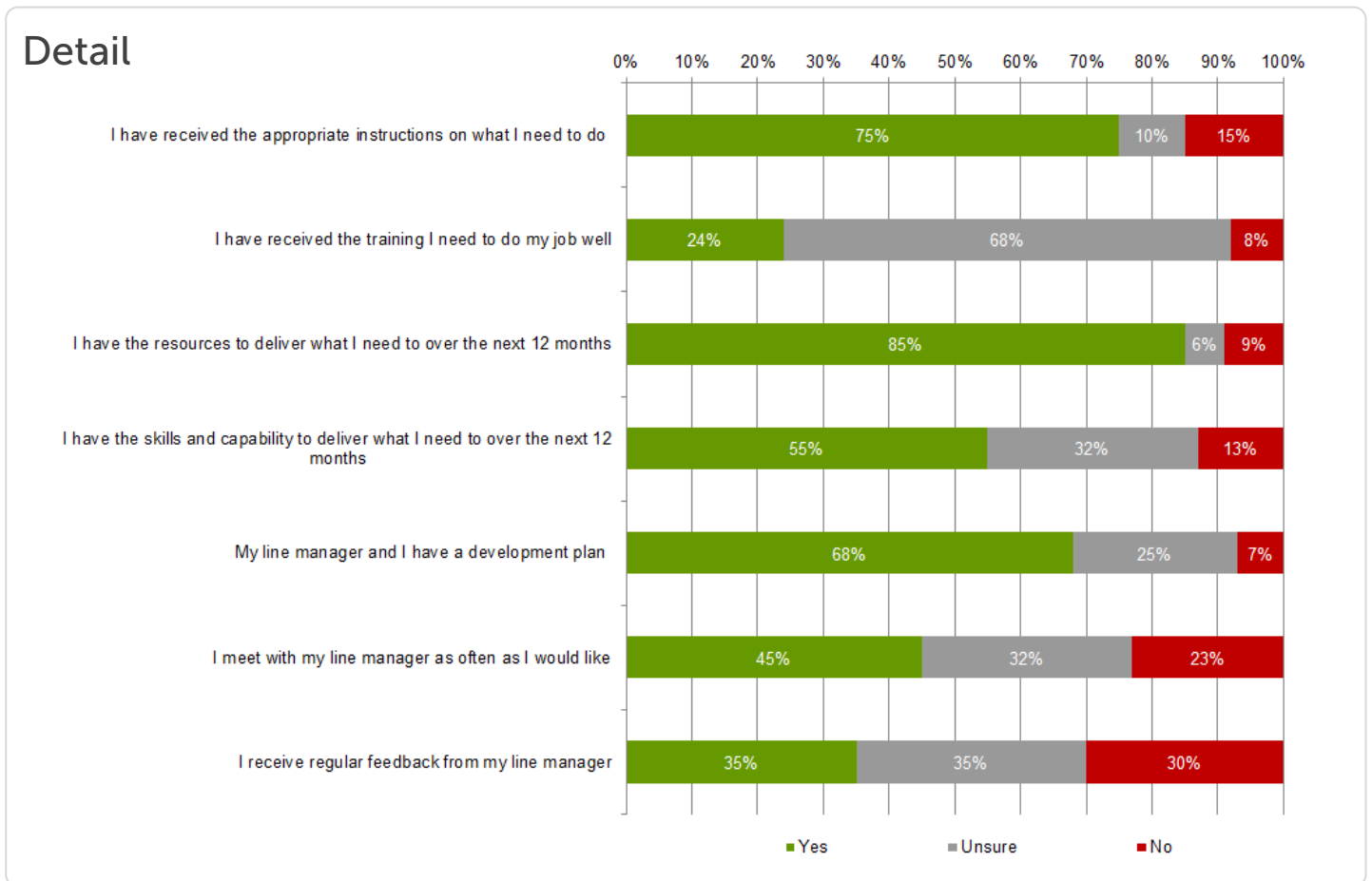


This section looks at the extent to which new starters feel they have the necessary support to be successful. High negative scores indicate that your people feel they are not being set up for success, likely to lead to a lack of trust and commitment.

Overall

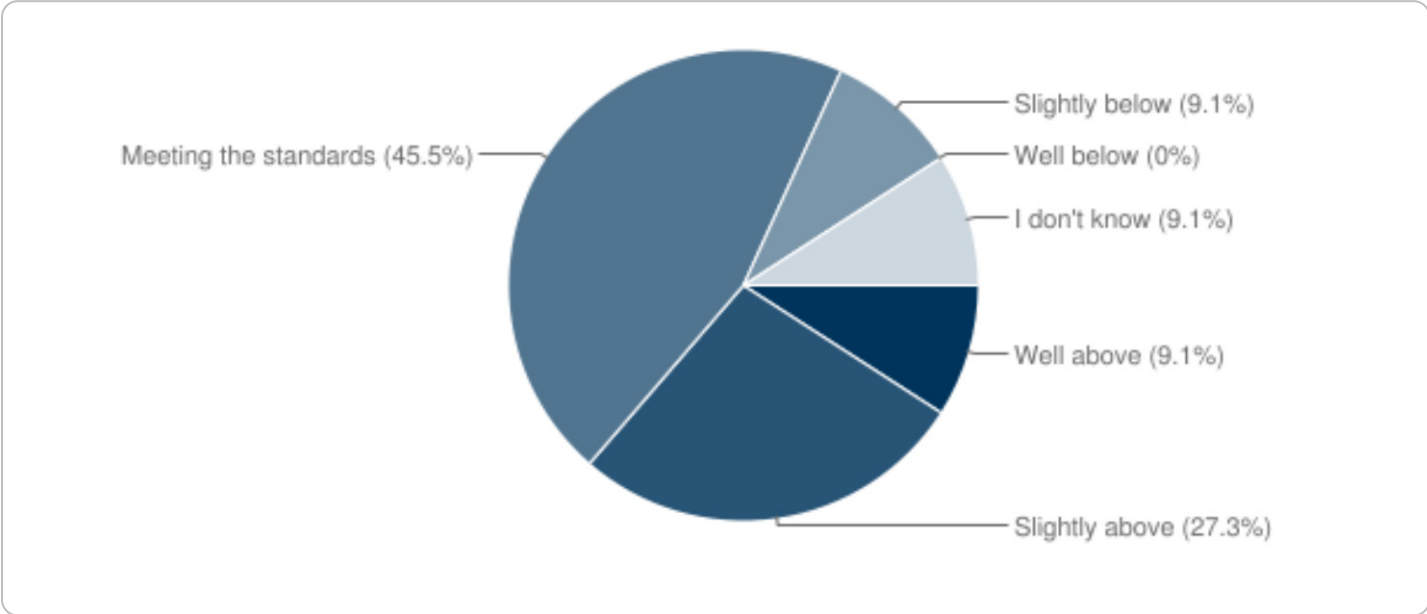


Detail



This section looks at how well new starters feel they are performing, providing you with insight into what level of performance feedback they have had to date.

Impact



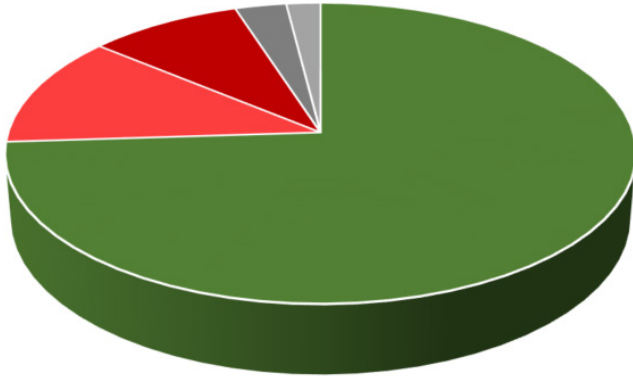
Overall

74%

5%

21%

Detail



74%	I feel engaged and committed at present
12%	My engagement levels are not particularly high at present
9%	I feel disengaged at present
3%	For me this job was always a temporary position
2%	Circumstances beyond my control mean I may have to leave

At-Risk Turnover Factors (n=41)

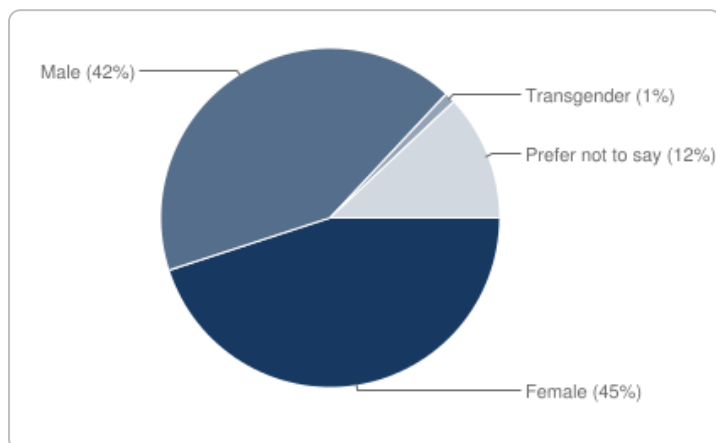
1	The nature of the work itself	72%
2	Potential for progression through the org	69%
3	Training & development opportunities	67%
4	Work-life balance	55%
5	The pay & benefits package	48%
6	Relationships with your colleagues	45%
7	Confidence in the organisation	35%
8	Harassment / bullying	27%
9	Relationship between employees & mgmt.	21%
10	What we do as an organisation	18%
11	The degree of autonomy in your role	15%
12	Relationship with your line manager	12%
13	Match between your expectations & reality	9%
14	Your vocational choice (made a mistake)	8%
15	The physical working environment	4%
16	None of the above	1%

Engagement Drivers (n=146)

1	What we do as an organisation	78%
2	Confidence in the organisation	71%
3	Training & development opportunities	69%
4	Potential for progression through the org	60%
5	Relationships with your colleagues	55%
6	The nature of the work itself	45%
7	Match between your expectations & reality	35%
8	The physical working environment	27%
9	Relationship between employees & mgmt.	21%
10	The pay & benefits package	18%
11	The degree of autonomy in your role	15%
12	Relationship with your line manager	12%
13	Confidence in the organisation	9%
14	Harassment / bullying	8%
15	Work-life balance	4%
		1%

This section sets out the demographic profile of the reporting group. Further reports can be provided on any variable in the profile.

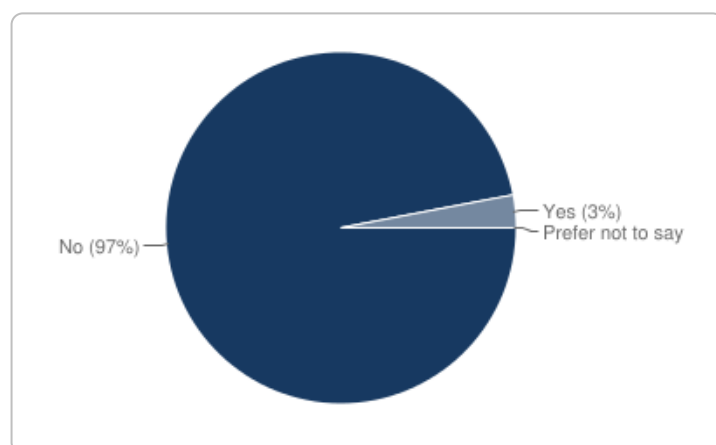
Gender



Age

	N	%
20 or younger	4	3.6
21 - 25	13	11.8
26 - 30	21	19.1
31 - 35	17	15.5
36 - 40	15	13.6
41 - 45	17	15.5
46 - 50	9	8.2
51 - 55	5	4.5
56 - 60	4	3.6
61 or over	3	2.7
Prefer not to say	2	1.8

Disability



Ethnic Origin

	N	%
White English/Welsh/Scottish/Northern Irish/British	87	79.1
White Irish	0	0
Any other White background	9	8.2
Mixed White and Black Caribbean	1	0.9
Mixed White and Black African	1	0.9
Mixed White and Asian	0	0
Any other mixed/multiple ethnic background	1	0.9
Asian or Asian British Indian	0	0
Asian or Asian British Pakistani	1	0.9
Asian or Asian British Bangladeshi	0	0
Chinese	0	0
Any other Asian background	0	0
Black or Black British Caribbean	1	0.9
Black or Black British African	1	0.9
Any other African/Caribbean/Black background	1	0.9
Arab	1	0.9
Any other ethnic group	2	1.8
Prefer not to say	4	3.6

great{with}talent helps organisations increase levels of performance, employee engagement, and reduce staff turnover. We achieve this through a unique range of customisable services that focus specifically on engagement and retention. ‘Person-organisation-fit’ is central to our philosophy, and our approach focuses on understanding how individuals and organisations interact.

We’ve made it our mission to make our products as intuitive and user-friendly as possible. And inside each fantastic service we’ve included some brilliant and relevant technology. So when you use any of our services for the first time, we know it will save you money, help solve problems and create opportunity for your organisation.

Our roots are in business psychology and user-friendly web based applications. Our client base spans nearly 2000 high profile organisations, and we help them to save vast amounts of money by recruiting the right people, improving employee engagement, and ensuring their organisation is more efficient and effective.

We’ve proven expertise in designing and delivering questionnaires for every phase in the employee lifecycle. To date this equates to over 500,000 cases of employee data, collected globally in over 18 languages. This experience means we can create the right approach for you.

However, we’re much more than an employee survey company. Our psychometric knowledge and research-based approach means we offer innovative approaches to collecting and analysing data. We then use our consultancy expertise to ensure our clients quickly understand and can take action on this data.

Our reports and analysis recognise the complexities of why people really stay or leave on an individual and group basis. This approach enables you to pinpoint exactly where and when dis-engagement occurs. And that’s how great{with}talent will help your employees and your whole organisation to perform better.

