A STUDY ON THE EFFECTIVENESS OF ONBOARDING. PROGRAMMES AND ITS IMPACT ON PERFORMANCE EMPLOYEE AT SLK PRIVATE SLOUTION

Dr. Thirulogasundaram V P[1], Chandan G[2], Balakrishna[3], Yogendra S[4], Yathish Kumar B G[5], Anu Swadi[6]

[1]Professor, Department of MBA Sri Venkateshwara College of Engineering, Bangalore, India.

[2,3,4,5,6]Final Year MBA Student, Department Of MBA, Sri Venkateshwara College of Engineering, Bangalore, India.

ABSTRACT

This paper aims to analysis and evaluate of a Slk software pvt ldt the effectiveness of onboarding and impact on performance on employee Any personnel management plan must include a successful onboarding process. Because of the significant expense of recruitment, company executives must recognisethat successfully integrating new workers into the organisation is a critical step in ensuring their success. Understanding who owns the onboarding process as a whole and who controls each phase is critical to onboarding success and long-term sustainability. New recruits will learn quicker, communication will improve, and the staff will be more productive and engaged as a consequence of effective onboarding. Documentation process has become faster since it has been digitized Hence paperwork has been reduced in the onboarding. □Huge time is taken in the process of recruitment. Some respondents had difficulties on joining day regarding pre-joining documents that were already submitted online. There to the employees was provided during the training period. was no provisions of transport facilities□78% of respondents are strongly satisfied that they influenced by induction training ingaining

1. INTRODUCTION

It can improve productivity build loyalty and engagement and help employees become successful early in their careers Employee onboarding is the process of acclimating new workers to the work environment and culture of a company. However, the time it takes to do this may differ from one business to thenext. Some companies regard onboarding to be a one-day event, while others view it to be an 18-monthprocess. Employee onboarding, on the other hand, begins almost immediately after a potentialemployee receives an offer letter. Here's a closer look at how the onboarding process works.

2 REVIEW OF LITERATURE:

1. **Alberta (2012)-** Induction training leads to job commitment and satisfaction, overall work capacity, the transfer of knowledge and skills acquired during orientation to employee practise,and helps to address the organization's culture, vision, and mission, according to a study on the effects of employee orientation on performance in the Ghana education service in the Greater Accra region.

2. **Mugo and Guyo (2018)-** Employee performance differed dramatically before and after induction training, emphasising the need of formal induction training for new workers**.**

3. **Rutaihwa (2013)-** Staff orientation programmes at Tanzanian government institutions and their impact on employee performance found that good induction training promotes employee commitment, loyalty, and motivation while lowering the likelihood of their leaving. Because the most recent study focuses on a single university setting where employees are relatively exposed to a learning environment, management may presume that employees are accustomed to such an environment because they were previously university and college students.

4. **Alsughayir (2016)-** In his study on the impacts of induction training on employee performance, Performance in Public Sectors employed TPI-theory to assess the amount to whichinduction training affected their ability to complete their duties. He came to theconclusion that how new employees interact and operate as a team has a directinfluence on their productivity.

5. **Alsughayir (2016)-** also mentioned the need of quickly orienting new personnel whenthey start.The organization provides them with an opportunity to memorize on the organization's values and beliefs, mission and vision which are the driving tools for employee perf0rmance.

3 STATEMENT OF THE PROBLEM

The company SLK Pvt ltd wanted to understand the satisfaction level of their current onboarding induction process a well a program. They request for recommendations on howthey could improve the same.

4 NEED OF THE STUDY

The importance of onboarding cannot be overstated. It helps employees get to know one another and build effective communication skills. During onboarding, people can discover how their jobs fit in with the rest of the company's personnel. It facilitates the formation of relationships, which leads to friendships, which are an essential component of a happy workplace.

5 OBJECTIVES OF THE STUDY

☐ To analyze the present on boarding programme in SLK software co., Ltd.,

☐ To determine the effect of onboarding program on employee predominance & their link to Employee performance.

☐ To understand the impact of onboarding programme on the employee job satisfaction

☐ To analyze the effectiveness of onboarding programme on employee performance.

☐ To determine the perception of the current onboarding programme offered.

6 SCOPE OF THE STUDY:

☐ Study help to understand satisfaction level of their employees in the process of onboarding

☐ The company's purpose, vision, priorities, and business objectives.

☐ To make them familiar with the company's culture, rules, and organisational structure.

7 LIMITATIONS OF THE STUDY

While doing research, great effort was made to collect data in an unbiased way in order to ensure that this study was exact and accurate. However, owing to some unavoidable causes, there are certain limits, which are listed below Employees were preoccupied with their jobs and hence had little opportunity to answer honestly to the questions posed.

1. Information and replies provided by respondents may be skewed for a variety of reasons.

2. The research effort was hampered by a lack of time to complete the investigation.

8 RESEARCH METHODOLOGY

Research is conducted to identify the truth. It helps in finding the answers for the question. It is use to discover the issue which are faced by organization and drawing conclusion.

Different methods of research are conducted for finding the solution in research methodology.

Both primary and secondary data sources are used to acquire information. The primary data distributing the structured questionnaire to the sample size off 100 of employees and secondary data is from management journals and magazines academic papers, previous studies and company records.

SOURCES OF DATA:

It can be divided into 2 categories such as;

1. **PRIMARY DATA-** In order to cover all of the information needed for the study, it was meticulously constructed. The Questionnaire was used to obtain the primary data. Interaction with authorities and personnel in the division in the organisation yielded the questionnaire, which was also collected for a specific division. Through the distribution of a questionnaire to individuals in several departments within that division.

2. **SECONDARY DATA-** There are secondary knowledge that knowledge that had been earned indirectly. It is not earned directly from employees. Secondary knowledge revealed by source. That means it already exists documents and other forms of data were revealed in general public document such as books, reports, records, papers and journals, for secondary knowledge classification.

9 DATA ANALYSIS AND INTERPRETATION:

Table and graph no 4.1 Shows the gender of respondents

| Gender status	No of interviewees	Percentage (%)
Male	55	55%
Female	45	45%
Total	100	100%

GENDER OF RESPONDANT
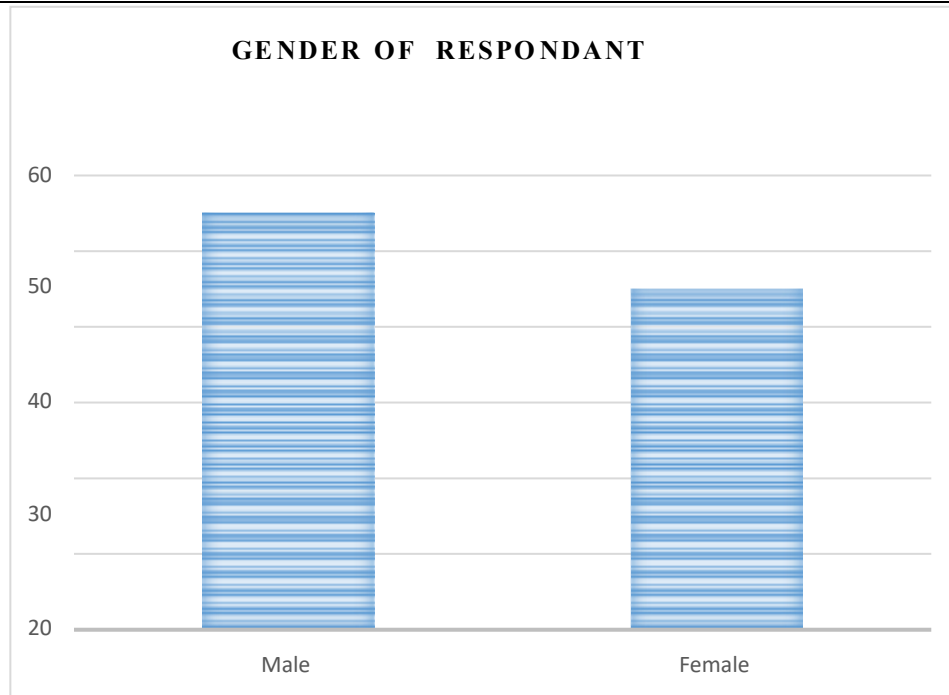
ANALYSIS & INTERPRETATION:

It is found that male respondents are more interested in this survey as it indicates that male respondents were 55% and female respondents were 45%

Table and graph 4.2 shows the age group of respondents

| Particular	No of interviewee	Percentage (%)
18-29	92	92%
30-39	7	7%
40-49	1	1%
Above 50	0	0%
Total	100	100%

NO OF INTERVIEWEES-AGE WISE
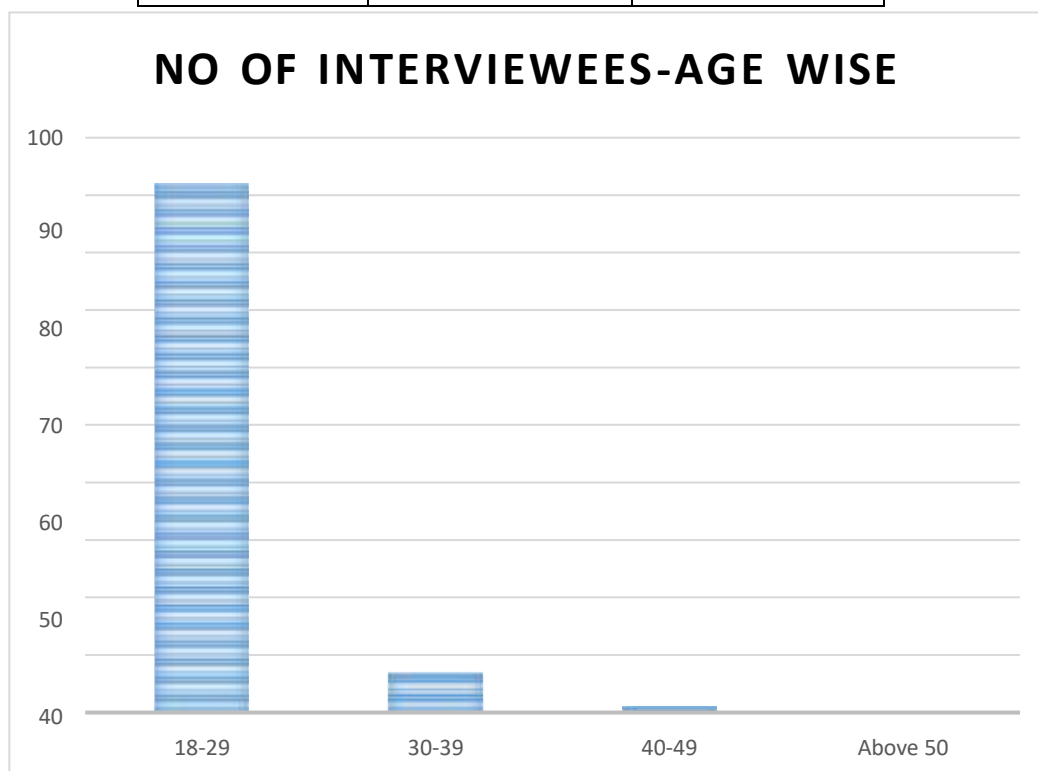
ANALYSIS & INTERPRETATION:

From the above graph 92% of respondents are between 18 to 29years of age, 7% of respondents are between 30 to 39, 1%of respondents are between 40 to 49, and 0% ofrespondents are above 50.

Table and graph 4.3 Shows that is the company's mission statement clear, and doesit inspire you to contribute your best work

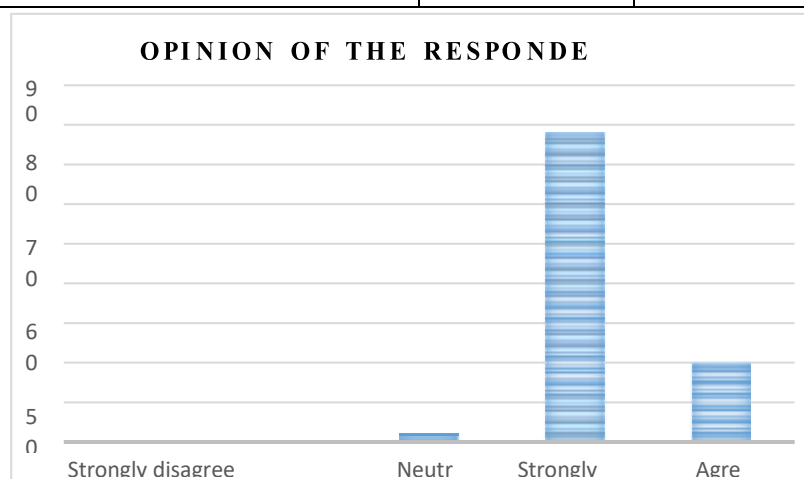| articular	No of interviewee	Percentage (%)
Yes	99	99%
No	1	1%
Total	100	100%
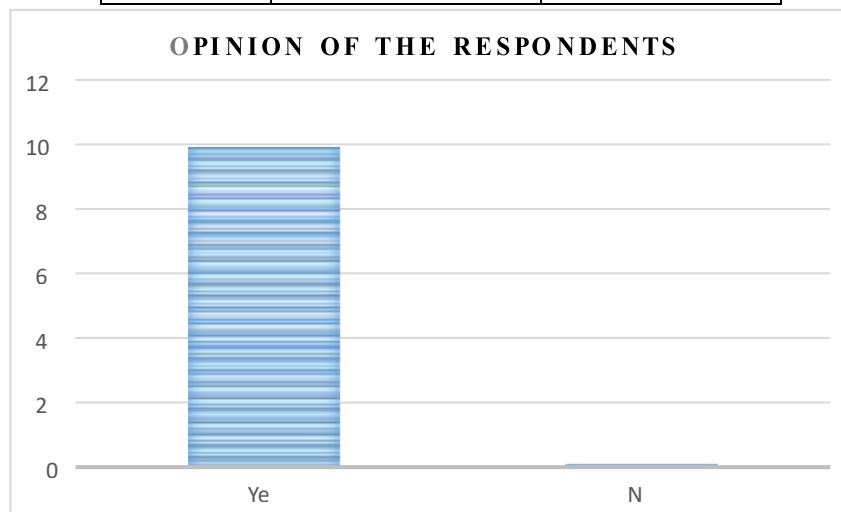
ANALYSIS & INTERPRETATION:

According to the table and graph above, respondents suggested Is the purpose statement of the organisation clear, and does it motivate you to provide your best effort 99 percent Yes, 1 percent No. This indicates that more number of respondents are said yes.

Table and graph 4.4 Shows that Have you been influenced by induction training ingaining practical knowledge

| Particular	No of interviewee	Percentage (%)
Strongly dissatisfied	0	0%
Disagree	0	0%
Neutral	2	2%
Strongly satisfied	78	78%
Agree	20	20%
Total	100	100%

ANALYSIS & INTERPRETATION:

Have you been influenced by induction training in gaining practical knowledge? According to the table and graph above, respondents indicated that 0% strongly disatisfied , 0% disagree, 2% neutral, 78 percent strongly satisfied, and 20% agree. This shows that the vastmajority of responders (78%) strongly satisfied, while just 0% strongly disatisfied and disagree.

Table and graph 4.5 Shows that was the onboarding programme have a positive impacton increasing the efficiency in work

Particular	No of interviewee	Percentage (%)
Strongly disatisfied	0	0%
Disagree	2	2%
Neutral	10	10%
Strongly satisfied	20	20%
Agree	68	68%
Total	100	100%
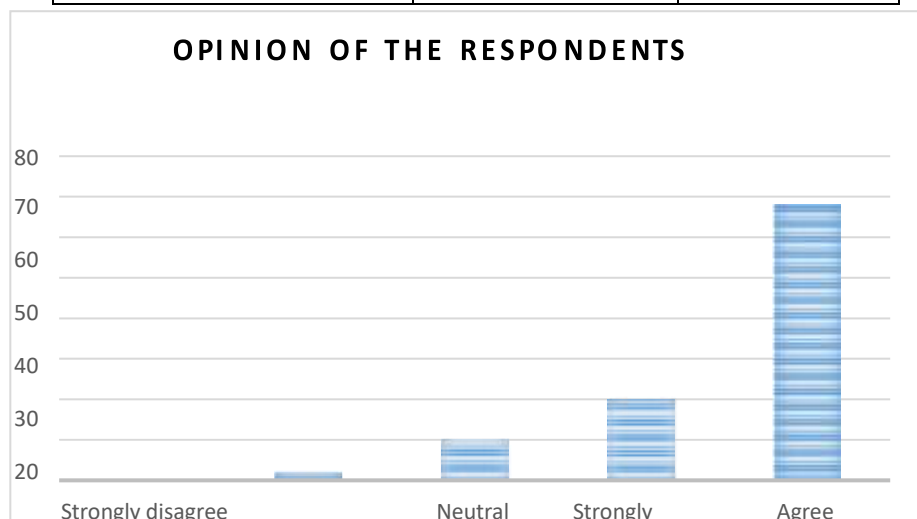
ANALYSIS & INTERPRETATION:

According to the above table and figure, respondents advised that the onboarding programme have a beneficial influence on enhancing work efficiency, with 0% strongly-disagreeing, 2% disagreeing, 10% neutral, 20% strongly satisfieding, and 68 percent agreeing. This implies that the majority of responders are in agreement, with only 2% disagreeing.

10 FINDINGS:

- Some good reasons for candidates to join SLK were career growth, brand image andgood work culture
- The induction was generally found to be well organized and a great experience foralmost all new joiners.
- Some best aspects were history and culture sessions, way of communication andpresentation
- The induction sessions stretched from 9 am to 6 pm.
- Travel benefits were found to be confusing.

11 SUGGESTIONS

- Documentation should be made fully digitalized, so easy to maintain the records.
- More slides on travel benefits could help new employees understand them better.
- Availing benefits through employees self-service should be shown by the management, which motivates them in still increasing their performance.
- There should be a bigger room available for induction to cover major strength of employees for induction programme
- Updates should be communicated to the new joiners on their successful completion of the online background verification process and other processes.

12 CONCLUSION

A well carried out onboarding process ensures an early success of an employees in one's first 90 days in the organization. It increases the new employee's job satisfaction productivity and lower turnover. The satisfaction of employees with their hiring and onboarding experience is high. Increasing the pace of activities, including ease of onboarding documentation. Induction has been constantly improved. However there are some improvements required to ensure that newly joined employees are received the knowledge and support to succeed.

Every organization makes sure that its employees are satisfied and are happy working in the organization. Every working person expects some benefits from its organization apart from the basic. An employee's to be more satisfied from the additional benefits.

13 REFERENCES

[1] Onboarding 0.2 - Monica D.T. Rysavy; Nova science publications (2019).

[2] Successful Onboarding - Mark Stein and Lilith Christiansen; Tata McGraw Hill Education publication (1 January 2010).

[3] New Employee Orientation Training – Karen Lawson ; ASTD Press; Pap/Cdr edition publication (30 September 2002)

[4] On-boarding - Charles Du Toit ; KR Publishing (September 2, 2019).

[5] Bauer, T.N. (2013) – organizational socialization - research in personal and human resource management, Volume16, Page No.149, 214.

[6] Caldwell, C., & peters, R. (2018) - New employee onboarding – psychological contracts anethical Perspectives. Journal of management development, Volume37, Page No. 40.

[7] Ndunguru, C. A. (2012) - Executive onboarding - how to hit the ground running. The public Managers, Volume41, Page No. 3.