

A Study on The Effectiveness of Employee Onboarding Process At Channel Play Limited

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Abstract:

The study aims to evaluate the effectiveness of a new employee onboarding program in a Channel Play limited. The research will assess various aspects of the onboarding process, including satisfaction levels, understanding of roles and responsibilities, training effectiveness, introduction to company culture and values, communication with managers and colleagues, goal setting, integration into company culture, diversity and inclusion training, technology readiness, feedback mechanisms, and overall transition experience. Data will be collected through surveys, interviews, and observation of new employees participating in the onboarding program. The results will be analysed to identify strengths and areas for improvement in the onboarding process. Recommendations will be provided based on the findings to enhance the effectiveness of the program and ensure a smooth transition for new employees into their roles within the organization.

Keywords: Onboarding, Orientation Channel play.

I. INTRODUCTION

Onboarding as defined by George Bradt and Mary Vonnegut (2009) is: **“... the sum of efforts to acquire, accommodate, assimilate and accelerate new team members.”**

Everyone knows that starting a new job can be overwhelming and frightening. From trying to decide what to wear, to getting to the new office on time, to finding a parking space and then Trying to figure out where to go, that first day can be filled with uncertainty and anxiety. None of this uncertainty or anxiety experienced is even including the fact that you now need training For your new job. At least if there is a solid employee Onboarding program in place to train the New employee, that area of anxiety is covered and addressed for the new employee.

“The joys of job hunting are nothing compared with the fun of starting work at a new firm. For many people, self-confidence and enthusiasm about a new job give way on the first day to anxiety and confusion. (What am I doing here? What do they expect of me? Who can I go to for help?)

How long that mental mayhem lasts--an hour or

a few months--can depend a great deal on the quality of the employee Onboarding.

Onboarding is a process, not an event. It is part of the overall integration of new employees into an organization, by which it helps new employees adapt to the work environment and their jobs. Onboarding is, in fact, a training opportunity to promote organizational effectiveness from the start of a person's employment.

Successful Onboarding speeds up the adaptation process by helping new employees feel comfortable in the organization and by making them more productive on the job. The process approach to Onboarding also results in reduced employee turnover.”

For many years employee Onboarding has “applied to the narrow range of corporate activities related to sign-up's and providing basic information. The goals of traditional Onboarding are relatively narrow: to get new hires on the payroll, signed up for benefits, and to provide a brief overview of the company's culture, products and values.”

II. OBJECTIVES OF STUDY

PRIMARY OBJECTIVE

- The objective of the study is to find out the effectiveness of employee onboarding process at channel play limited.

SECONDARY OBJECTIVES

- To assess the impact of the new employee onboarding program on organization culture.
- To measure the level of understanding of job roles and responsibilities among new employees after completing the onboarding program.
- To identify areas of improvement to enhance new employee engagement.

III. NEED OF THE STUDY

- Identify the training and development needs of new employees to support their successful integration into the organization.
- Determine the key stakeholders involved in the onboarding process, including HR personnel, managers, mentors, and new employees.
- Compare the organization's onboarding process with industry best practices to identify opportunities for improvement and innovation.

IV. SCOPE OF THE STUDY

- Identifying the key components of the onboarding process, such as orientation programs, training modules, mentorship programs, and feedback mechanisms.
- Providing recommendations for enhancing the effectiveness of the onboarding process based on research findings and best practices.
- Assessing the alignment of the onboarding process with the organization's culture, values, and goals.

V. LIMITATION OF THE STUDY

- Participants may not always provide completely honest or accurate feedback due to social desirability bias or memory recall issues.
- Achieving a high response rate can be challenging, and low response rates can lead to a less representative sample and potential bias.
- Employee satisfaction can fluctuate over time, so findings may not remain valid in the long term. Regular follow-up studies may be needed to track changes.

VI. REVIEW OF LITERATURE

Cam caldwll, Ray Peters (2018) The purpose of this paper is to identify the ethical implications of treating new employees with high consideration and respect for their needs and to explain how this expectation honors the psychological contract between employers and their incoming employees. By providing a specific model for improving the onboarding process, this paper also provides helpful information for practitioners in addressing this important task.

Wan Faezah, SitiHajar Ismail (2018) This paper tells about Onboarding process of getting newly hired employee to adjust to the social and performance aspects of their new jobs quickly and smoothly. It is important to the organization to maximize the employee retention and productivity and increase their satisfaction and loyalty where it could reduce cost of hiring employee by reducing the turnover rate. Studies have shown there is a requirement to inte-grate the business process between the enterprise entities to make the onboarding processes run smoothly and effectively.

Amanda M. Meyer Southern Illinois

University Edwardsville Lynn K. Bartels (2017) This study examined the outcomes and assumptions of Bauer' s (2010) model of onboarding levels (Compliance, Clarification, Culture, and Connection).

VII. RESEARCH METHODOLOGY

RESEARCH DESIGN

“Research design is a plan, structure and strategy of investigations to obtain answer to the research questions”. Research methodology simply refers to the practical “how” of any given piece of research more specifically, it’s about how a research systematically designs a study to ensure valid and reliable results that address the research aims and objectives.

TOOLS FOR ANALYSIS

The statistical tools used for analysing the data collection is:

- ❖ Percentage analysis
- ❖ Correlation analysis
- ❖ Weighted average
- ❖ Regression Analysis

PERCENTAGE ANALYSIS

RECOGNITION AND REWARDS:

Did the onboarding program provide you with a clear understanding of Available of recognition and rewards?

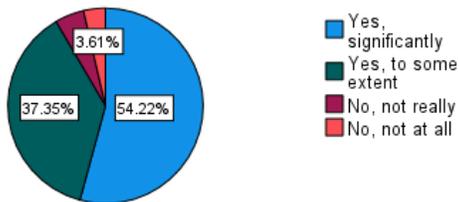


Fig. 1 recognition and rewards

INFERENCE:

From the above table we see that out of 83

respondents 54.2% are Yes, significantly, 37.3% are yes, to some extent, 4.8% are No, not really and 3.6% are No, not at all.

HOW SATISFIED ARE YOU WITH NEW EMPLOYEE ONBOARDING PROGRAM:

How satisfied are you with new employee onboarding program.

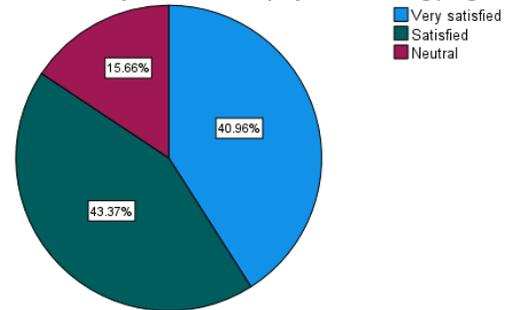


Fig. 2 how satisfied are you with new employee onboarding program.

INFERENCE:

From the above table we see that out of 83 respondents 41.0% Very satisfied, 43.4% are satisfied, 15.7% are neutral.

CORRELATION ANALYSIS

To find out the significance Relationship between your role, responsibilities, and expectations within the organization and you navigate the organization's processes,systems, and resources

H0(null hypothesis): There is no significance Relationship betweenyour role, responsibilities, and expectations within the organization and you navigate the organization's processes, systems, and resources

H1(Alternative hypothesis): Thereis a significance Relationship betweenyour role, responsibilities, and expectations within the organization and you navigate the organization's processes, systems, and resources

CORRELATION ANALYSIS:

Correlations			
	Did the onboarding program provide you with a clear understanding of your role, responsibilities, and expectations within the organization?	How effective was the onboarding program in helping you navigate the organization's processes, systems, and resources?	
Did the onboarding program provide you with a clear understanding of your role, responsibilities, and expectations within the organization?	Pearson Correlation		.035
	Sig. (2-tailed)		.753
	N	83	83
How effective was the onboarding program in helping you navigate the organization's processes, systems, and resources?	Pearson Correlation	.035	1
	Sig. (2-tailed)	.753	
	N	83	83

Table 1 Correlation

INFERENCE

- From the above table, we find that the significant value is .753, which is greater than table value 0.05, so the Null hypothesis is accepted and Alternative hypothesis is rejected.
- Therefore, there is no impact the your role, responsibilities, and expectations within the organization and you navigate the organization's processes, systems, and resources

WEIGHTED AVERAGE

Weighted Average

Factors	Weights	W	X1	X2	X3	X4	X5	X6
Yes, significantly	5	40	200	43	215	45	225	34
Yes, to some extent	4	27	108	26	104	31	124	33
Neutral	3	0	0	0	0	0	0	0
No, not really	2	14	28	13	26	4	8	14
No, not at all	1	2	2	1	1	3	3	2
Total	15	83	338	83	346	83	360	83
Y = Sum(X*W)/Sum W			22.5		23.1		24	
Rank			3		2		1	

Fig 3 weighted average

INFERENCE

- From the above table Recognition and rewards got more weight age among other factors as 24 and it is considered as the important and influence on their new employee engagement.. So it is ranked as highest.
- Among the influencing factor Training and development opportunities, Expectation and goals associated with your job role, Company policies & procedure has been ranked as 2nd, 3rd, and 4th respectively.

REGRESSION ANALYSIS

To find out the Impact of recommend onboarding program help you integrate into the organization and understand its culture andsatisfied are you with new employee onboarding program.

H0:There is no significant impact of onboarding program help you integrate into the organization and understand its culture andsatisfied are you with new employee onboarding program.

H1:There is significant impact of onboarding program help you integrate into the organization and understand its culture andsatisfied are you with new employee onboarding program.

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	1.750	1	1.750	1.419	.237 ^b
	Residual	99.888	81	1.233		
	Total	101.639	82			

a. Dependent Variable: How well did the onboarding program help you integrate into the organization and understand its culture?

b. Predictors: (Constant), How satisfied are you with new employee onboarding program.

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.811	.324		5.584	.000
	How satisfied are you with new employee onboarding program.	.205	.172	.131	1.191	.237

a. Dependent Variable: How well did the onboarding program help you integrate into the organization and understand its culture?

- From the above table, we find that the

significant value is .0237, which is greater than table value 0.05, so the Null hypothesis is accepted and Alternative hypothesis is rejected.

- Therefore, there is no impact of onboarding program help you integrate into the organization and understand its culture and satisfied are you with new employee onboarding program.

SUGGESTIONS

Implement a follow-up survey or feedback mechanism for new hires to continuously improve the onboarding process. Offer training and development opportunities as part of the onboarding process to enhance employee engagement and long-term success. Regularly review and update the onboarding process based on feedback and evolving best practices in employee onboarding. Encourage feedback from employees on how the onboarding program can better reflect and enhance the organization's culture. Regularly assess and adjust the onboarding program based on feedback and evolving cultural dynamics within the organization. Implement regular check-ins or follow-up sessions with new employees to address any lingering questions or uncertainties about their job roles and responsibilities. Provide resources or materials that clearly outline job expectations and responsibilities for new employees to reference post-onboarding. Encourage open communication between new employees and supervisors to ensure alignment on job roles and expectations. Implement interactive onboarding activities that promote team building and social integration among new employees. Provide mentorship or buddy programs to offer additional support and guidance during the onboarding process. Offer opportunities for new employees to provide ongoing feedback and suggestions for improving the onboarding experience to enhance engagement.

CONCLUSION

In conclusion, the study on the effectiveness of the employee onboarding process at Channel Play Limited has provided valuable insights into areas for improvement to enhance new employee engagement within the organization. By assessing new employees' satisfaction, motivation, and sense of belonging during the onboarding process, we have identified key opportunities to optimize the onboarding experience.

The research findings suggest that implementing interactive activities, mentorship programs, and opportunities for ongoing feedback can significantly enhance new employee engagement and retention. By focusing on fostering a supportive and inclusive environment from the start, Channel Play Limited can create a positive onboarding experience that sets the foundation for long-term employee satisfaction and productivity.

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