



Propelr's Learning Platform

# Employee Onboarding Equals Retention



In 2023, the average employee turnover rate hit 17.8 percent, and it now takes more than two months on average to fill vacant roles. With these trends, employee retention has become a critical focus for organizations looking to maintain productivity and reduce costs. Retaining high-quality talent requires a comprehensive approach that starts from the very beginning—onboarding—and extends throughout every employee's tenure.

Propelr understands that quality employees equal business success. Here we explore eight ways employers can navigate retention through building a positive company culture, creating a streamlined onboarding experience, keeping employees engaged, and ensuring everyone in the organization is set up for success from day one.

## Understand What Causes Turnover

Identifying the root causes of high turnover is essential for implementing effective retention strategies. Whether the issue is related to compensation, workplace culture, or lack of career growth, addressing these problems early on can prevent a cascade of departures.

## Create a Positive Onboarding Experience

A positive onboarding experience sets the tone for an employee's journey with your company. Propelr's Learning Platform allows HR teams to create customized onboarding learning paths that streamline the onboarding process, create a welcoming atmosphere, and equip new hires with the tools they need to succeed. By investing in a comprehensive onboarding program, you can foster loyalty and reduce early turnover.

## Offer Employees More Flexibility

In August of 2023, about one in five workers worked remotely. Work-life balance is a top priority for many employees, especially in today's hybrid work environment. Employees value working for a company that understands and acknowledges the importance of home life in their overall productivity and happiness.



## Provide Learning Opportunities at All Levels

Employees stay rooted where they can grow. With Propelr's Learning Platform, you can design customized learning courses that propel your employees' careers. Help them gain valuable skills for more confidence at work or offer opportunities for employees to upskill with certifications or other tangible proof of their success.

## Offer Valuable Benefits for Life Outside the Office

Employees value having resources and time to explore the world outside of the office. By offering benefits that enhance employees' way of life after work, you can help them maintain their happiness and productivity. Benefits like student loan repayment, access to further education and certifications, health and wellness opportunities, 401k, and more help ensure employees feel like the company has their best interest at heart.

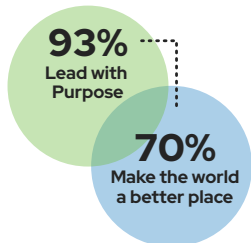
## Recognize and Appreciate Hard Work

Everyone wants to feel appreciated and receive praise for their hard work. Your employees are no exception. According to Gallup, employees who receive great recognition are 20 times more likely to stay engaged than employees who don't. Show employees that you value them with awards, shout-outs, badges, and certificates.



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## Demonstrate Corporate Responsibility



70% of Americans believe companies should help make the world a better place, and 93% of employees think companies should lead with purpose. By integrating corporate social responsibility (CSR) initiatives into your company culture, you can create a sense of purpose that resonates with your team and encourages them to stay.

## Keep Communication Open and Transparent

Regular feedback and open channels of communication are crucial for employees to feel cared for and respected in the workplace. According to Harvard Business Review, 76% of employees in workplaces that enable a high level of trust are more engaged and 29% are more satisfied with their lives. Propelr's Learning Platform facilitates transparency and communication through workflows in learning. For example, if you're practicing a sales pitch, an employee can submit an assignment and get feedback from the instructor or supervisor directly in the platform. Learners have a clear path to feedback and success. This approach helps employees feel connected and valued, further enhancing retention.

## The Impact of Effective Onboarding on Retention

Gallup shows that replacing an employee can cost half to two times their salary. Prioritizing retention is the key to saving you thousands on recruiting and retraining new employees, but it also offers other benefits.

A well-structured onboarding program is the foundation of long-term employee retention. By leveraging Propelr's Learning Platform, HR teams can create an onboarding experience that not only acclimates new hires but also sets them up for ongoing success within the company. A positive start leads to a strong sense of belonging and loyalty, which translates into higher retention rates and a more productive workforce.

Your company's retention rate demonstrates how loyal and committed employees are toward your organization. By caring for your employees' needs and addressing their concerns, you can keep loyal talent, helping your organization reach your goals and abide by your mission.

### Other benefits you can expect from good onboarding and retention programs include:



#### Increased Productivity

Recognizing employees' hard work and providing opportunities for growth leads to a feeling of greater responsibility toward their team and ultimately, the organization.



#### Improved Team Collaboration

Higher retention means longer-lasting employee relationships and stronger teams. This equates to better teamwork, efficiencies, and unified interactions across the company.



#### Greater Competitiveness

Top-performing employees will want to keep growing where they feel valued. So long as you keep watering them with learning opportunities and chances for improvement, they will blossom.



#### An Overall Better Employee Experience

Employees notice when you focus your efforts on their well-being in and out of the office. Create a sense of belonging and a place where employees are heard, understood, and appreciated to make it less likely they will leave.

### Conclusion:

Your company's retention rate demonstrates how loyal and committed employees are to your organization. By caring for your employees' needs and addressing their concerns, you can keep loyal talent helping your organization reach your goals and abide by your mission.

Employee onboarding is the starting point for an efficient, well-rounded workplace. Create an environment where employees are confident and secure in their work life through effective onboarding, ongoing training, and advancement opportunities with Propelr's Learning Platform.

Visit our website to learn more about Propelr's Learning Platform and how you can leverage these tools to establish an environment that employees do not want to leave.

For HR teams looking to streamline their onboarding process and enhance employee retention, **Propelr offers the tools you need.** Start today and see the difference a positive onboarding experience can make!

Scan the code or visit [gopropelr.com/contact-sales](https://gopropelr.com/contact-sales).

