12 Onboarding Statistics
HR Managers Need to Know

Employee onboarding is the first impression any new hire has as an official member of your company.

1. Organizations with a strong onboarding process improve new hire retention by 82% and productivity by over 70% (Glassdoor)

2. 72% of employees say one-on-one time with their direct manager as the most important part of any pre-boarding or onboarding process (Enboarder)

3. Management participates in onboarding programs at just 35 percent of companies. (Allied Workforce)

4. A staggering 20% of new hires leave a job for a new opportunity within the first 45 days on the job (HCI)

5. 28% of new hires leave just six months into a new job (SHRM)

6. 10% of companies have not updated their employee onboarding process in the last three years (Urbanbound)

7. The average employer spends $4,000 and 24 days on a new hire (Glassdoor)

8. The average new hire has 54 activities to complete during their onboarding experience. (Sapling)

9. Half of all senior-level outside hires fail within the first 18 months on the job (Urbanbound)

10. Best-in-class companies are 53% more likely than others to undertake pre-boarding, by starting the employee onboarding process before a new hires first day (Enboarder)

11. 88% of employees think their employer did a poor job with the onboarding process (Gallup)

12. 69% of employees are more likely to stay with a company for three years if they experienced great onboarding (SHRM)

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