

Results of the

Pre & Onboarding Survey 2022

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A man with short dark hair, wearing glasses and a white button-down shirt, stands against a light blue background with a repeating geometric pattern of gold-colored lines. He is looking directly at the camera with a slight smile.

Introduction

Finding the right talent can be difficult but keeping them is even harder, more costly, and more challenging. Especially these days when companies are **struggling with retention**.

We have analysed the data and insights revealed by our **Pre & Onboarding Survey 2022 with answers from 2.103 employees worldwide**.

Additionally, we have compared answers from HR directors and employees, getting **interesting results about how the reality of Pre & Onboarding is nowadays**.

Ultimately, we share how companies can incorporate these processes with a Pre & Onboarding platform – an HR software specifically designed to help organisations digitally and deliver **engaging introduction programmes** to new hires.

With an effective and structured Pre & Onboarding strategy, you ensure your new employees start off on their best foot, boost their confidence and **'kick-start' bonds even before their first day**.

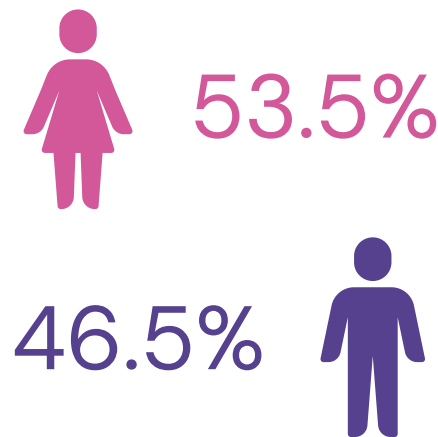
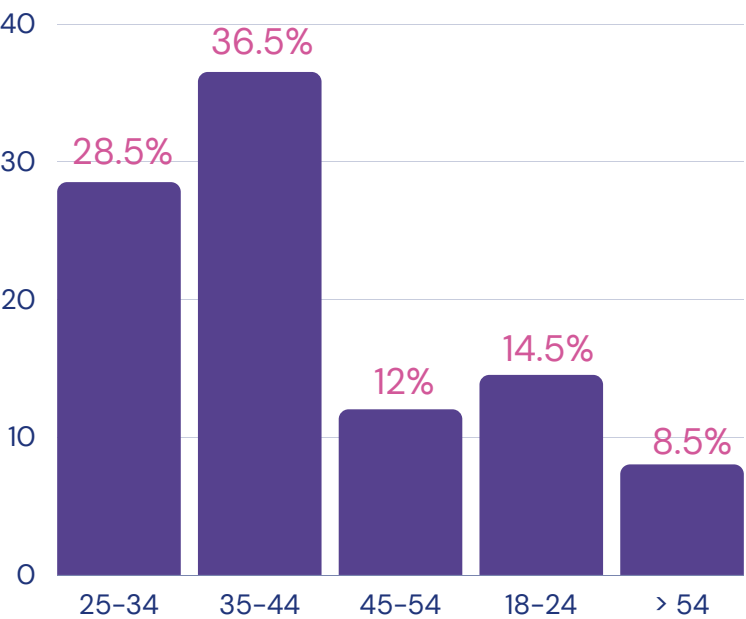
Anders Thorup
CCO & Co-Founder of Introdus
Pre & Onboarding Specialist

Demographics

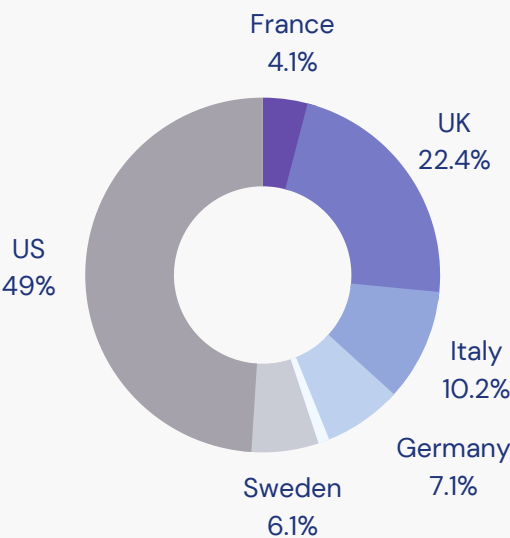
*2.103 total respondents
Pre & Onboarding Survey 2022



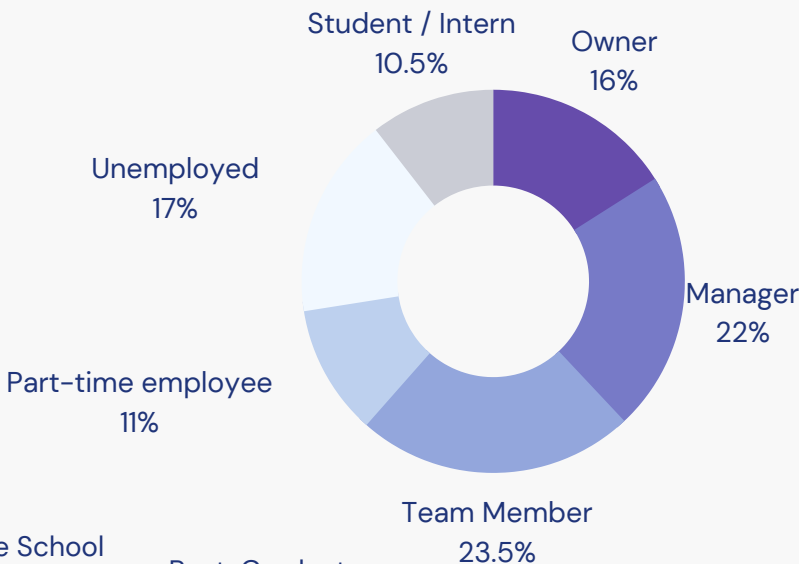
Demographics



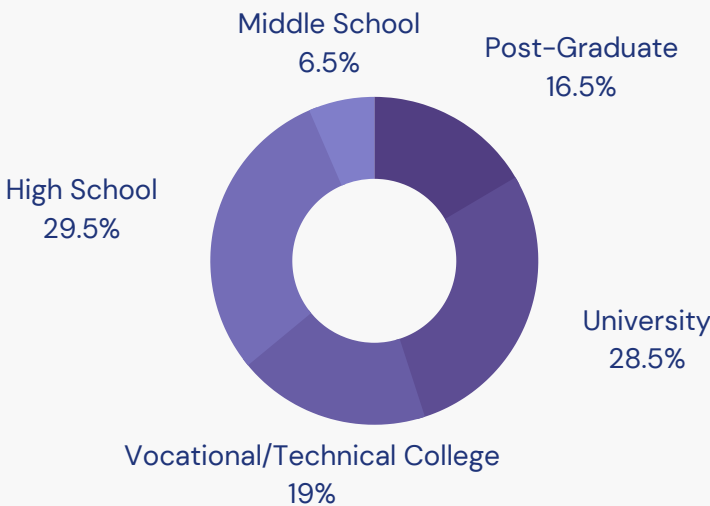
Country



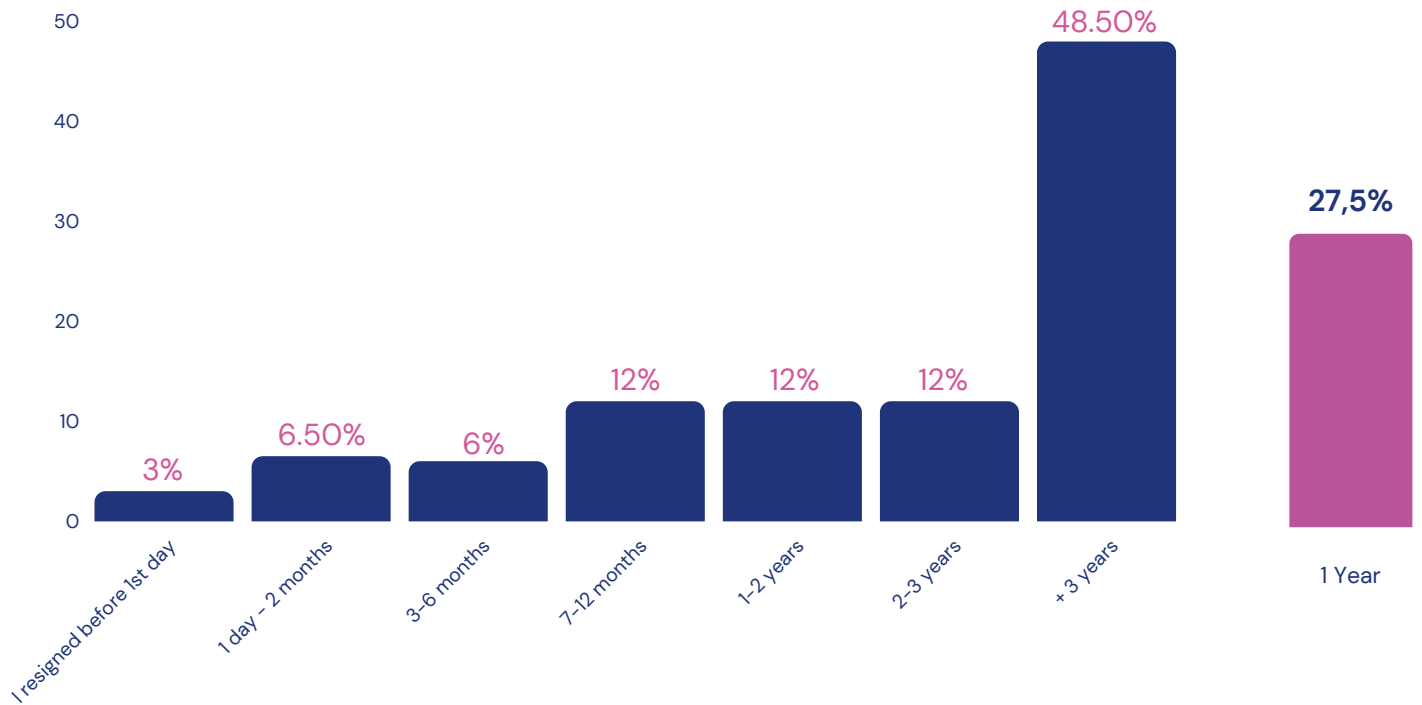
Position/Role



Education



How long did you stay in your last job?

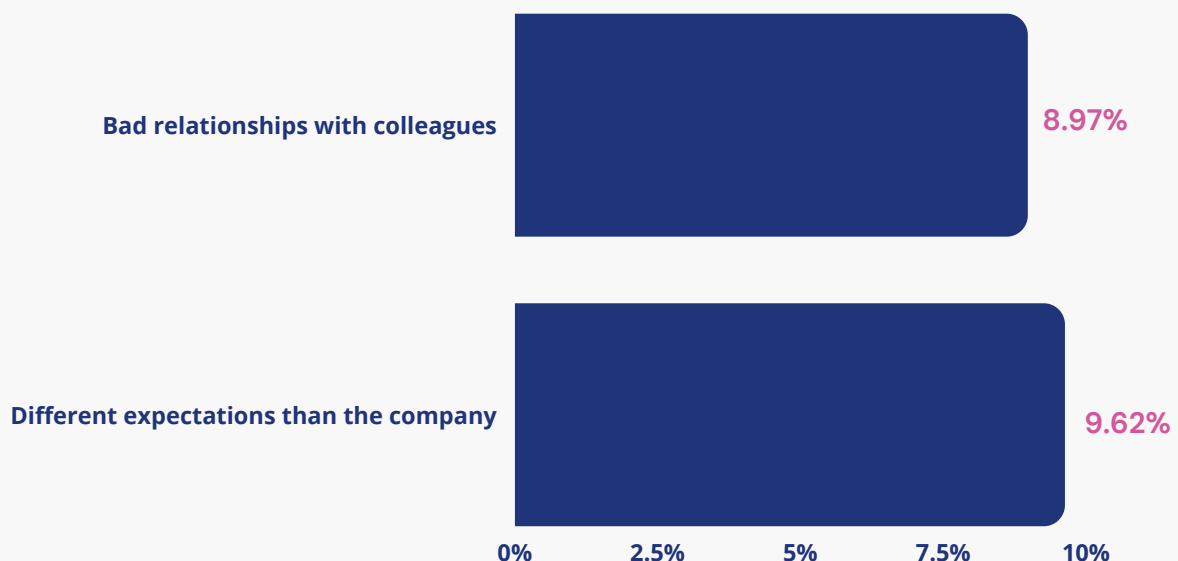


Why did you quit your last job?



Why do employees quit their job?

Related to Pre & Onboarding processes



Give your employees a flying start

Book your demo now

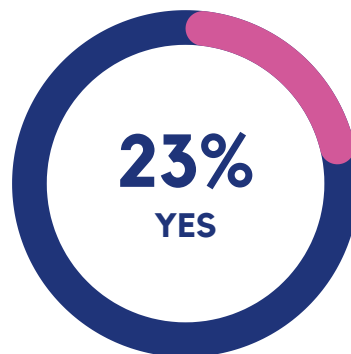
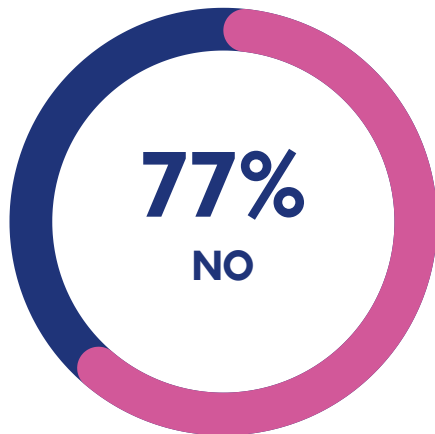


Pre & Onboarding

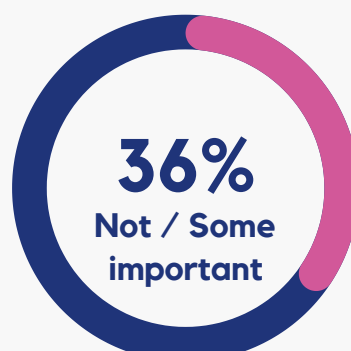
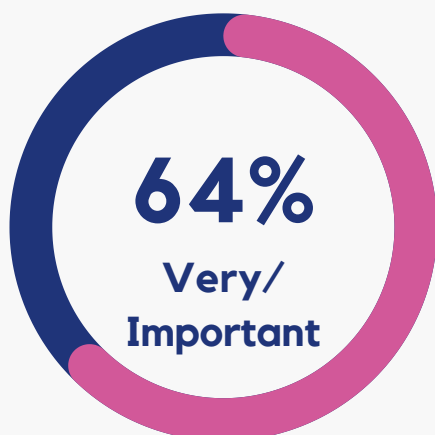


Preboarding Programme

Did you, in your current or last job, receive a Preboarding programme?

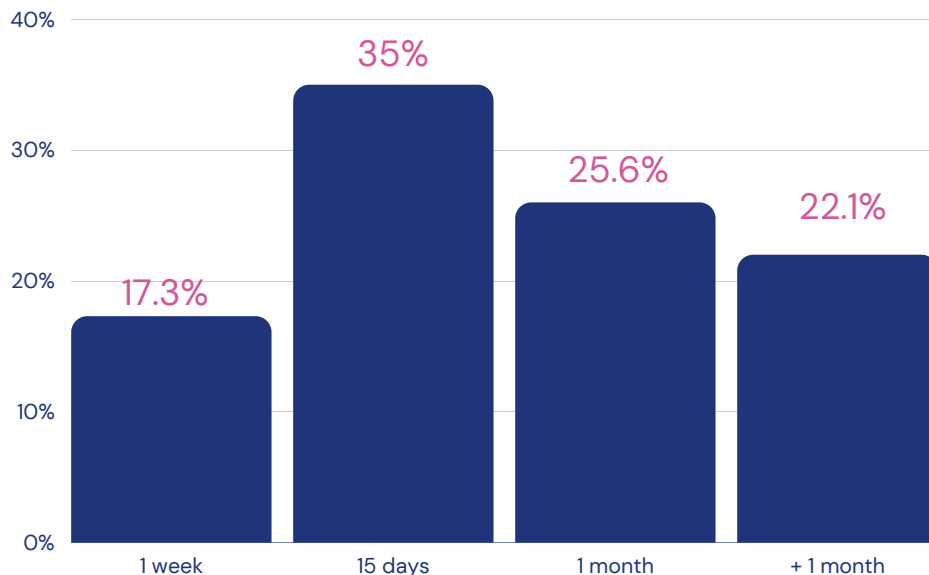


How important is it for you to have a Preboarding programme?



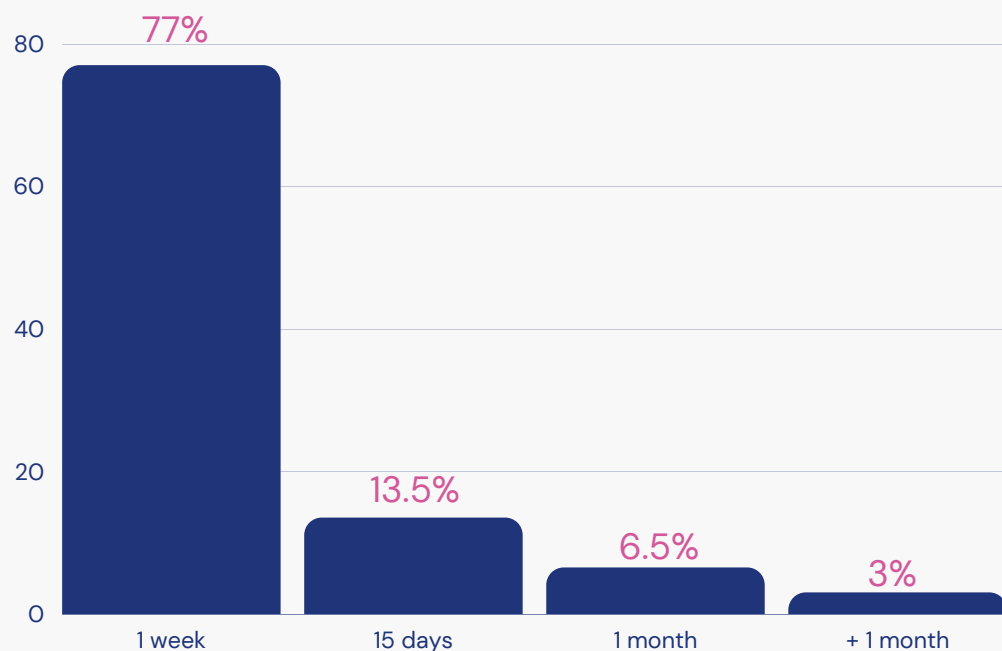
Preboarding Programme

How much time do you prefer to dedicate to the new company before your first day?*



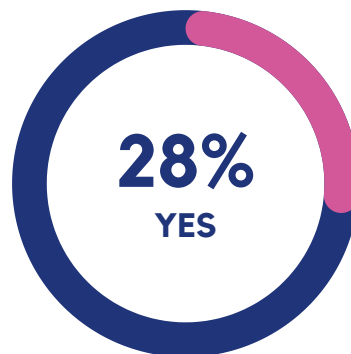
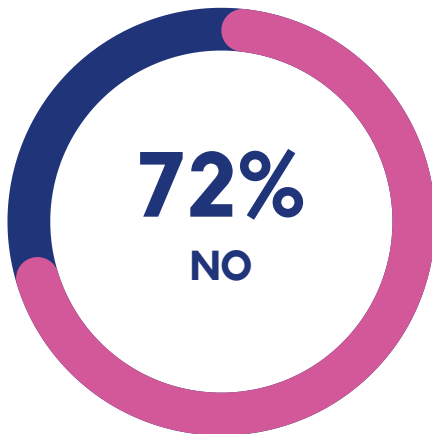
**From signing a new contract until your first day on the job.*

How long was your Preboarding programme?

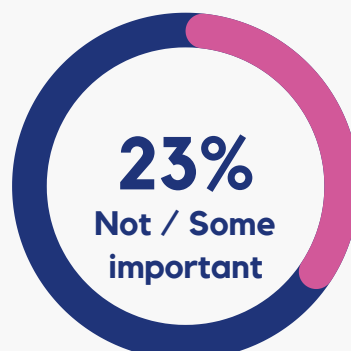
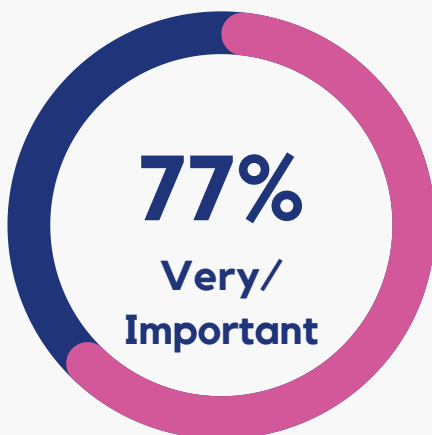


Contact the Manager

Before the first day on a new job, have you ever been in contact with your manager?

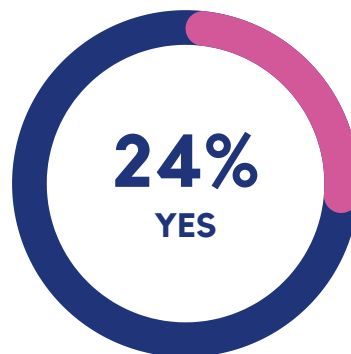
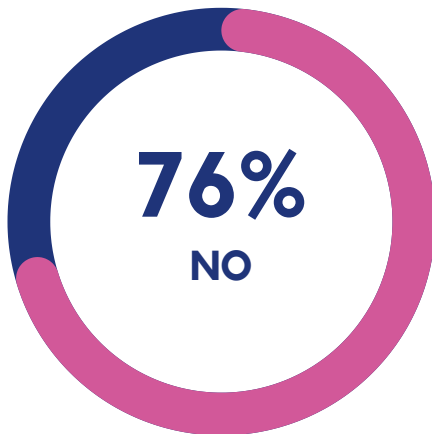


How important is it for you to be in contact with your manager before the first day?

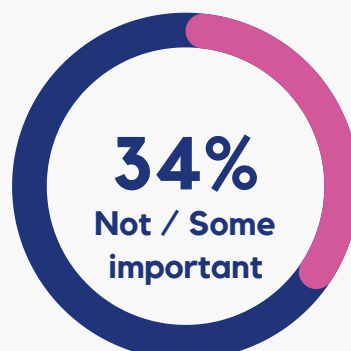
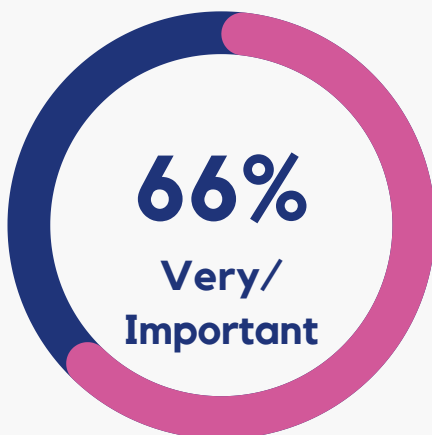


Connecting with the Team

Before the first day on a new job, have you ever been in contact with your team?

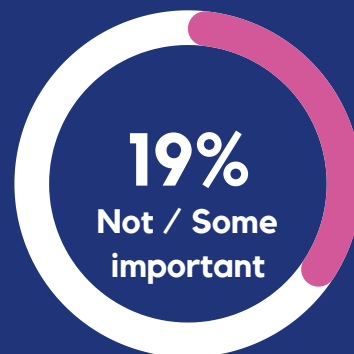
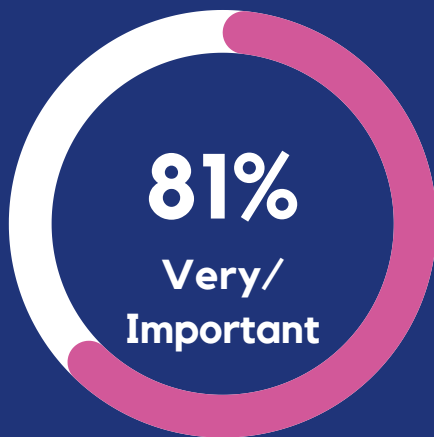


How important is it for you to be in contact with your new team before the first day on the new job?

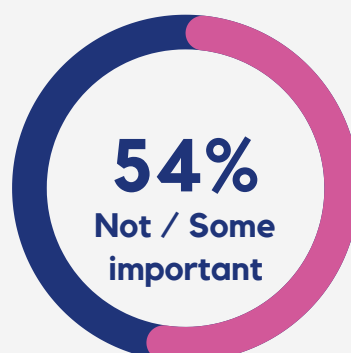
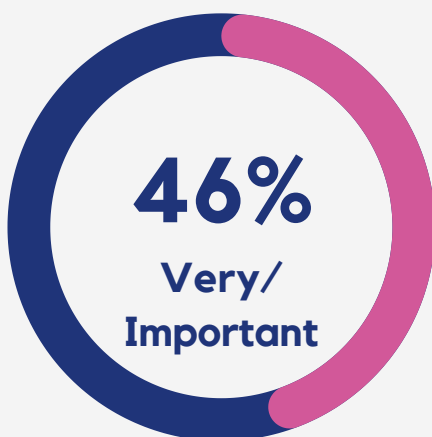


Confident & Prepared

How important is it for you to receive all the information you need to feel confident before your first day?

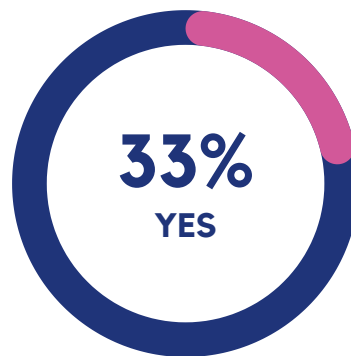
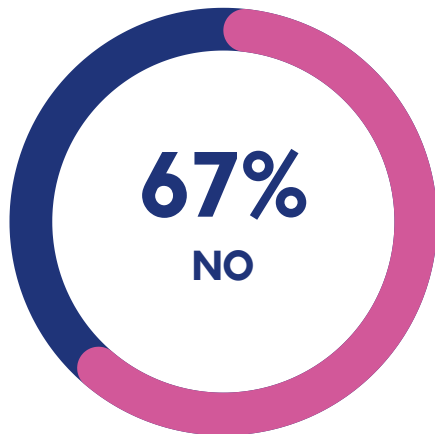


How important is it for you to know if you are fully prepared for your first day on the job?



Onboarding Programme

Did you in your current or last job receive a Onboarding programme?

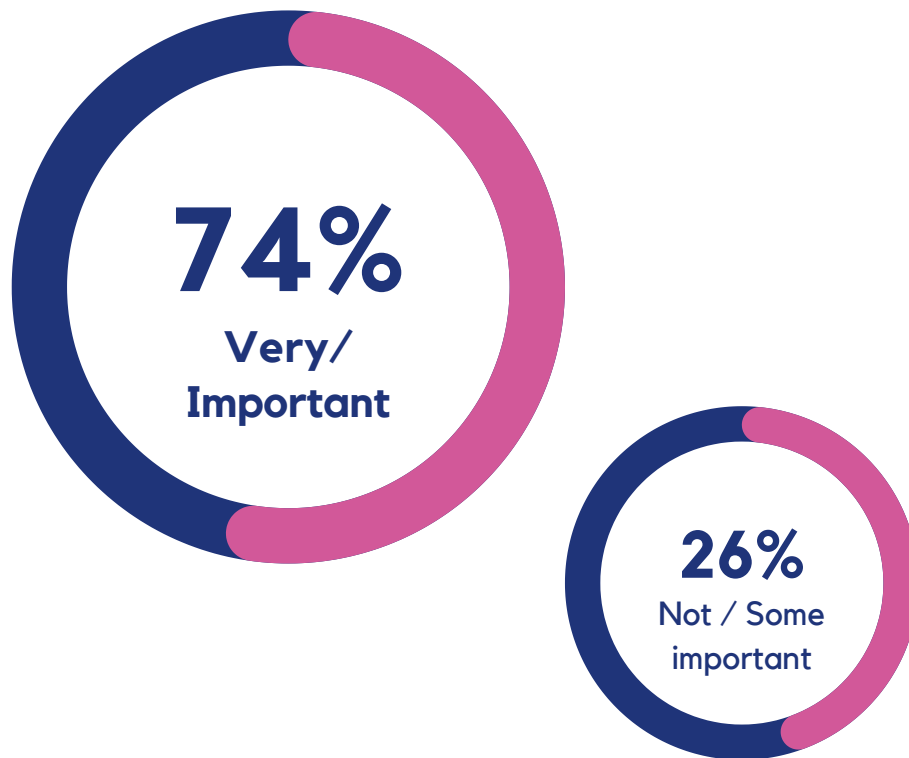


How long was your Onboarding programme?



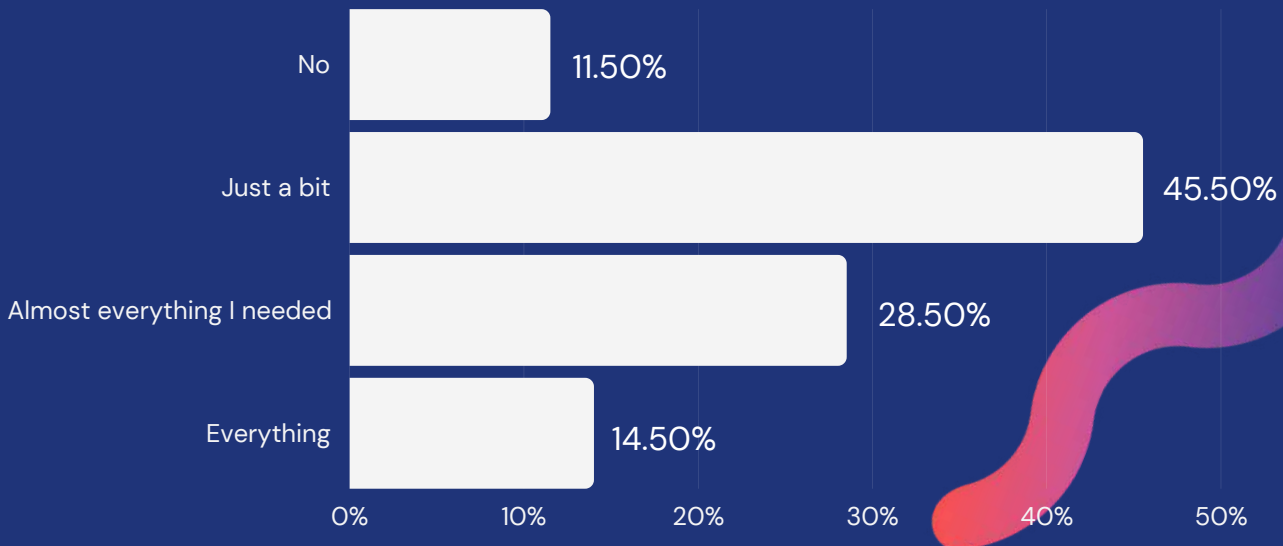
Onboarding Programme

How important is it for you to have an onboarding programme?

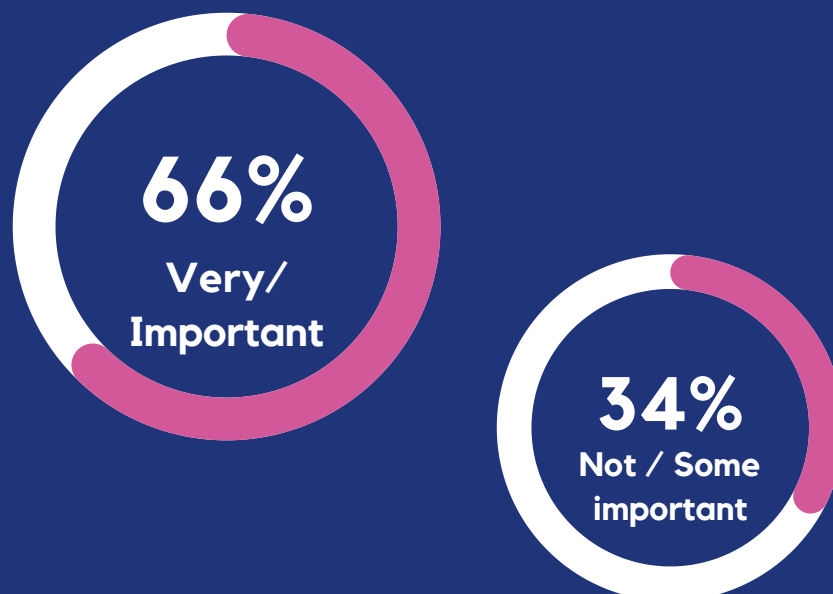


Culture, History & Values

Do you fully understand the culture, history and value of the company in your current/last job?

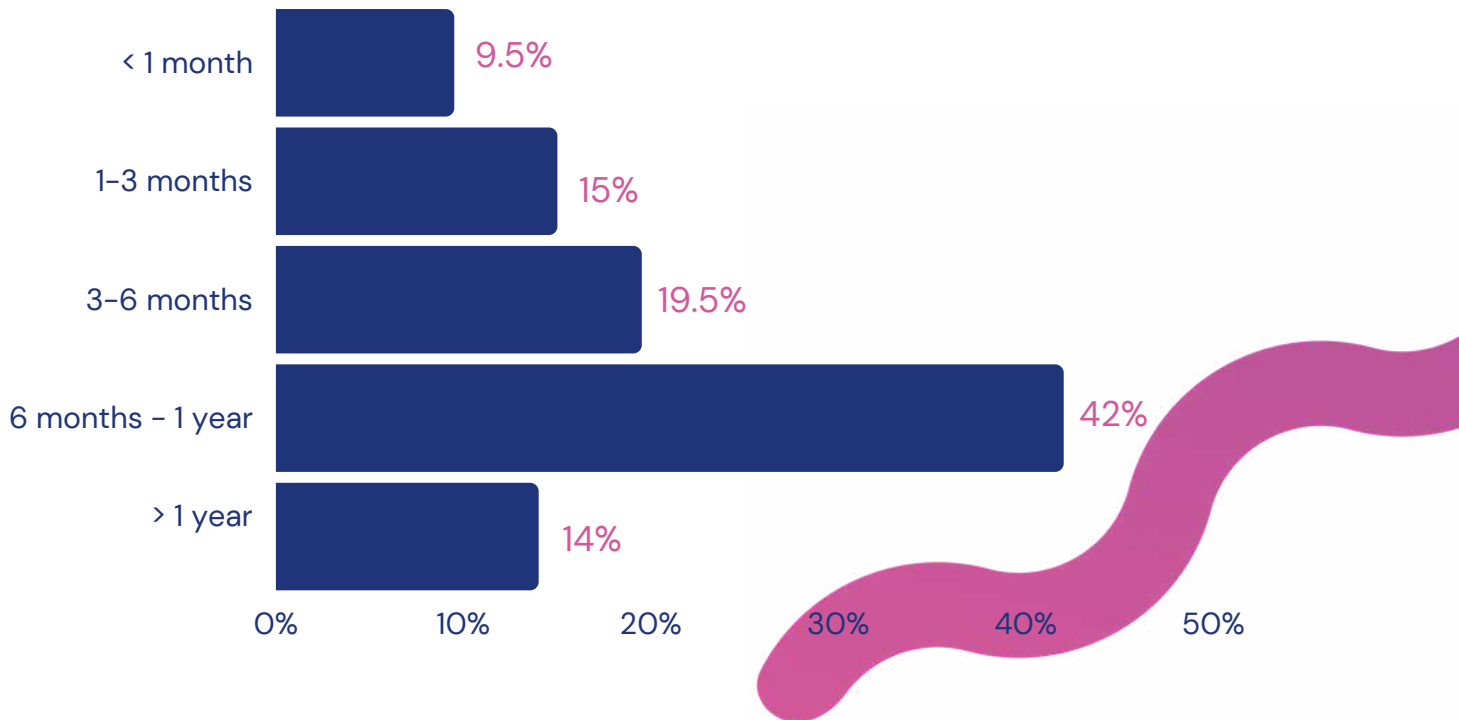


How important is it for you to learn about the company Culture, History and Vision?

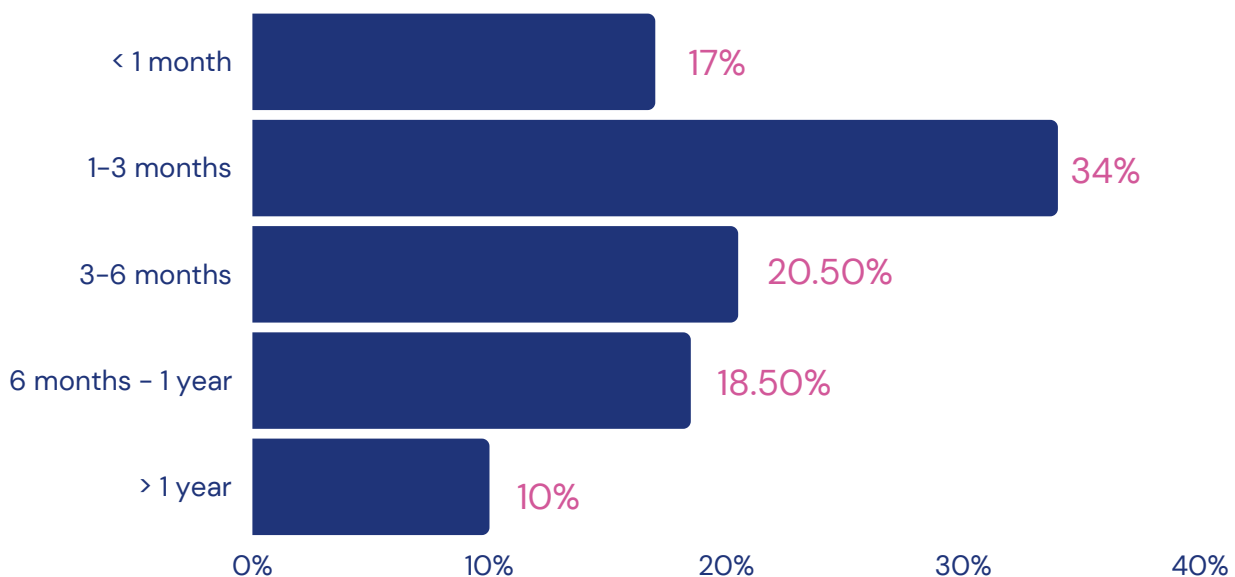


Fully Integrated into the Company

In the last or current job, how much time did it take to feel fully integrated into the company?

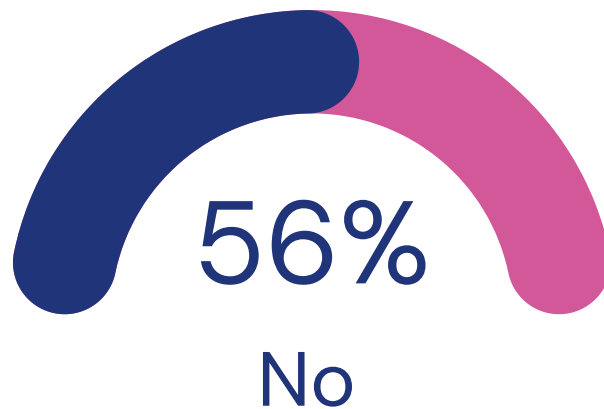
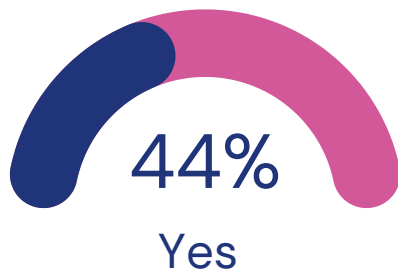


In your opinion, how much time should it take to feel fully integrated into the company?

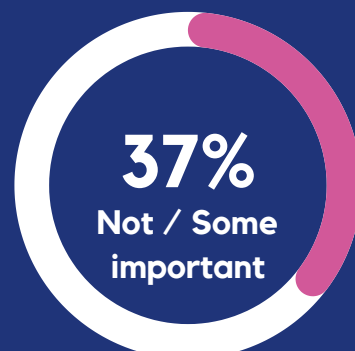
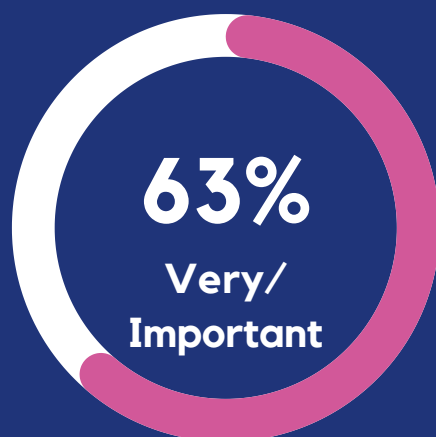


Buddy Programme

Do you fully understand the culture, history and value of the company in your current/last job?



How important is it for you to be assigned an Onboarding Buddy before your day 1?



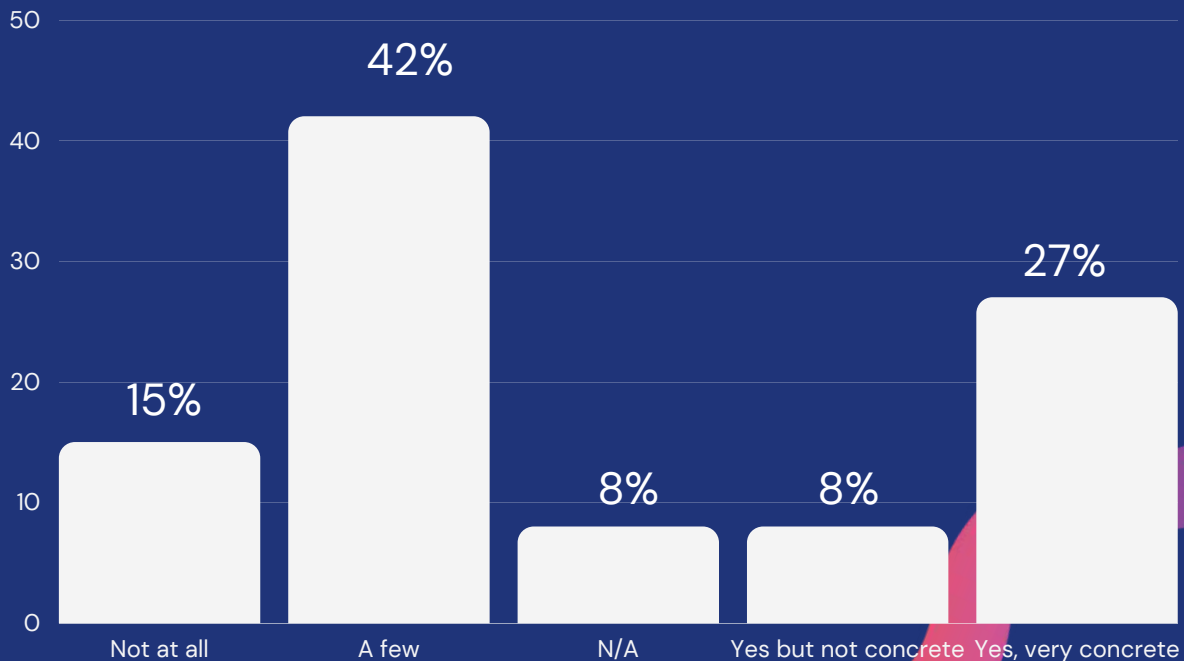
What Does HR Say vs. What Employees Are Telling Us



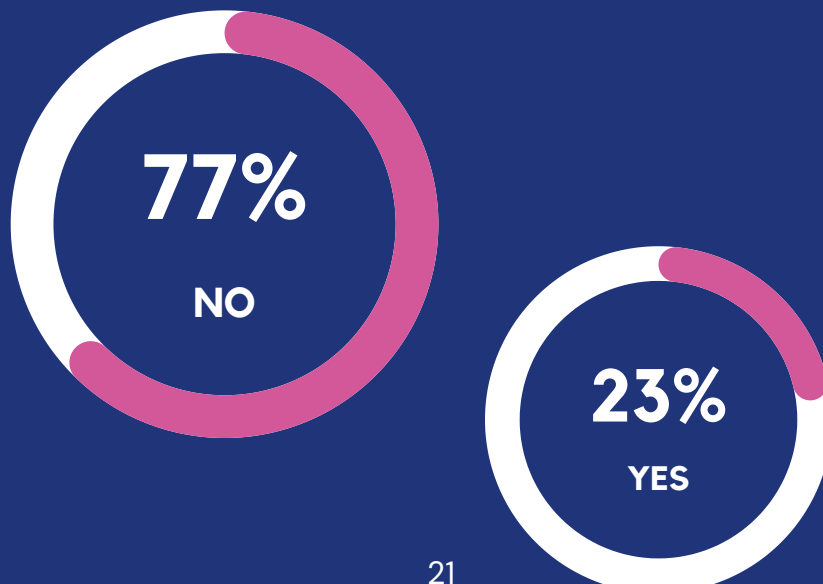
In order to evaluate the real Pre & Onboarding picture, we have compared answers from HR directors and employees. These are the results:

Preboarding

We have a **concrete Preboarding process** in our company.
HR answered:

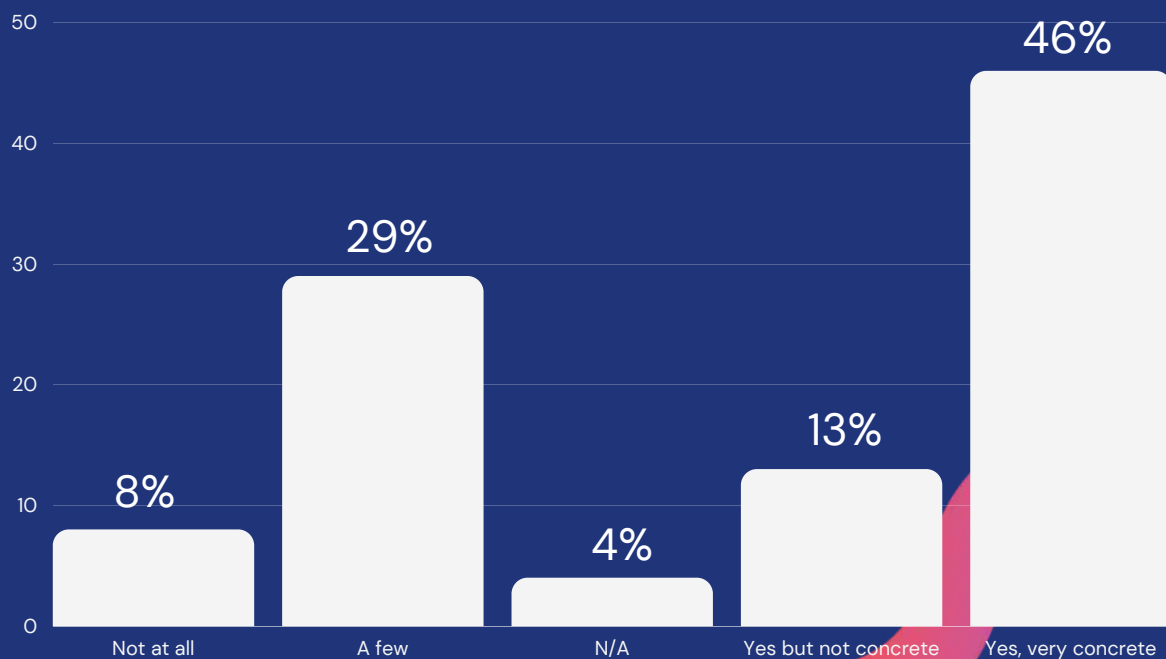


In your current/last job, did you receive a **Preboarding programme?**
Employees answered:

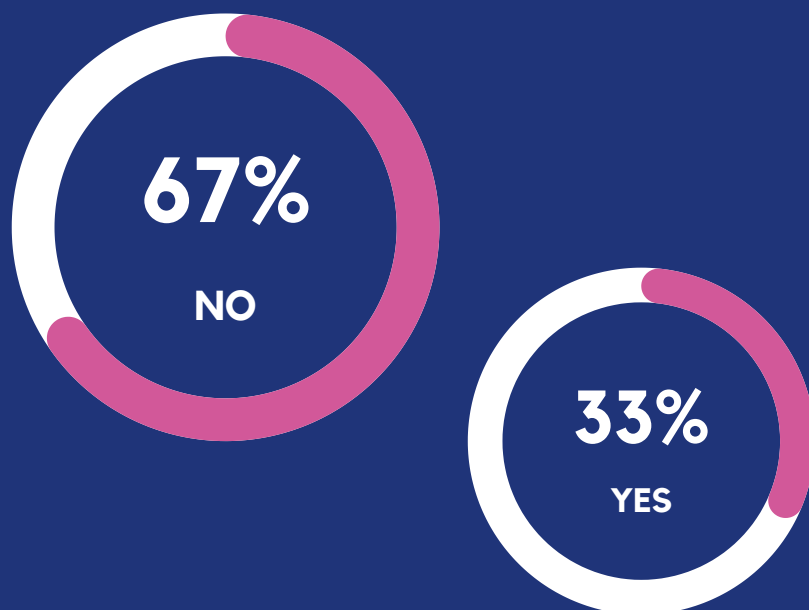


Onboarding

We have a **concrete Onboarding process** in our company.
HR answered:



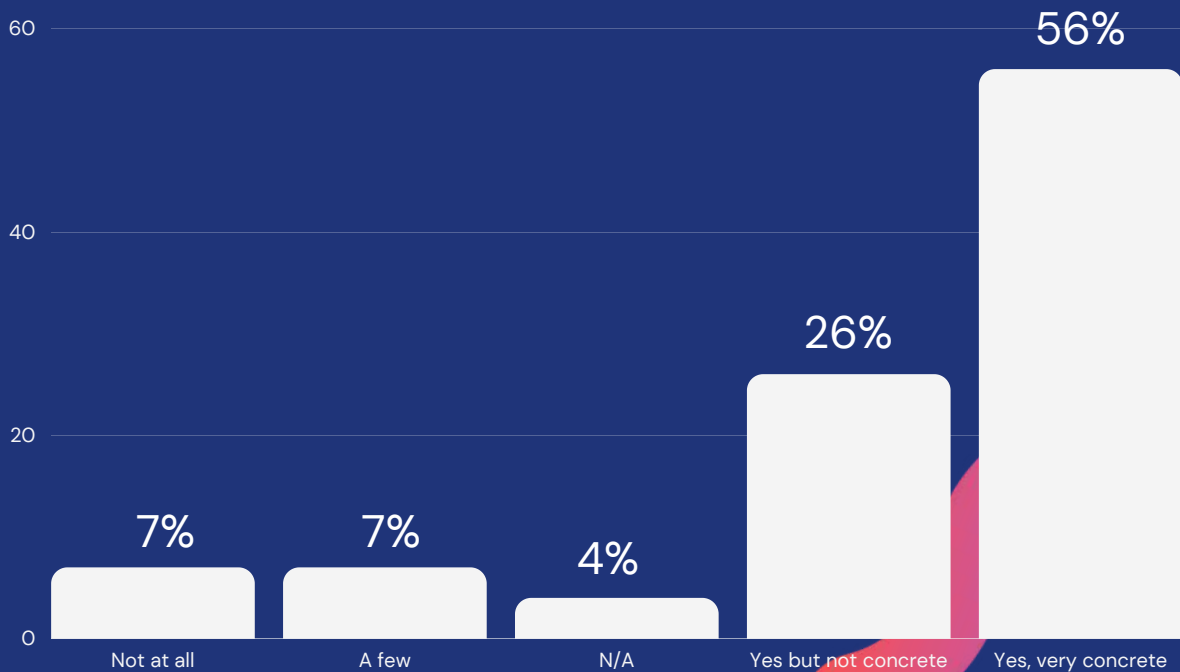
In your current/last job, did you receive an **Onboarding programme?**
Employees answered:



Recruiting

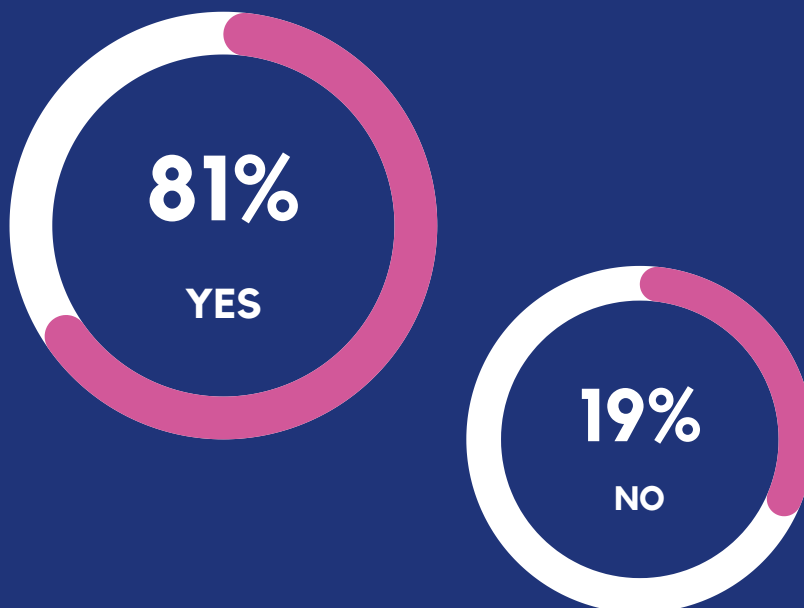
We have a **concrete Recruiting process** in our company.

HR answered:



In your current/last job, was there a concrete **Recruiting process**?

Employees answered:





Introodus

Give your employees a flying start