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A Study On Effectiveness Of Onboarding Process At Alldigi Tech

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Abstract: The project titled "A Study on Effectiveness of Onboarding Process at Alldigi Tech" focuses on evaluating the current onboarding practices in the organization. The aim is to understand how effectively new employees are integrated beyond just initial orientation. A descriptive research method was adopted, and data was collected through a questionnaire survey of 175 employees. Onboarding is recognized as a strategic HR tool to improve performance and employee engagement. The study found that most of the respondents are satisfied with the existing onboarding process. It also highlighted areas like communication, support, and structured programs as key strengths. The project provides suggestions to enhance the onboarding experience and overall organizational effectiveness.

Keywords: Effectiveness of onboarding process, Employee integration, Strategic use of onboarding in HR, Employee satisfaction with onboarding process.

1. INTRODUCTION

Onboarding is the process of integrating new employees into an organization and helping them become productive. It involves orientation and job-specific training, which can take 6 to 9 months to fully set an employee "up to speed." The first few days are critical for ensuring long-term success. A structured onboarding approach improves employee comfort, performance, and readiness.

Many organizations use onboarding to build better relationships with new hires. It helps individuals understand job expectations, responsibilities, and company culture. Despite its proven benefits, onboarding is often underused or confused with a one-time orientation. Effective onboarding ensures faster adaptation and smoother transitions into the role.

Experts like Louis and Avey emphasize that onboarding goes beyond orientation, deeply integrating employees. It familiarizes them with reporting structures, role clarity, and work procedures. Onboarding involves direct costs, like training, and indirect costs, such as lost productivity. A clear distinction from orientation is crucial for its success.

The main goal of onboarding is to ensure a smooth transition into the employee's role. It sets clear expectations in terms of responsibilities, authority, and performance measures. HR support during the early stages reduces confusion and anxiety among new hires. The initial weeks are when employees are most open to learning and aligning with company culture.

Onboarding can be categorized into formal, informal, operational, and strategic types. Formal onboarding includes structured training, orientation, and mentoring systems. Informal onboarding relies on peer interaction and personal learning. Operational onboarding ensures employees have the tools and systems needed for the job.

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2. OBJECTIVES OF THE STUDY

1. To identify the primary challenges and gaps in the existing onboarding process.
2. To find out the effectiveness of onboarding programs on employee productivity and job performance.
3. To analyse the satisfaction level of new employees regarding communication and orientation provided to them.
4. To identify measures for enhancing the onboarding process to improve the experience for new employees.
5. To provide recommendations for enhancing the existing paperless onboarding process with effective strategies.

3. SCOPE OF THE STUDY

This study focuses on evaluating the effectiveness of the onboarding process at ALLDIGI TECH, assessing how it supports new employees in adapting to the organizational environment, understanding their roles, and achieving productivity. It explores the extent to which onboarding influences key factors such as job satisfaction, employee retention, and overall performance. The research employs surveys and interviews to gather insights from employees and HR professionals, providing a comprehensive analysis of onboarding practices. Additionally, the study aims to identify existing gaps in the process and recommend strategies for improvement. By examining best practices and challenges, the findings will help in developing a structured

and efficient onboarding framework that enhances employee engagement, fosters long-term commitment, and contributes to organizational success.

4.REVIEW OF LITERATURE

Strong DM (2025), "25 Surprising Employee Onboarding Statistics in 2025"

Explored the relationship between onboarding processes and employee retention. The study found that an effective onboarding process can boost retention of new hires by 82%, emphasizing the importance of a structured onboarding experience. The research also noted that only 12% of U.S. employees believe their company has an excellent onboarding process, indicating a gap between employer expectations and employee experiences.

Devlin Peck (2025), "Employee Onboarding Statistics: Top Trends & Insights"

Compiled statistical data to assess the impact of effective onboarding on employee retention and satisfaction. The study highlighted that organizations with active and effective onboarding programs experience significant revenue and profit growth compared to those with less effective frameworks. Furthermore, it revealed that companies with structured onboarding processes see a 52% increase in productivity and a 60% improvement in engagement among new hires.

5.RESEARCH METHODOLOGY

The study uses a descriptive research design to examine the relationship between organizational climate and deviant work behavior. A sample size of 175 employees was selected using convenience sampling from a total population of 320. Data collection follows quantitative methods, and since the data is not normally distributed, non-parametric tools were applied for analysis.

6.DATA ANALYSIS AND INTERPRETATION

Categories	Sub categories	No. of respondents	Percentage (%)
Age	Under 25	58	33
	26-30	68	39
	31-45	31	18
	Above 35	18	10
Gender	Male	68	39
	Female	107	61
Experience	Less than 1 year	30	17
	1-3 years	59	34

	3-5 years	58	33
	More than 5 years	28	16
Sources of recruitment	Campus hire	26	15
	Job portals (Naukri, LinkedIn)	67	38
	Employee Referral	52	30
	Others	30	17
Total	All categories	175	100

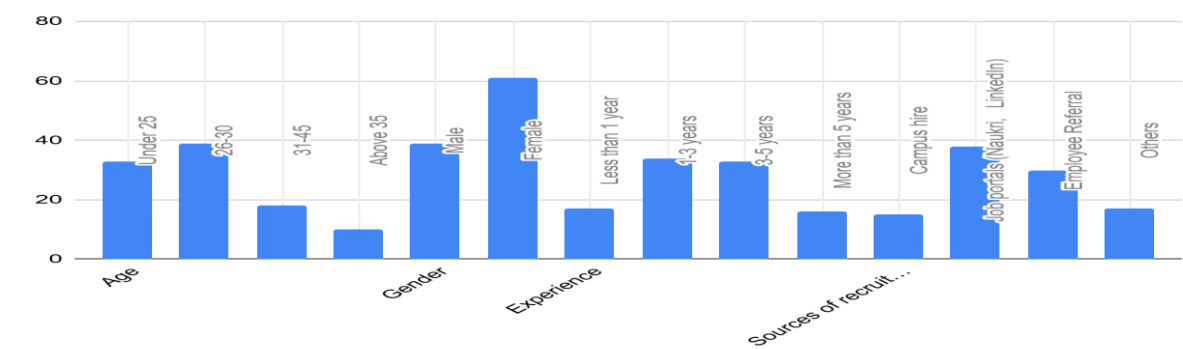
FINDINGS:

The majority of respondents 37.3% are aged 18–25, followed closely by 36.1% aged 26–30, 18.3% aged 31–45, and 8.3% aged 45 and The study found that most respondents were aged between 26–30 years (68), followed by those under 25 (58), with fewer in the 31–45 age group (31) and above 35 (18). In terms of gender, females (107) outnumbered males (68). Regarding work experience, the largest group had 1–3 years of experience (59), closely followed by those with 3–5 years (58), while 30 had less than 1 year and 28 had more than 5 years of experience. For sources of recruitment, job portals like Naukri and LinkedIn were the most used (67), followed by employee referrals (52), campus hires (26), and other sources (30).

INFERENCE:

- It is inferred that the majority of the respondents are female employees.
- It is inferred that most of the respondents belong to the 26–30 age group.
- It is inferred that the majority of the respondents have 1–3 years of work experience.
- It is inferred that most respondents were recruited through job portals like Naukri and LinkedIn.

Figure 1: Demographic profile



6.2 STATISTICAL TOOLS

MANN-WHITNEY U-TEST

Null Hypothesis (H0): There is no significance difference between the mean rank of male & female with respect to the dependent variables (primary challenges and gaps, effectiveness of onboarding programs, satisfaction level, measures for enhancing the onboarding Recommendations for enhancing the existing onboarding process).

Alternative Hypothesis (H1): There is significance difference between the mean rank of male & female with respect to the dependent (primary challenges and gaps, effectiveness of onboarding programs, satisfaction level, measures for enhancing the onboarding Recommendations for enhancing the existing onboarding process).

Table 2: mann-whitney u-test

Test Statistics ^a					
	Primary challenges	Effectivenss of onboarding programs	Satisfaction level	Measures for enhancing	Paperless onboarding
Mann-Whitney U	3460.000	3472.500	3200.500	3630.000	3501.500
Wilcoxon W	5806.000	9250.500	5546.500	9408.000	9279.500
Z	-.549	-.513	-1.357	-.025	-.420
Asymp. Sig. (2-tailed)	.000	.000	.000	.000	.000
a. Grouping Variable: Gender					

INTERPRETATION:

From the above test, it is inferred that the Mann-Whitney U test is conducted on the sample data, and it is found that the significance value for all variables primary challenges, effectiveness of onboarding programs, satisfaction level, measures for enhancing onboarding, and paperless onboarding is 0.000, which is less than the standard significance level of 0.05 ie., $p < 0.05$. Hence, the null hypothesis is rejected for all the variables, indicating that there is a statistically significant difference in responses between male and female participants regarding all aspects of the onboarding process

KRUSKAL WALIS TEST:

Null Hypothesis (H0): There is no significance difference between the mean rank of age with respect to the dependent variables (primary challenges and gaps, effectiveness of onboarding programs, satisfaction level, measures for enhancing the onboarding Recommendations for enhancing the existing onboarding process).

Alternative Hypothesis (H1): There is significance difference between the mean rank of age with respect to the dependent (primary challenges and gaps, effectiveness of onboarding programs, satisfaction level, measures for enhancing the onboarding Recommendations for enhancing the existing onboarding process).

Table 3-kruskal walis t-test

Test Statistics ^{a,b}					
	Primary challenges	Effectiveness of onboarding programs	Satisfaction level	Measures for enhancing	Paperless onboarding
Kruskal-Wallis H	18.481	1.512	.823	4.450	2.394
df	3	3	3	3	3
Asymp. Sig.	<.001	.679	.844	.217	.495
a. Kruskal Wallis Test					
b. Grouping Variable: age					

INTERPRETATION:

Probability value is greater than the tabulated value ($p > 0.05$) for the variables (effectiveness of onboarding programs, satisfaction level, measures for enhancing the onboarding, and paperless onboarding process). Hence, we accept the null hypothesis, there is no significant difference between the mean rank of different age groups to the dependent variables. However, for the variable primary challenges and gaps, the probability value is less than the tabulated value ($p < 0.05$), hence we reject the null hypothesis, there is a significant difference between the mean rank of different age groups with respect to the primary challenges and gaps in the onboarding process.

SPEARMAN RANK CORRELATION

Null Hypothesis (H0): There is no significant correlation between primary challenges, effectiveness of onboarding programs, satisfaction levels, measures for enhancing onboarding, and paperless onboarding. The variables are independent and do not influence each other.

Alternative Hypothesis (H1): There is a significant correlation among primary challenges, effectiveness of onboarding programs, satisfaction levels, measures for enhancing onboarding, and paperless onboarding. These variables are interrelated and influence one another.

Table 04-spearman rank correlation

Correlations							
			Primary challenges	Effectiveness of onboarding programs	Satisfaction level	Measures for enhancing	Paperless onboarding
Spearman's rho	Primary challenges	Correlation Coefficient	1.000	.066	.212**	.612	.277**
		Sig. (2-tailed)	.000	.000	.000	.000	.000
		N	175	175	175	175	175
	Effectiveness of onboarding programs	Correlation Coefficient	.066	1.000	.247**	.200**	.103
		Sig. (2-tailed)	.000	.000	.000	.000	.000
		N	175	175	175	175	175
	Satisfaction level	Correlation Coefficient	.212**	.247**	1.000	.285**	.184*
		Sig. (2-tailed)	.000	.000	.000	.000	.000
		N	175	175	175	175	175
	**. Correlation is significant at the 0.01 level (2-tailed).						

INTERPRETATION:

From the above test, it is inferred that the Spearman's correlation was conducted on the sample data. The significance values for all variable pairs are less than 0.01, i.e., $p < 0.05$ indicating statistically significant positive correlations among primary challenges, effectiveness of onboarding programs, satisfaction level, measures for enhancing onboarding, and paperless onboarding. Therefore, the null hypothesis is rejected for all pairs, showing strong interrelationships among the variables studied.

7.SUMMARY OF FINDINGS

1. Most of the respondents are female
2. Most of the respondents are in the age group of 25 to 30 years.
3. A significant portion of respondents have between 1 to 3 years of work experience.
4. Only a few respondents joined the organization through job portals.
5. The Mann-Whitney U test showed significant differences ($p < 0.05$) between male and female participants across all variables, including primary challenges, onboarding effectiveness, satisfaction, and paperless onboarding. Hence, the null hypothesis was rejected for all variables.
6. The Kruskal-Wallis H test, the p-values for effectiveness of onboarding programs, satisfaction level, measures for enhancing onboarding, and paperless onboarding ($p > 0.05$) indicate no significant difference across age groups. However, for primary challenges and gaps ($p < 0.05$), a significant difference is found.
7. The Spearman's correlation test shows significant positive correlations ($p < 0.05$) between primary challenges, onboarding effectiveness, satisfaction, enhancement measures, and paperless onboarding, rejecting the null hypothesis and indicating strong interrelationships.

8.SUGGESTION

- Start onboarding early, even during the recruitment stage, to introduce company culture in advance. This helps new hires become familiar with organizational values before their first day. Early engagement fosters a sense of belonging and alignment with company goals.
- Clearly define and communicate job roles and expectations from day one. Providing this information upfront ensures clarity and reduces confusion. It helps new hires focus on their responsibilities and align with team objectives right away.
- Use online portals to streamline orientation and reduce first-day paperwork. This approach allows new hires to access important resources digitally and at their own pace. It improves efficiency, especially for remote employees, and creates a seamless onboarding experience.
- Provide soft skills, communication, and technical training as part of onboarding. This ensures that new hires are prepared not only for their tasks but also for working effectively with others. Combining technical and interpersonal training helps build well-rounded employees.

9.CONCLUSION

Onboarding is a vital process that significantly impacts employee satisfaction, engagement, and retention. The study on Alldigi Tech's onboarding process highlighted its strengths, such as effective orientation sessions, comprehensive training, and strong managerial support. These elements helped new employees understand their roles, culture, and expectations, leading to smoother transitions. However, challenges like information overload, lack of personalized experiences, and limited feedback mechanisms were identified. Addressing these issues can optimize the process and make it more supportive for new hires. Continuous improvements based on employee feedback will ensure a more effective onboarding strategy. Overall, the onboarding process at Alldigi Tech is effective but can be further enhanced. Refining these practices will better integrate new hires and improve their productivity. A more tailored onboarding experience will foster long-term employee satisfaction and retention.

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