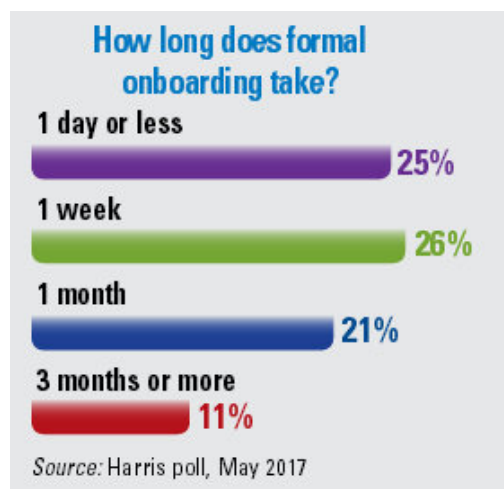# 36% of employers lack structured onboarding

Seeing less than desirable performance levels from your new employees? Your onboarding process—or the lack of one—may be to blame. According to a new Harris poll conducted for CareerBuilder, more than one-third of employers do not have a structured onboarding process.

Forty-one percent of those who don't formally onboard new hires report costly consequences, including:

- Lower productivity (16%)

- Inefficiency (14%)

- Higher turnover (12%)

- Lower morale (11%)

- Less engagement (10%)

- Missed revenue targets (6%).

Most employers have finished their onboarding programs by the time new employees wrap up their first week on the job. Only a handful spread onboarding out over the course of new hires' first three months on the job.

How long does formal onboarding take?

1 day or less — 25%
1 week — 26%
1 month — 21%
3 months or more — 11%

Source: Harris poll, May 2017

Asked what their onboarding programs cover, the 2,300 HR and hiring managers surveyed said they provide an overview of work processes (49%), introduce key players (43%), address company culture (42%), orient new hires to their work space (38%) and assign a mentor or buddy to the new employee (30%).