



# 6 ways to measure employee onboarding

## WHAT TO MEASURE FOR A SUCCESSFUL START

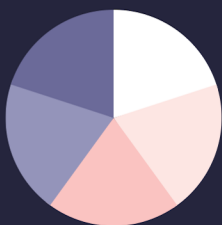


**1.**

### Measure no-shows during preboarding

How many new hires does your organization retain during the weeks & months leading to their start date?

**PREBOARDING RETENTION RATE = # OF SHOW-UPS ON DAY 1 / # OF ACCEPTED OFFERS**

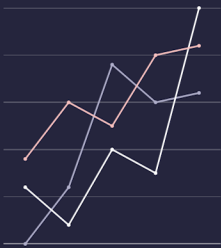


**2.**

### Measure early leavers during integration

How many new hires do we retain during the first weeks and months on the job?

**INTEGRATION RETENTION RATE = # OF EMPLOYEES STAYING FOR 90 DAYS / # OF SHOW-UPS ON DAY 1**



### 3.

#### **Measure productivity during onboarding**

How long does it take your new hires to actively contribute to your organization's business goals?

**TIME-TO-PRODUCTIVITY = "FULLY PRODUCTIVE" DATE  
- START DATE**



### 4.

#### **Measure self-scored engagement**

How do your new hires rate their onboarding experience?

**ASK EMPLOYEES TO SCORE STATEMENTS LIKE THIS:  
"I AM PROUD TO WORK FOR [YOUR COMPANY]"**



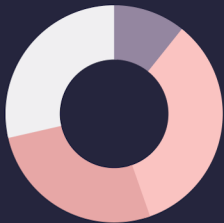


**5.**

**Measure software activation rates**

How many new hires log into your onboarding platform during their first weeks/months on the job?

**COMPARE RESULTS ACROSS LOCATIONS: THIS WILL HELP YOU PINPOINT AREAS FOR IMPROVEMENT**



**6.**

**Measure onboarding progression**

How many new hire's complete ALL of the tasks set for them during their onboarding?

**MORE ENGAGED HIRES USUALLY COMPLETE MORE TASKS: WHAT ARE SOME COMMON DROPOFF POINTS?**

