



ੴ
GURU GOBIND SINGH COLLEGE FOR WOMEN

SECTOR 26, CHANDIGARH - 160019

(Affiliated to Panjab University Chandigarh)

(Re-accredited by National Assessment & Accreditation Council, Bangalore)



35. A STUDY ON IMPACT OF INDUCTION ON EMPLOYEE SATISFACTION AND PERFORMANCE AMONG THE NEWLY RECRUITED STAFF

Jijnasa

ISSN : 0337-743X

A STUDY ON IMPACT OF INDUCTION ON EMPLOYEE SATISFACTION AND PERFORMANCE AMONG THE NEWLY RECRUITED STAFF

Mandeep Kaur

Research Scholar, Panjab University, Chandigarh

ABSTRACT

It is an undisputable fact that the world around us is changing at an extremely fast speed. This condition therefore requires a change if every organization and institution are to respond to these changes. It is due to these reasons that organizations need to proactively initiate or induct the employees to prepare and equip them with current skills and knowledge and the future expectations of the same.

Employee Induction, being one of the principal ways of introducing incoming employees to their organizations, is more often than not a missing ingredient in today's organizations. Orienting the new employees to their work-places and their respective jobs is one of the most neglected functions in the present-day organizations. A well-designed induction or orientation program, whether it lasts a day or half a year, will help in not only retaining the employees, but also enhance their performance. The Organizations that have well thought orientation programs get the new employees to have better alignment between what the employees actually do and what the organization expects them to do. A well-planned employee orientation program will help the new employees to get off on the right foot immediately. Effective employee orientation has also been known to be a precursor to excellent performance.

Therefore, the main objective of this study was to find out how the effectiveness of employee induction or orientation programs affects performance and satisfaction. The methodology that was used in collecting the research data was a survey design that used a systematic sampling technique where questionnaires were distributed in different phases to the new recruits. The results indicated that the organization needs good induction or orientation programs for its employees in order to increase employee satisfaction. A positive relationship was also found between induction and employee performance.

INTRODUCTION

Training and orientation are absolutely essential for new employees in any organization. Without guidance and training, many risky things can happen that can negatively impact the business and new entrants. It is essential to understand and recognize that orientation and training are not the same. Because each has a different purpose and plays a different role within the organization. Orientation is the process of communicating new obligations and how they are fulfilled. Training, on the other hand, is the process of developing the specific skills needed to perform the tasks described in the orientation (Outlaw, 1998). According to Mathias (1994), orientation is a planned introduction of new employees to work, colleagues and organizations. Most organizations offer worker orientation programs coordinated by the Department of Human Resources Development (Blackwell, 1997). In most developed countries, such as the United States, the United Kingdom and Japan, human resources have played an important role in economic development. Therefore, we conclude that developing countries such as India, with their abundant natural abundance and the necessary financial support, can experience such economic success with due care in their talent development and training. (Laing, 2009).

To effectively impact new employees through orientation and training, employees need to be taught about

Volume : 38, No. 1, 2021

Page | 142

Jatinder Kaur

Principal

Guru Gobind Singh College For Women
Sector 26, Chandigarh