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Employee Orientation Programs: Critical Success Factors for Increasing Satisfaction, Retention, and Productivity

Abstract

The saying, “You have only one chance to make a first impression,” should be taken to heart by organizations in their treatment of new hires. First days are stressful for employees and employers alike, but carefully structured orientation programs – at the organizational and departmental levels – can spell the difference between a satisfied, productive employee and a disgruntled, unmotivated one. Relevant content, participation by management and supervisors, question time – these and other aspects of orientation should receive thorough preparation.

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