## AC4.3 Explain the components and benefits of effective onboarding.

Onboarding is the process in which a candidate or outsider becomes an insider or active employee in SunEnergy (Bauer and Erdogan, 2011). It is a vital process for employee retention at SunEnergy as it helps the employee break the ice and the feeling of intimation at their new position. Through onboarding, new hires know exactly the role they are expected to perform which creates a clarity for the employee in terms of what they should do and what they are evaluated against. Otherwise, employees would feel lost and would not release their full potential.

In addition, onboarding journey involves organization socialization in which the new hire adjusts to SunEnergy and its people (Cebollero, 2019). Socilization is more about people than paperwork; it is about getting to know and socialize with people. It can be through coffee meetings, catch-ups and buddy groups.

New hires at SunEnergy need the onboarding process to get familiarized with the company culture and norms to be effective employees. Effective onboarding helps employees assimilate into the company’s culture, vision, mission and values. Seven in ten organizations that invest in effective onboarding programs report easier assimilation into the corporate culture (Kallidus, n.d.). Onboarding also helps boosting employees performance as it reduces the time to productivity and increase productivity up to 50% (Baravik, 2022).