

The Business Case For Valuing New Employee Orientation

1. Facilitates Organizational Effectiveness
 - a. Enhance introduction to university's mission and vision and what we value
 - b. Introduce and shape employee involvement in university culture
 - c. Fosters open, accurate feedback needed for effective teamwork
 - d. Facilitates introduction to anticipated managerial practices
 - e. Increases mutual understanding of university expectations and minimizes conflict
 - f. Engenders greater trust and cooperation

2. Facilitates Human Resource Management
 - a. Improves retention
 - b. Allows for more comfortable transition to job
 - c. Increases employee speed-to-proficiency
 - d. Increases employee morale

3. Improves Productivity and Creativity
 - a. Enhance introduction to university-wide strategic plan; ties their energies towards where their work "fits-in"
 - b. Leads to increased willingness to welcome change
 - c. Creates a more supportive work environment
 - d. Allows for improved information sharing and clarification of needs and expectations