What's The Difference?

Orientation_vs_Onboarding



How long is it?

- [ ] Orientation: 1 or more days when new hire first starts
- [ ] Onboarding: up to a year

What do you learn?

- [ ] Orientation: Organizational guidelines, policies, & other information all employees need to know
- [ ] Onboarding: Specific, position-related information, insights from managers, mentors, & co-workers

What do you do?

- [ ] Orientation: Learn the company basics, complete payroll & benefits paperwork, tour the workplace. get introduced to co-workers
- [ ] Onboarding: Learn about your role, receive guidance from management, build work relationships, provide feedback.

Where do you learn it?

- [ ] Orientation: A conference room or online portal.
- [ ] Onboarding: Anywhere, depending on the new hire's role & responsibilities.

Who do you learn from?

- [ ] Orientation: HR professionals & managers
- [ ] Onboarding: Managers, mentors, & co-workers

What's next?

- [ ] Orientation: New hire still considered a new employee & has to be led through onboarding process.
- [ ] Onboarding: Employee is fully integrated into the organization & is a productive member of the team, not a new hire.

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