



HR LEADERSHIP COUNCIL®

NEW HIRE SURVEY

Improve Quality of Hire, Increase Onboarding Effectiveness
and Reduce New Hire Turnover

[Leverage HRLC's New Hire Survey to Gain Critical Insights into your Recruiting Processes, Onboarding Effectiveness, and Employment Value Proposition—at no additional cost!](#)

HRLC Makes Survey Administration Easy:

- Design a survey online using our 29 baseline questions and your own custom questions.
- Analyze and benchmark results with other mid-sized organizations.
- Leverage online practices and tools to improve performance gaps.

Use the HRLC New Hire Survey To:

- Determine successful sourcing channels
- Refine the candidate experience
- Improve onboarding programs
- Enhance quality of information provided to candidates and new hires
- Improve effectiveness of EVP (Employment Value Proposition) delivery
- Forecast new hire turnover rates
- Design an EVP based on new hire preferences

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Sample of Statistically Tested Survey Questions

Sample Recruiting Questions	Sample Onboarding Questions	Sample EVP Effectiveness Questions
<p>During the interview process, how effective was your organization at valuing your time?</p> <p>Very Strongly Disagree <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Very Strongly Agree</p>	<p>During your first three months on the job, how effective was your organization at introducing you to the tenured employees?</p> <p>Very Strongly Disagree <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Very Strongly Agree</p>	<p>Was your current organization effective in distinguishing itself from competitors through a unique employment offer?</p> <p>Very Strongly Disagree <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Very Strongly Agree</p>
<p>During the interview process, how effective was the organization at explaining the importance of the job to you?</p> <p>Very Strongly Disagree <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Very Strongly Agree</p>	<p>During your first three months on the job, how effective was your organization at explaining the benefits package?</p> <p>Very Strongly Disagree <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Very Strongly Agree</p>	<p>While you were applying for your current job, how effectively did your organization describe the type of work you would be doing?</p> <p>Very Strongly Disagree <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Very Strongly Agree</p>
<p>Overall, how satisfied were you with the recruiting process at the organization?</p> <p>Very Strongly Disagree <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Very Strongly Agree</p>	<p>Overall, how satisfied were you with the onboarding process at the organization?</p> <p>Very Strongly Disagree <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Very Strongly Agree</p>	<p>While you were applying for your current job, how effectively did your organization describe the organization's values?</p> <p>Very Strongly Disagree <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Very Strongly Agree</p>

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Use the New Hire Survey in conjunction with HRLC's Recruiting Toolkit and Onboarding Webinars for best results!

For more information, contact the HR Leadership Council:

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