



A Study on The Role of HR In Employee Onboarding: A Study Carried Out at Aadya Hospital

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Abstract:

Employee onboarding is a critical process that helps new employees adapt to the organizational culture, policies, and work environment. Human Resource (HR) departments play a significant role in ensuring a smooth onboarding experience that enhances employee engagement, productivity, and retention. This study examines the role of HR in employee onboarding practices at Aadya Hospital. The research focuses on orientation programs, training initiatives, communication processes, and employee support mechanisms. The findings indicate that effective HR-led onboarding contributes significantly to employee satisfaction, faster adaptation, and improved organizational performance.

Keywords: Employee Onboarding, Human Resource Management, Employee Engagement, Training, Orientation, Aadya Hospital.

Introduction:

In today's competitive healthcare environment, attracting and retaining skilled employees is essential for organizational success. Employee onboarding is the process through which new employees acquire the necessary knowledge, skills, and behaviors required to become effective organizational members. The Human Resource department plays a vital role in planning and implementing onboarding activities, including orientation, training, documentation, policy communication, and performance expectations. Effective onboarding helps reduce employee turnover, improves job satisfaction, and enhances productivity.

This study aims to analyze the role of HR in employee onboarding at Aadya Hospital and evaluate its effectiveness in integrating new employees into the organization.

Literature Review:

Dessler (2021) The study emphasized that employee onboarding is crucial for improving employee engagement and reducing turnover.

Sharma and Gupta (2022) The researchers found that structured onboarding programs improve employee productivity and organizational commitment.

Armstrong (2023) According to Armstrong, HR departments play a strategic role in employee integration through orientation and training programs.

Kumar and Rao (2024) The study highlighted that effective onboarding enhances employee satisfaction and accelerates adaptation to organizational culture.

Singh (2024) The researcher concluded that continuous support during the onboarding period significantly improves employee retention.

The literature indicates that HR-led onboarding programs positively influence employee performance, engagement, and retention.

Objectives of the Study:

1. To understand the concept and importance of employee onboarding.
2. To examine the role of HR in the onboarding process at Aadya Hospital.
3. To evaluate employee satisfaction with onboarding practices.
4. To identify challenges faced during the onboarding process.
5. To suggest measures for improving onboarding effectiveness.

Research Questions:

1. What role does HR play in employee onboarding at Aadya Hospital?
2. How effective are the onboarding programs implemented by the hospital?
3. Are employees satisfied with the onboarding process?
4. What challenges are faced by new employees during onboarding?
5. What improvements can enhance the onboarding experience?

Research Methodology:

Research Design:

Descriptive Research Design.

Sources of Data:

Primary Data:

- Structured Questionnaire
- Personal Interviews with Employees

Secondary Data:

- HR Policy Manuals
- Hospital Records
- Research Journals
- Books and Articles on HR Management

Sampling Technique:

Convenience Sampling.

Sample Size:

50 Employees of Aadya Hospital.

Data Collection Tools:

Questionnaire and Interview Schedule.

Statistical Tools:

- Percentage Analysis
- Tables and Graphical Representation
- Mean Analysis

Study Period:

January 2026 – April 2026.

Data Analysis:

Table 1: Awareness of Onboarding Process

Response	No. of Respondents	Percentage
Yes	42	84%
No	8	16%
Total	50	100%

Interpretation: Most employees are aware of the onboarding process implemented by the HR department.

Table 2: Satisfaction with HR Orientation Program

Opinion	Respondents	Percentage
Highly Satisfied	18	36%
Satisfied	22	44%
Neutral	7	14%
Dissatisfied	3	6%
Total	50	100%

Interpretation: A majority of employees are satisfied with the orientation program conducted by HR.

Table 3: HR Support During Initial Employment

Response	Respondents	Percentage
Excellent	16	32%
Good	24	48%
Average	7	14%
Poor	3	6%
Total	50	100%

Interpretation: Most employees believe that HR provides good support during the onboarding process.

Findings:

1. Aadya Hospital follows a structured onboarding process for new employees.
2. HR plays a significant role in orientation, documentation, and employee integration.
3. Most employees are satisfied with the onboarding experience.
4. Training programs help employees understand their job roles effectively.
5. HR support contributes to employee confidence and engagement.
6. Effective communication during onboarding reduces employee anxiety.
7. Some employees suggested more department-specific training sessions.

Suggestions:

1. Introduce digital onboarding platforms for faster documentation and communication.
2. Conduct department-specific orientation programs.
3. Assign mentors or buddies to newly joined employees.
4. Provide continuous follow-up support during the probation period.
5. Enhance onboarding training through interactive sessions and workshops.
6. Gather regular feedback from new employees to improve the process.
7. Develop a comprehensive onboarding handbook for easy reference.

Conclusion:

Employee onboarding is a vital function that influences employee engagement, productivity, and retention. At Aadya Hospital,

the HR department plays an important role in ensuring that new employees are effectively integrated into the organization. The study concludes that the hospital's onboarding practices contribute positively to employee satisfaction and organizational effectiveness. By adopting advanced onboarding techniques and continuous improvement measures, Aadya Hospital can further strengthen its employee onboarding process and enhance workforce performance.

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