



A Study on The Role of HR In Employee Onboarding: At Aadya Hospital In Telangana

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Abstract:

Employee onboarding is a crucial human resource function that helps new employees adapt to the organizational culture, policies, and work environment. Effective onboarding improves employee engagement, productivity, and retention. This study focuses on understanding the role of Human Resources (HR) in the onboarding process at Aadya Hospital. The research aims to examine how structured onboarding practices influence employee satisfaction and early job performance. A questionnaire survey was conducted among 50 employees to collect primary data regarding their onboarding experiences. Secondary data was gathered from journals, books, reports, and websites related to human resource management practices. The findings indicate that HR plays a significant role in orientation programs, training, policy communication, and cultural integration of new employees. Proper onboarding practices help reduce employee anxiety and improve job clarity. The study concludes that a well-designed onboarding program increases employee confidence, job satisfaction, and organizational commitment. The report also provides suggestions for improving onboarding practices in healthcare organizations to enhance employee experience and operational efficiency.

Keywords: HR Management, Onboarding, Employee Integration, Training.

Introduction:

Human Resource Management plays an important role in managing employees throughout their employment lifecycle. One of the most critical stages is the onboarding process, where new employees are introduced to the organization. Onboarding includes orientation, training, policy awareness, and cultural integration.

In healthcare organizations like Aadya Hospital, onboarding is particularly important because employees must quickly understand hospital procedures, patient care standards, and workplace policies. A structured onboarding

process ensures that employees perform their duties efficiently and confidently.

HR professionals guide new employees through documentation, training schedules, departmental introductions, and performance expectations. Effective onboarding improves employee engagement and reduces early turnover.

Problem Statement:

Many organizations face challenges such as lack of structured onboarding, insufficient training, and unclear communication of job roles. These issues can lead to employee dissatisfaction and reduced productivity. Therefore, it is

necessary to examine the role of HR in improving the onboarding process at Aadya Hospital.

Literature Review:

Bauer (2010) stated that a structured onboarding program helps employees understand their roles, organizational culture, and expectations, which improves long-term retention.

Klein and Polin (2012) explained that onboarding practices such as mentoring, orientation programs, and training sessions enhance employee adjustment and job satisfaction.

Saks and Gruman (2018) highlighted that HR-led onboarding improves employee engagement and reduces stress during the initial stages of employment.

Sharma (2019) emphasized that effective onboarding programs in healthcare organizations help employees understand compliance policies and patient care standards.

Gupta (2021) found that organizations with strong HR onboarding systems experience higher productivity and improved employee morale.

Objectives of the Study:

1. To study the role of HR in employee onboarding at Aadya Hospital.
2. To analyze employee satisfaction with the onboarding process.
3. To identify improvements required in the onboarding practices.

Research Questions:

1. How does HR support employees during the onboarding process?
2. Are employees satisfied with the onboarding practices at Aadya Hospital?
3. What improvements can be made to enhance onboarding effectiveness?

Research Methodology:

1. Research Design:

The study follows a descriptive research design to understand the role of HR in the employee onboarding process.

2. Sample Size:

The study was conducted with 50 employees working at Aadya Hospital.

3. Sample Area:

The research was conducted at Aadya Hospital, Hyderabad.

4. Data Collection:

Primary Data:

Primary data was collected through a structured questionnaire survey distributed to employees.

Secondary Data:

Secondary data was collected from:

- HR journals
- Research articles
- Books
- Websites
- Organizational reports

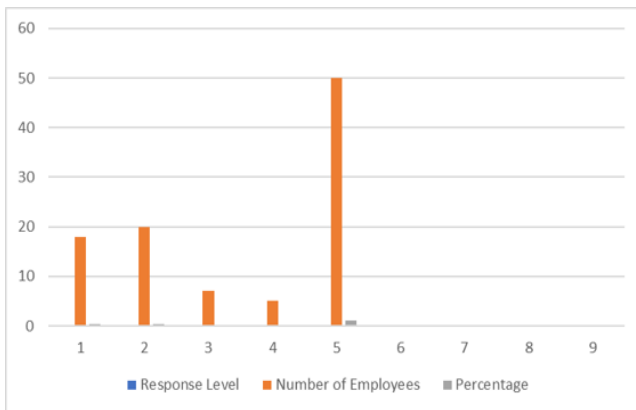
5. Sampling Technique:

The study used convenience sampling, where employees available during the research period were selected.

Data Analysis:

Table 1: Employee Satisfaction with HR Onboarding Support

Response Level	Number of Employees	Percent age
Highly Satisfied	18	36%
Satisfied	20	40%
Neutral	7	14%
Dissatisfied	5	10%
Total	50	100%



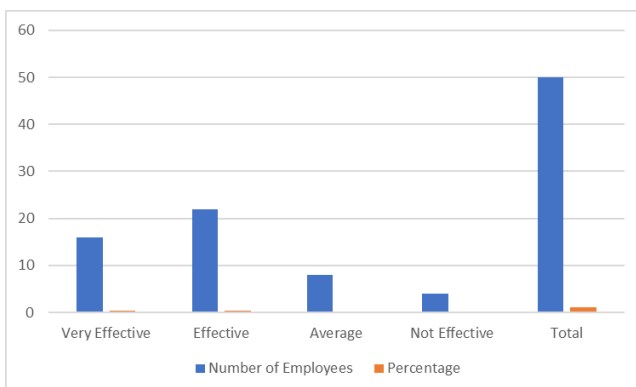
Interpretation:

The majority of employees (76%) are either satisfied or highly satisfied with the onboarding support provided by HR. This indicates that the onboarding process at Aadya Hospital is generally effective. However, a small percentage of employees expressed dissatisfaction, suggesting the need for improvements.

Table 2: Effectiveness of HR Orientation Programs

Response	Number of Employees	Percentage
Very Effective	16	32%
Effective	22	44%
Average	8	16%
Not Effective	4	8%
Total	50	100%

Graph 2: Effectiveness of Orientation Programs



Interpretation:

The data shows that 76% of employees believe the HR orientation program is effective or very effective. This demonstrates that HR plays a significant role in guiding employees during their initial stage of employment.

Findings:

1. HR plays an important role in introducing employees to hospital policies and procedures.
2. Most employees are satisfied with the onboarding process.
3. Orientation and training programs help employees understand their responsibilities.
4. Some employees feel that onboarding sessions could be more detailed.
5. Proper HR guidance improves employee confidence and job performance.

Suggestions:

1. HR should introduce structured onboarding schedules for all departments.
2. Mentorship programs can be implemented to guide new employees.
3. HR should provide continuous training and follow-up sessions after onboarding.
4. Digital onboarding materials can help employees understand policies better.
5. Feedback from new employees should be regularly collected to improve onboarding programs.

Conclusion:

Employee onboarding is a critical process that helps new employees integrate into the organization effectively. The study shows that HR plays a vital role in guiding employees through orientation, training, and policy communication at Aadya Hospital. A structured onboarding program not only improves employee satisfaction but also enhances productivity and retention. The

findings indicate that most employees are satisfied with the current onboarding practices; however, there is scope for improvement through structured programs and continuous support. Strengthening HR onboarding strategies will help healthcare organizations build a skilled and committed workforce.

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