

Impacts of Employee Orientation on Job Satisfaction

ABSTRACT

The paper starts with an introduction that discusses the purpose of the research. The article aims to investigate the relationship between satisfaction at work and the orientation of workers. The paper discusses the primary reason or motivational factor behind the research. Next, the article discusses background information on employee orientation. This section covers the definition and need of orientation within an organization. The study uses questionnaires as data collection tools. Statistical and regression analysis are the primary data analysis methods. Research findings confirm that orientation is positively and directly related to job satisfaction. However, the results may not be completely accurate as several threats to validity exist, such as bias and randomness. In summary, the study was a success. Further research on this area is necessary to ensure the maximum number of employees within a company achieve their accomplishments. I urge other researchers to examine the impact of orientation on other variables, including employee retention and company productivity

INTRODUCTION

The research aims to discover whether indeed there is a connection between job satisfaction and employee orientation. Organizations that adopt employee orientation are likely to succeed compared to others. With increased competition, orientation puts a business at an advantage because it improves efficiency by increasing productivity. However, is the first impression a

company creates this important? The paper determines the effect of a successful orientation program on job satisfaction, which leads to employee retention.

MOTIVATION

Retaining employees, especially the skilled or talented ones, has been a challenge for most organizations. The idea that the solution to this complex problem lies in orientation is worth exploring. This topic is significant because it will save companies from running out of business, help organizations increase their profits, increase labor efficiency and productivity, and increase job satisfaction. Besides, various dynamics in the business industry demand for new techniques. Understanding the relationship between employee orientation and job satisfaction would enhance the understanding of the general work environment.

BACKGROUND

Employee orientation entails introducing new workers to their workplace, fellow workers, and responsibilities [3]. The primary significance of orientation is the integration of the employee into the company. Through orientation, a new colleague learns the company's culture and values, its organizational structure, mission and vision, and company goals; long-term and short-term [7]. Equipping a new employee with such knowledge will prevent violation of company policies caused by ignorance. Also, if the employee sexually harasses a co-worker or commits other illegal

JOB SATISFACTION

activities at the workplace, the business is not legally liable for his/her actions.

Orientation clearly defines the employee's expected duties and responsibilities, thereby reducing conflict among co-workers. In turn, the process results in a positive work environment. Introducing employees to their specific tasks acts as a source of motivation since each worker believes his/her input is valued [15]. As a result, productivity increases. In case of any problems, the employee can follow the company's chain of command because he/she is fully aware of the different leaders [11]. Definition of roles does create not only a peaceful work surrounding but also a motivated one.

The first impression an organization makes plays a crucial role in retaining the new hire. New workers have different expectations and requirements. Flexibility and formality is the key to effective orientation [10]. This way, the varying needs can easily be met professionally. A flawed orientation plan contains threats or vague and unfriendly work expectations and should be avoided at all costs [4]. A proper onboarding program instills confidence and trust in new workers, thereby boosting employee retention rates.

Employee motivation has several advantages, including increased profit, job satisfaction, higher efficiency, and productivity. During orientation, employees learn about different company rewards. They become aware of the targets set by the organization and the rewards for achieving them [6]. Incentives may be monetary in gifts, shopping and trip vouchers, increased salaries, or non-monetary such as giving higher job positions [2]. Detailing a new employee with such incentives motivates him/her to deliver quality work.

Onboarding programs facilitate employee training. Orientation enhances the skills possessed

by the worker [5]. An employee is taught time and cost-saving procedures for conducting particular activities. As a result, the employee's performance improves. Moreover, orientation increases employee compliance. The worker learns essential information on payrolls, salaries, and taxes. Also, he/she becomes conversant with the firm's technology [9]. The various training programs included in orientation are leader-led, online, hands-on, shadowing, or mentoring.

RESEARCH METHOD

The section below highlights the specific research questions, research methods utilized and the data analysis.

RESEARCH QUESTIONS

The research questions will investigate the extent to which orientation influences employee satisfaction within an organization. Were you introduced to your colleagues, manager, and other staff during the first few days? Did your induction help you understand your responsibilities and the company's performance standards? Did you learn appropriate company policies and procedures during orientation? Through induction, does your job make you have a feeling of personal accomplishment? Does your work make proper use of your abilities and skills? Were you satisfied with the information from the orientation program?

DATA COLLECTION

The data required to answer the above research questions were obtained from the United Bank of Africa in Nigeria. The bank has a total staff of 74 individuals comprising 52 males and 22 females. 77% of the workforce are junior staff, and the rest

JOB SATISFACTION

are senior. The average age of respondents is 33 years [14]. Notably, 38 workers are married and 36 single as shown in figure 2. This information was obtained from a field survey. The study uses questionnaires to collect responses to the research questions.

DATA ANALYSIS

The study applies regression analysis to test the alternative hypothesis that a significant relationship exists between orientation and job satisfaction. The null hypothesis states otherwise.

Model	R	R Square	Adjusted R Square	Standard Error
1	.357	.127	.115	.898

R is the correlation value. The results from the table indicate a significant but weak relationship exists between orientation and satisfaction. The value of R Square indicates that employee orientation affects job satisfaction by only 12.7% [14].

Model	Squares Sum	df	F	Mean Sqr.	Sig
Regression	8.483	1	10.517	8.483	.002
Residual	58.071	72		.807	
Total	66.554	73			

Work is the dependent variable, and employee orientation is the constant. The ANOVA table shows a significant impact of orientation on the job, thereby rejecting the null hypothesis. A sig or p-value of less than 0.005 indicates a 95% confidence interval and a 5% risk [13].

Model	Unstandardized coefficients		Standardized coefficients	T	Sig
Work Orientation	Std Error	B	Beta	8.378	.000
		1.976	.357	3.243	.002
	.236				
	.095	.310			

Above is the coefficient table that shows both predictors, i.e., orientation and work, play a crucial role in determining job satisfaction in an organization. The Beta value indicates which variable, the dependent or constant, has a more significant effect on employee satisfaction.

FINDINGS

The study shows that 63.5% of the participants strongly agree that they were properly introduced to their colleagues in the first days. 16.2% agree, 10.8% remain neutral, 4.1% disagree, and 5.4% strongly disagree. 38.7% of workers strongly agree that induction is helpful in understanding job responsibilities and performance standards, 47.3% agree, 10.8% are neutral, and 4.1% strongly disagree [14]. 6.8% of the total workforce strongly agree on learning critical corporate policies and procedures during orientation, 70.3% agree, 18.9% remain neutral, and 4.1% disagree. Notably, 55 employees agree that orientation gives them a feeling of personal accomplishment, 12 remain neutral, four disagree, and three strongly disagree. 14.9% of the staff strongly agree that the job makes proper use of their skills and abilities, 52.7% agree, 17.6% are neutral, 4.1% disagree, and 10.8% strongly disagree [14]. Seventeen employees strongly agree that they were satisfied

JOB SATISFACTION

with the information delivered during orientation, 31 agree, 19 remain neutral, and seven strongly disagree.

DISCUSSION

From the findings and statistical analysis, there is a significant relationship between employee orientation and satisfaction at work. The findings per Klein & Weaver (2000) [12] reveal that orientation is an essential organizational tool for any new employee. This program guides the worker on where to start. The knowledge acquired during orientation is sufficient to prevent a new hire from looking out of space. Another significance of orientation is the quick assimilation of the worker into the firm [8]. The employee learns the company's program and knows where to be at what time. The worker is aware of the organization's working hours and the precautions of not adhering to the schedule. The question and answer section in onboarding programs speeds up the assimilation process. An employee feels more welcomed when the company responds to his/her worries on the first day. Besides, the hiring authority becomes acquainted with all the actions of the business [1]. As a result, the worker is more likely to achieve satisfaction and a feeling of accomplishment in the firm

THREATS TO VALIDITY

One potential threat to the validity of my findings is the type of questions asked. The study asks a few specific questions related to work that may or may not determine employee satisfaction. The external threat is that the data collected comes from a random sample. The study randomly selects an institution and analyzes the behavior of all the staff. The information obtained is from a

small sample and may not apply to a larger population. Also, the participants are likely to provide partial responses because they are aware of the ongoing survey.

RELATED WORK

A similar study by LR Jauch and U Sekeran examines the employee orientation and job satisfaction relationship within a hospital setting. Besides, WG Kim, JK Leong, and YK Lee (2005) found a significant relationship between service orientation, organizational commitment, and job satisfaction.

CONCLUSIONS

Most employees underperform not because they lack the skills to do so, but they hardly understand its operations. Orientation is the most effective method of equipping employees with skills, company information and laying a foundation for workers to perform efficiently. Among other benefits, orientation has a significant impact on job satisfaction

FUTURE WORK

Further research should be conducted on improving orientation programs to meet new employees' expectations. Also, similar research can be conducted but with different variables. For instance, instead of job satisfaction, one can research the relationship between increased productivity, employee retention, and orientation

APPENDICES

JOB SATISFACTION

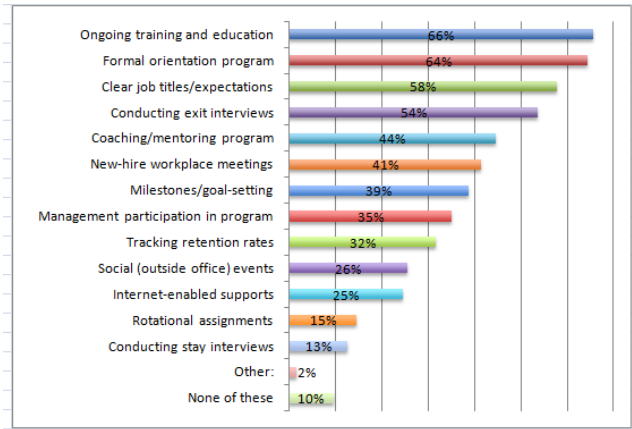


Figure 1: Typical sample data for Orientation practices

ITEMS	UBA	Total
Respondents	74	100
Actual respondents	74	100
Males	52	70.3%
Females	22	29.7%
Singles	36	49.6%
Married	38	51.4%
Junior staff	57	77.0%
Senior staff	17	23.0%

Figure 2: Portion of the respondents' biodata

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JOB SATISFACTION

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