

Talent and the Employee Experience

12 frequently asked questions, answered



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1 What is the purpose of talent acquisition?

The purpose of talent acquisition is to make recruitment more strategic and better suited to an organization's goals. In this way, employers can find the best candidates for the jobs they need filled today, as well as passive candidates who might be a great fit down the road.

2 Why is talent sourcing important?

It may take weeks to months to hire the right person for a job. By sourcing qualified candidates ahead of time instead of reacting to departures, employers may be able to fill open positions faster and maintain productivity.

3 How do I create a new hire checklist?

When creating a new hire checklist for managers and employees, it's essential to focus on compliance-related tasks, like completing the required paperwork. It's equally important for onboarding to have a human touch. To build comfort and connection, employers often make workplace tours, team introductions and goal-setting exercises part of their new hire checklist.

4 What are the three C's of employee onboarding?

A successful onboarding experience generally consists of three C's:

- Connection – Employee satisfaction and assimilation that lead to retention
- Comfort – Bonds between employees, their managerial team and the organization that lead to effective working relationships and productivity
- Culture – Workplace norms, expectations and values that shape career development and purpose-driven work

5 What are some onboarding best practices?

While there are numerous small details to manage when a new hire joins a company, creating and deploying an effective employee onboarding process comes down to these best practices:

- Design onboarding for both managers and employees
- Design onboarding for a digital and mobile world
- Customize onboarding to individual roles or groups within the organization
- Listen to employee feedback on the onboarding program

6 What makes a good onboarding experience?

Every organization's culture is different, but employers can generally make onboarding a positive experience by clearly communicating goals and meeting five essential employee needs:

- Freedom
- Knowledge
- Stability
- Self-management
- Meaning

7 What's the difference between talent management and talent acquisition?

Talent management deals with engagement and development throughout the employee lifecycle from hire to retire. Talent acquisition is the part of this process that focuses specifically on recruitment.

8 What is a talent management system?

A talent management system is software that streamlines talent processes. Features vary by provider, but many solutions can help with creating job posts, onboarding new hires, tracking employee performance and more.

9 What is the most important aspect of talent management?

No talent strategy will succeed unless it delivers what employees really want and need. If an organization's talent strategy falls flat, it's an indication of employer-employee disconnect.

10 How does employee retention fit into the employee experience (EX) strategy?

Strategies for improving employee experiences usually work in tandem with those aimed at retention. In fact, many of the same aspects that affect engagement – workplace culture, relationships with managers, compensation and benefits, growth opportunities, etc. – also directly impact retention. That's why engagement surveys, along with other metrics, are used to analyze why employees stay or leave an organization.

11 What is the difference between employee retention and turnover?

Retention measures how successful an organization is at retaining the services of its employees, whereas turnover is the rate at which people leave their jobs. This inverse relationship is significant when calculating and analyzing retention rates.

12 What are outplacement benefits?

Outplacement benefits are services paid for by an employer as part of a severance package that help terminated and laid off employees transition to a new career elsewhere.

To learn more, download the [Employee Experience guidebook](#).