



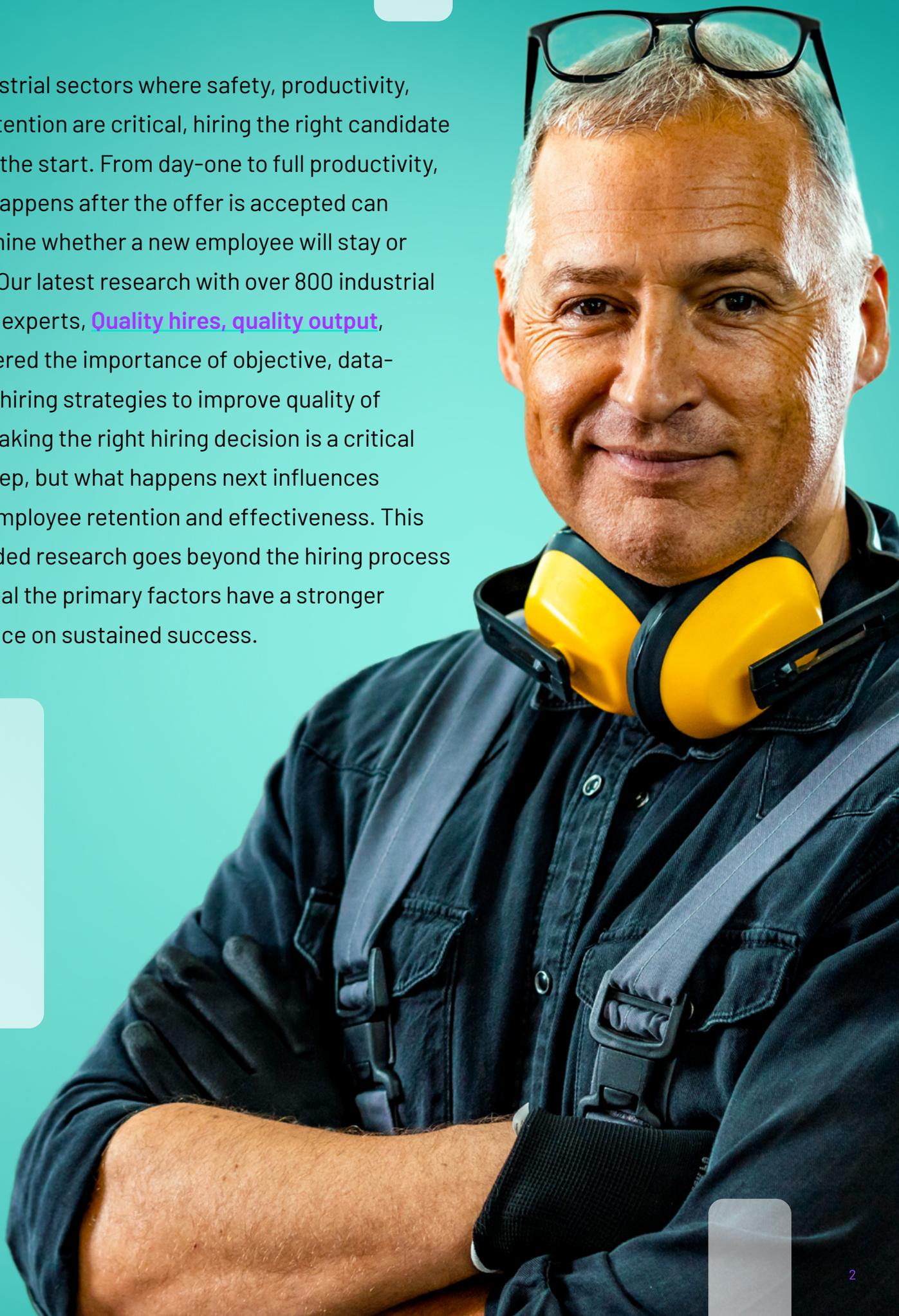
TALOGY

TOP FACTORS IN INDUSTRIAL NEW HIRE SUCCESS

INSIGHT SUMMARY



In industrial sectors where safety, productivity, and retention are critical, hiring the right candidate is only the start. From day-one to full productivity, what happens after the offer is accepted can determine whether a new employee will stay or leave. Our latest research with over 800 industrial sector experts, [Quality hires, quality output](#), uncovered the importance of objective, data-driven hiring strategies to improve quality of hire. Making the right hiring decision is a critical first step, but what happens next influences both employee retention and effectiveness. This expanded research goes beyond the hiring process to reveal the primary factors have a stronger influence on sustained success.





The onboarding experience

Ranked as the top factor in industrial new hire success, onboarding goes beyond completing paperwork and reviewing policies- it helps acclimate early-stage employees- helping them feel informed, supported and grounded within the organization. In industrial roles where physical labor and heavy machinery are involved, proper support and guidance are needed to ensure employees are not only equipped but confident to perform their tasks safely and efficiently. When new hires feel supported and understand how their work contributes to the company's goals, they're more likely to stay motivated and engaged. In contrast, a poor onboarding experience can leave employees feeling lost or undervalued, which increases the risk of early turnover¹.

Investing time and effort into onboarding isn't just about making a good first impression - it's about setting the foundation for a safe, productive, and reliable workforce.

STRONG ONBOARDING PROGRAMS CAN:

Improve retention by **82%**²

Increase productivity by **70%**²

Make employees **2.6x more likely** to be highly satisfied³

1. [Kirchner & Stull, 2021](#)
2. [Brandon Hall Group](#)
3. [Gallup](#)

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Team dynamics and culture

A positive team dynamic and employee alignment with the company's culture was ranked the 2nd top factor impacting new hire success. Clear communication, mutual respect, and collaboration help new hires integrate by creating a safe space for learning. When trust and belonging are established early, new team members are more willing to seek guidance, grow their confidence, and strengthen team cohesion. Even the most qualified individuals may struggle to perform or feel motivated in a team where they don't feel valued and in a culture that is misaligned to their expectations or work style.

Stepping into a welcoming, psychologically safe team dynamic and culture can positively impact an employee's overall satisfaction, integration time and likelihood of turnover.

Organizations that actively engage teams and incorporate their feedback can improve transformation success rates by 62%⁴.

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Work environment and conditions

Industrial jobs in areas like construction, manufacturing, logistics and oil and gas can be both physically and mentally demanding. Ranked 3rd by survey respondents, demanding industrial work environment and conditions can directly impact employee attrition. The reality of long hours, harsh weather, repetitive and strenuous tasks inherent to industrial work can increase the risk of new employee turnover, especially if their expectations don't align with job requirements. Realistic job previews (RJPs) that provide candidates with a comprehensive and honest view of the job and what it entails can help new hires make more informed decisions about their suitability for the role and whether it aligns with their skills, interests, and career goals.

Integrating RJPs in the recruitment process can provide a snapshot of real work conditions but also showcase positive aspects of the job and help lead to a stronger candidate-to-role fit, improve retention rates, and reduce early-stage turnover.

Realistic job previews- 5 tips to reduce turnover 

READ MORE

To view the more detailed results and additional insights from this research, [click here](#) to download the full report.

Talogy's unmatched industrial expertise combined with the largest database of industrial-specific content can give your team a clear edge in selecting and retaining talent. [Connect](#) with our experts to discover how we help build stronger and reliable industrial workforces that perform.