



Orientation





Concept of orientation

- Introduction of new employee to the organization and to his work units



2. Objectives of orientation

- **To make the individual feel welcome in the organization.**
- **To create positive perception of the employer**
- **To reinforce confidence**
- **To reduce the time taken by the employees to adapt to the organization and his job.**
- **to put the new employee at ease and make him feel at home**
- **To benefit the organization**
- **Induction programs for new employees are considered a critical to success by modern organizations**





- Roles
 - Specifications of the job
- Values
 - Basic convictions that differentiate between right and wrong
- Norms
 - Unwritten rules



4. Process of Socialization

Socialization process Assumptions

- Influence on employee performance
- Influence on organizational stability
- Handling new employee anxiety
- Role of co workers and the work environment in socialization





Model of socialization process

- pre-arrival stage
 - Gains an insight into his new job
- Encounter stage
 - Helps the new employee experience the realities of his new job
- Metamorphosis stage
 - New employee tries to analyze and tackle the problems that have been encountered in the previous stage

OUTCOMES?