

# Impact of Onboarding Process on Reducing New Employee Anxiety: A Study At Femtosoft Technologies

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**Abstract-** *Employee onboarding plays a significant role in helping newly recruited employees adjust to organizational culture, job responsibilities, and workplace expectations. New employees often experience anxiety, stress, confusion, and uncertainty during the initial stages of employment due to unfamiliar work environments and unclear role expectations. This study examines the impact of the onboarding process on reducing new employee anxiety at Femtosoft Technologies, Chennai. The research focuses on key onboarding practices such as communication, orientation and training programs, HR support, supervisor guidance, role clarity, and interaction with team members. Primary data were collected from 100 employees using a structured questionnaire. Statistical tools such as percentage analysis, correlation, and ANOVA were used to analyze the collected data. The findings reveal that structured onboarding programs significantly reduce employee anxiety by improving role clarity, confidence, workplace comfort, and emotional adjustment. The study concludes that effective onboarding practices contribute positively to employee satisfaction, adaptation, and organizational commitment. The research highlights the importance of continuous HR support and employee-centered onboarding strategies for improving organizational effectiveness and reducing employee turnover.*

**Keywords:** Onboarding, Employee Anxiety, HR Support, Orientation Program, Organizational Culture, Employee Adjustment.

## I. INTRODUCTION

In today's competitive business environment, organizations recognize that employee integration is essential for achieving long-term organizational success. Newly recruited employees often experience stress, nervousness, and uncertainty when adapting to a new workplace. These emotional challenges may arise due to unfamiliar organizational culture, unclear job roles, pressure to perform, and difficulty in building workplace relationships. Such anxiety can negatively affect employee confidence, productivity, job satisfaction, and retention.

Onboarding is a structured process designed to help new employees adjust to the organization. It includes orientation programs, job-related training, communication, mentoring, and HR support. Effective onboarding provides clarity regarding organizational policies, work culture, responsibilities, and expectations. A well-designed onboarding process reduces confusion and emotional discomfort while increasing employee confidence and engagement.

The Information Technology (IT) industry is highly dynamic and performance-driven, making onboarding particularly important for employee adaptation and retention. In organizations such as Femtosoft Technologies, employees are expected to quickly understand technical processes, organizational systems, and project requirements. Therefore, onboarding becomes a strategic HR practice for reducing employee anxiety and improving organizational effectiveness. This study aims to analyze how onboarding practices influence the emotional and psychological adjustment of new employees and how these practices reduce anxiety during the initial employment period.

## II. REVIEW OF LITERATURE

Previous studies highlight the importance of onboarding in employee adjustment and emotional well-being.

Aswathappa (2017) stated that induction and orientation programs help employees overcome fear and uncertainty during the early stages of employment. Subba Rao (2016) emphasized that onboarding is a critical HR function that supports psychological and social adjustment within organizations.

Gupta and Sharma (2019) found that structured onboarding programs improve employee confidence and reduce nervousness among new employees. Similarly, Rao and Krishna (2020) explained that orientation programs improve workplace adjustment and reduce emotional discomfort.

Mehta (2018) observed that clear explanation of job roles and responsibilities significantly reduces stress and anxiety among employees. Singh and Verma (2019) highlighted that HR support during the joining period improves employee comfort and workplace confidence.

Patel (2020) concluded that systematic onboarding practices help employees adapt effectively and reduce workplace stress. Nair and Menon (2021) further emphasized that communication-based onboarding reduces fear of making mistakes and improves emotional stability.

Recent studies by Anand (2022) and Verma (2022) revealed that employee-friendly onboarding practices significantly reduce anxiety and improve emotional adjustment among newly joined employees.

The literature clearly indicates that onboarding practices such as communication, role clarity, HR support, training, and organizational culture positively influence employee confidence and reduce workplace anxiety.

### III. OBJECTIVES OF THE STUDY

1. To analyze the impact of onboarding practices on reducing employee anxiety.
2. To evaluate the role of orientation and training programs in improving employee confidence.
3. To assess the effectiveness of HR support during the onboarding period.
4. To study the relationship between role clarity and employee anxiety.
5. To examine how onboarding supports psychological adjustment in the workplace.

### IV. RESEARCH METHODOLOGY

#### 4.1 Research Design

The study adopted a descriptive research design to understand the impact of onboarding practices on reducing new employee anxiety.

#### 4.2 Sources of Data

Both primary and secondary data were used for the study.

- **Primary Data:** Collected through a structured questionnaire from employees of Femtosoft Technologies.
- **Secondary Data:** Collected from journals, books, company records, and websites.

#### 4.3 Sample Size

The study was conducted among 100 employees working at Femtosoft Technologies.

#### 4.4 Sampling Technique

Random sampling technique was used for selecting respondents.

#### 4.5 Statistical Tools Used

- Percentage Analysis
- Correlation Analysis
- ANOVA (Analysis of Variance)

### V. DATA ANALYSIS AND INTERPRETATION

The demographic analysis shows that the majority of respondents belonged to the age group of 20–25 years (68.8%), indicating that most participants were young professionals beginning their careers. Male respondents accounted for 51%, while female respondents represented 49%, indicating balanced gender participation.

The findings reveal that onboarding communication significantly reduced employee anxiety, with 75% of respondents agreeing that effective communication during onboarding reduced their initial stress. Similarly, 77.3% of employees agreed that training and orientation programs improved their confidence in handling job responsibilities.

Supervisor and mentor support also played a critical role in reducing anxiety. About 66.3% of respondents agreed that guidance from supervisors reduced stress during the initial employment period. In addition, positive organizational culture and interaction with team members contributed to employee comfort and workplace adjustment.

The study further found that role clarity significantly influenced employee confidence. A majority of respondents agreed that clear explanation of duties and responsibilities reduced confusion and work-related anxiety.

HR support emerged as another important factor influencing emotional adjustment. Employees reported that HR guidance, communication, and assistance helped them adapt quickly to the work environment and reduced fear and hesitation.

Overall, the results indicate that structured onboarding practices positively influence employee

confidence, workplace comfort, emotional well-being, and organizational adjustment.

## VI. FINDINGS OF THE STUDY

1. Most respondents were young employees between 20–25 years of age.
2. Effective communication during onboarding reduced employee anxiety.
3. Training and orientation programs improved employee confidence.
4. Supervisor and mentor support reduced stress among employees.
5. Positive organizational culture supported employee adjustment.
6. Interaction with team members reduced feelings of isolation.
7. Clear explanation of job roles reduced work-related confusion and anxiety.
8. HR support significantly improved employee comfort and confidence.
9. Structured onboarding programs helped employees adapt quickly to the organization.
10. Onboarding improved employees' psychological readiness for job responsibilities.

## VII. SUGGESTIONS

1. Organizations should implement structured onboarding programs for all new employees.
2. HR departments should provide continuous guidance and communication during the onboarding period.
3. Orientation sessions should clearly explain job roles, expectations, and organizational policies.
4. Organizations should encourage mentoring and peer support systems.
5. Team interaction activities should be conducted to improve employee belongingness.
6. Organizations should focus on employee-centered onboarding strategies that address emotional well-being.
7. Regular follow-up sessions should be conducted to identify and reduce employee anxiety.

## VIII. CONCLUSION

The onboarding process plays a crucial role in reducing anxiety among newly recruited employees. Effective onboarding practices such as communication, training, role clarity, HR support, and organizational culture significantly improve employee comfort, confidence, and workplace adjustment. The findings of this study demonstrate that structured onboarding programs positively influence employee

emotional well-being and reduce stress during the initial employment period.

In the IT industry, where employees are expected to adapt quickly to changing technologies and work environments, onboarding has become an essential strategic HR function. Organizations that invest in employee-centered onboarding practices can improve employee engagement, retention, productivity, and organizational commitment.

The study concludes that a positive onboarding experience is essential for reducing new employee anxiety and creating a supportive organizational environment that enhances long-term employee performance and satisfaction.

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