Onboarding New Employees

Name

University
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The process of onboarding has been described as a planned process, through which new employees are inducted into their jobs, the organization and co-workers. Google is one of such companies that has developed an intensive onboarding program, thus, making it unique in its application. The onboarding process used by Google incorporates guidelines that are truly involving for the new employee and the organization.

First, new software engineers are taken through a phone screening process, which involves interviewing by peers and managers. The second step of the onboarding process is the face to face training program during two weeks, which is used to explain the organizational structure, and also to give a chance to new employees to set their expectations (Johnson & Senges, 2010, p. 183). Furthermore, senior engineers at Google make use of core technologies to deliver lectures, and share experiences with the new recruits. As a result of live and practical demonstrations, new employees are able to strike a rapport with their seniors and get inculcated into the organizational culture.

The third step of the onboarding process at Google involves taking the new employees through a mentoring program. For instance, after a period of three months, new personnel meet with their mentors over a cup of tea or lunch to debrief and share their experiences. According to Johnson & Senges (2010), such debriefs serve to identify potential for improvement, and give new comers an opportunity to discuss and ask any questions regarding their work (p.185).

During the onboarding process, Google Company uses the two key types of training methodologies. First, the engineering department takes new hires through online training, which virtually exposes them through the world of Google. For instance, trainees are taken through checklists, codelabs, and codewalks, all of which are vital in online learning. In order
to avoid any pitfalls, they are taken through mechanisms of using codelabs to avoid any
malfunctions.

The company also makes use of on-the-job training, which involves “starter projects”
for new staff in order to gauge their understanding of the entire onboarding process. Unlike
other organizations, the onboarding process at Google is unique because it uses of “Tech
talks,” where experienced engineers give talks on technical areas (Johnson & Senges, 2010, p.
185). As a result, most the new hires are able to share knowledge, and learn on the job from
various perspectives. Furthermore, company statistics have shown that tech talks have yielded
positive replies since the beginners reduced their learning curves.

Based on my own analysis and findings, I felt that the most effective approach and
mode of training for Google Company is an online training. This is because the operations
and logistics of software engineers mainly surround online activities. Therefore, online
training is bound to be more practical and impart new hires with first hand workings of the
organization.

The Bible scripture that addresses the issue of job search is Luke 6:40 “that students
should not be above their teachers, but when fully trained, students will be like their
teachers”. This means that, beginners that go through well-planned onboarding training end
up as experts in their careers.
References