



Bridging Onboarding Gaps: Enhancing Employee Integration and Satisfaction in Manufacturing Sector.

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Abstract

The manufacturing sector relies on effective onboarding practices to ensure smooth employee integration and operational efficiency. This study examines the impact of onboarding processes on employee satisfaction in selected manufacturing organizations, with reference to Meritor and Automotive Axles Ltd., Mysore. Primary data were collected from newly hired employees through a structured survey focusing on administrative support, role clarity, mentorship, and cultural orientation. The findings show that role clarity and mentorship have a stronger influence on employee satisfaction during the initial stage of employment, while administrative support and cultural orientation show a moderate impact. The study highlights gaps in interpersonal support and role communication and suggests that a structured and employee-focused onboarding approach can improve early adjustment and overall satisfaction in manufacturing organizations.

Keywords

Onboarding effectiveness, Manufacturing organizations, Employee satisfaction, New Employee adjustment.