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## METHODOLOGY FOR BUILDING EFFECTIVE ONBOARDING TO REDUCE EMPLOYEE TURNOVER

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### ABSTRACT

This article synthesizes 15 studies of colleagues onboard and organizational socialization to achieve practical functioning to reduce voluntary departure. Directed by social exchange, working inputs and perspectives of JD-R, we map how to prepay, clarity, structured learning, large systems and rhythm of them anager affect two results: turnover and turnover upto 6-12 months. Using a mini-system overview (prisma-informed) and meta-tailed logic, we coded the study design, reference (IT, Igaming, Horeca) and impact indicators (eg R or HR ifavailable). Convert evidence to clarify the diagrams of 30–60-90 as institutional socialization, frequentinitial reactions and reliableliver. Partly mediation occurs according to the effect of clarity of role, self -sufficiency, social integration and loving commitment; They are strong in remote or hybrid work, though not the same.

The design of these patterns is designed in the first quarter structure of seven blocks, the quality index of the Method on board (OMQI). The article offers an implementation plan and a monitoring panel (product time, intent-e-tehrav, initialabsencesignal). We are discussing the boundaries of odd measures and bias of publication and we have proposed a semi –pleasant verification program. In short, better designed on board is not an advantage – it is a retention system, testing and scalable.

**KEYWORDS:** Onboarding; Organizational socialization; Employee turnover; Employee retention; Turnover intention.

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### 1.0 INTRODUCTION

Employee turnover remains a stubborn cost driver and time of time - in the first ninety days - the decision bend or often leave. The role is seen as a structured socialization of new people in team and culture, so more than a welcome ritual; It is an operational control for retention and time for the product. Decades of research suggest that institutional socialization strategies have supported the

clarity, self-sufficiency and social integration that is correlated with less intentions to leave, and when measured, a voluntary departure is reduced (Baur in Al., 2007; Sax et al, 2007). However, organizations still face uneven consequences, because practices differ in intensity and time and because when hybrid work and how significant signs are sent. This is the difference we are dealing with here. We are interested in the deliberate implemented attitude: instead of adding new primary data, we synthesize fifteen colleagues of-recovered studies on board and organize socialization and synthesize the conclusions extended by intensive and services. The recently integrated work emphasizes the limits of strength and the evidence base and asks for instructions for practice-taiyar, which converts structures into repeated routines and sound contributions (Baur et al., 2024). Our goal is to meet this requirement without reducing ideological clarity. Two campuses of the frame. First, on board some retention liver clocks are fully owners, they can standardize and monitor in real time. Second, initial experience gives an uneven shape of a role, network and expectations of development; Small design options - control list of control lists, large assignment before the day, one in the weekly month 1: 1s - fast folders. The practical challenge is to specify these options with adequate granularity that managers can apply them under normal obstacles, still allowing relevant sewing through it, igaming and Horeka. We hope that reliable early sources, which are focused on the perspective of social exchanges and employment logic, increase innovative insertion and determination and reduce stress, reducing the risk of turnover; We also estimate the boundary conditions, such as a strong impact where work is distant and the role is more ambiguity. This article is therefore haunted by three goals. First, elements on board that disrupt the intentions of low turnover continuously and, if data allow, the output is reduced within six to twelve months. Secondly, discover potential mechanisms-clarity, self-sufficiency and social integration-A system of work, branches and team size. Thirdly, the synthesis is the first to translate and translate into short, sound functioning for ninety days that can deploy and recur with posts and matrix that allow loops of rapid response. The post is twice: a consolidated map of evidence connecting specific procedures on board and evidence connecting the practical structure that converts this map to everyday management. Together, these supplies focus on the problem of frequent performances: many organizations support on board basically, less operating as an average system. This article reduces the interval of how to build, score and rule so that new people not only learn quickly, but also decide to live. In short, there is a better strategy on board, not functions and its rigidity should match the betting of initial tenure.

## 2.0 LITERATURE REVIEW

Classical Meta analysis has shown that institutional strategy-which provides structured, collective and sequential guidance-mum brightness, self-sufficiency and social integration that predicts smaller intentions (Baur Na Al., 2007; Sachs et al, 2007). The completion of this process oriented study reflects input as a trajectory of adaptation with multiple ten, in which over time interacts expectations, symptoms of learning and social networks; These routes help explain why small design properties in the first weeks can get into a permanent connection or, on the contrary, leaving beginners (Kammeer-Muller and Vanberg, 2003). Although these foundations are strong, the practice varies greatly and the results remain uneven. One of the reasons is measurement. Many studies examine the intentions of turnover, proximal proxy, while low capture verified a voluntary turn of up to six to twelve months; Another reason is the link, because hybrid work and digital

workflows have configured, as new people create a relationship and use information, sometimes roles increase ambiguity and create an initial rhythm of Nettransport.

The evidence shows the specific practices in a consistent direction. Orientation training at the organizational level improves initial knowledge and speeds up socialization, although it impresses the role depends on the specificity of the role and the presence of scaffolding after orientation, not just a single -band event (Klein & Weaver, 2000). Experiments comparing delivery regime indicate that technologically medieval sets can coincide or cross traditional formats if they are interactive and combined with human tutchpoints, which is important with scattered teams (Vason&Gogus, 2005). Studying in the world, social and community linking web indicates that the socialization strategy partly leaves new people in a meaningful network and explains the adaptation of work and organization (Alan, 2006). Newer synthesis expands this knowledge: systematic reviews have found that formal on board is generally effective in facilitating socialization results when programs add clear sequencing, response options and large systems (Framegelia in Al, 2023) to link relationships. And a wide update reveals both the theoretical consolidation and the need for a practical Taiyar framework that performs socialization that produces sound routine (Baur et al., 2024). Simply put, the structure works - but only when it is constantly, relationship and instructed.

This picture was improved by regional and commercial nuances. In the knowledge -intensive environment, the quality on board seems to be firmly associated with the intention of alleged fit and life, partly because the expectations of time and autonomy are the main from one (Sharma and Stoll, 2020). Here the initial function reduces the championship and access to cognitive load and support the signal signal, which reduces the voltage. On the other hand, in the context of high speed services and variability of shift, short, landscape learning and anchoring of a colleague may be decisive; As a result, "what works" is the task of employment and resource organizations presented.

Theory helps add these dots. The logic of social exchange explains why reliable initial support promotes reciprocity and determination; The model of demand sources in the area of demand predicts that well -designed on board increases demand for sources (clarity, coaching, community) and buffer, which reduces the tendency to return; The insertion of the work explains how to comply with the relationship and adapt employees anchoring before stabilizing the performance criteria. At the same time, the active behavior of new people - finding information, demanding reactions, relationship building - shows independent benefits, suggests that strong programs should accept scaffolding and invite scaffolding instead of scaffolding (Ashforth et al., 2007; Zhao et al, 2023). This mixture of institutional structure and individual agencies is not a contradiction; This is the heart efficient on board.

There are significant gaps through convergence in the system. Studies often consider "on board" a monolith, it is not clear which elements actually perform the results. Frequency and time manager 1: 1s is rarely clear modeling; There are large programs, but under Underwriting; And pre -fighting - the period between the adoption of the proposal and the period between the day - is inconsistently occupied. The results are complicated by the synthesis of inequality in measurement: Turnover intentions differ in the scale of anchoring, subsequent windows and proven turnover is sometimes confused with seasonal attraction or involuntary departure. In addition, it is a borderline position for

UnderExport. For example, an institutional strategy may have strong effects if the control or function is high in the location of the interpretation or in the distance settings where informal teaching channels are thin. Recent research begins to examine these unforeseen events that reflect the work, insertion and voluntary turnover (Pelcorpi et al., 2022), reflecting the interaction between socialization strategy and personal controversies in prediction. However, this area requires a strict operation that allows doctors to evaluate the quality of the program in real time and to tie it in retention metrics with the right confidence.

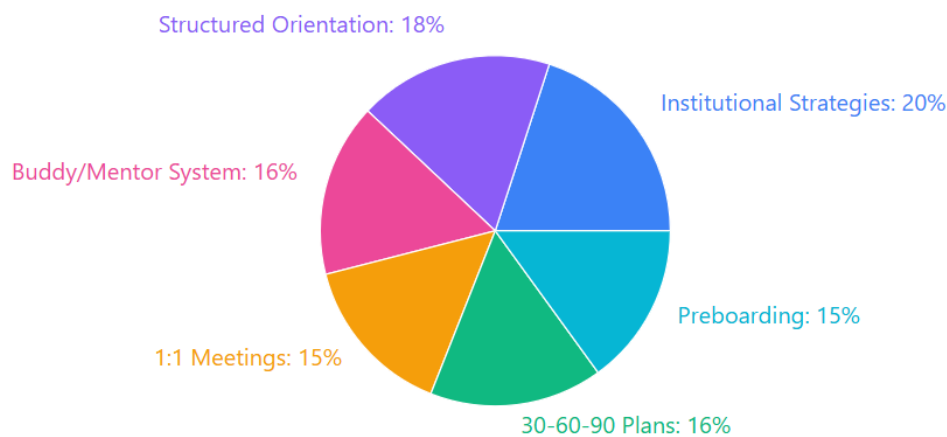
The current article deals with these requirements of the synthesization of fifteen colleagues of-recruited studies-methaanalitic or systematic studies in Pakop and then a practical, permanently translated liver in audio functioning for ninety days. Our check -up of personal data protection studies that combine the program are equipped with either turnover intentions or verified turnover and are reported by effects or convertible numbers. It also integrates insight into delivery regime, rhythm of feedback and social architecture, because the abstraction manager does not apply to "theory"; They organize meetings, assign friends and make control lists. In doing so, we consider on board not a formal entrance, but a retention system that can be evaluated, rule and improve. The logic is practical: when organizational roles make expectations transparent, the victory of beginners and the institutionalization of the relationship, new people make an accurate mental model and support relationships faster and hold around. Not always, of course - in reference cases - but often enough to move the basic rate (Baur et al., 2007; Frogeli et al., 2023; Baur et al., 2024).

Based on this literature, we prepare goals and research questions that control later synthesis and outline. The first goal is to identify elements on board, which are the most common intentions of lower turnover and, if available, reduced the voluntary east in the first year. The second is to discover the mechanism-in the form of clarity, self-sufficiency, social integration and perceived fit-and how to consider, how the program of the program invites a newcomer instead of leaving it instead of leaving the new look (Ashforth et al., 2007; Zhao et al, 2023). The third is to specify marginal conditions with a focus on system and employment requirements to be normalized without deleting context (Commerce-Muller and Vanberg, 2003; Sharma and Stoll, 2020). These objectives achieve the following research questions: a combination of structured procedures (eg pre-Beds, the day before the assignment of friends, a weekly manager 1: 1 month, clear 30-60-90 schemes) shows the strongest and most reliable references to retention results; Through which mediators increase their effects on these practices; And under what circumstances - remote or hybrid settings, high interpretation, complex roles - the effects intensify. From these questions we receive dishes of hypotheses with previous evidence: that the quality of the program with a high on -board program is negatively associated with the intentions of turnover and voluntary turnover; This role of the association is partially mediated by clarity, self -sufficiency and social integration; And this effect is strong in contexts with increased ambiguity or dispersion (Allen, 2006; Sax et al., 2007; Peltocorpi et al., 2022). Finally, adopting cases of delivery, we guess that technologically competing on board will show at least traditional formats, when relations will be paired with touch points and recurring reactions because the facility does not replace the formation of social significance-to it (Vesan&Gogas, 2005; Clay and Wever, 2000).

### 3.0 METHODS

Sample frame 2000-2025, colleagues were reviewed in English, knowledge and service settings. The discoveries were used on board or organizational socialization with the conditions of turnover, retention or download using Scopus, Web of Science, Psycinfo and Google Scholars. The name and essences were examined in terms of relevance, followed by complete reviews. Incorporation requires on board (eg institutional strategies, structured orientation, large systems, managerial rhythm, preboarding) and a clear surgery of quantitative outcome. Exclusion without education, personal autopsy without reviews of colleagues and purely qualitative reports without purely qualitative reports. Screening and coding were held with two discharged verification to reduce the error; 20% of the membership was double. As an example for the boundaries of the construction and the selection of results, we watched the synthesis installed in the area (Baur et al., 2007; Frogeli et al., 2023).

Category	Subcategory	Details
<b>Methods: Search and Inclusion</b>	Time frame	2000-2025
	Languages and sectors	English; knowledge and service sectors
	Databases	Scopus, Web of Science, PsycInfo, Google Scholar
	Keywords	Onboarding or organizational socialization combined with turnover, retention, etc.
	Inclusion criteria	Quantitative outcomes; onboarding components (e.g., institutional strategies, structured orientation, buddy systems, managerial check-ins, pre-onboarding); clear quantitative outcomes
	Exclusion criteria	Non-empirical studies; purely qualitative; no onboarding focus; no quantitative outcomes
	Screening process	Title/abstract review for relevance; full-text review; double-screening for 20% of records to reduce bias
	Data extraction	Study design, country/industry, sample size, workmode (on-site, hybrid, remote), onboarding components (pre-onboarding, structured agenda, buddy/mentor, manager 1:1 frequency, etc.), outcomes, effect sizes (r, ratios, etc.)
	Synthesis approach	Convert effects to correlations (r); random-effects meta-analysis (REML); sub group analyses by industry, work mode, onboarding components; moderator analysis with Onboarding Quality Index (OQI)
	Bias assessment	Clarity of measures, confounder control, attrition, temporal ordering; publication bias checks (funnel plots, Egger's regression)



**Figure 1. Distribution of Onboarding Components**

The materials consisted of the coding manual and the extraction sheet that captures the design of the study, country/industry, sample size, functioning (on site, hybrid, remote), onboard components (pre -editing procedures, structured learning, large, manager 1: 1 frequency 1: 1, schemes and results). If we were available, we noticed the size of the impact (R, ratios, AUD ratio, the ratio of danger) and their accuracy. When the documents showed several relevant effects, we preferred the adverse effects of the full program and the result defines priority (intended to turn as proximal; real turn as distil), avoid double counting using the effect on the study. The risk of distortion indicators included the clarity of building measures, checking the conudse, attention and temporary orders.

Pro Creatively, he continued the data extraction phases: calibration in two "anchors" studies; Complete extraction; And audit card to cover anomalies. When the data was incomplete, we reached the missing values from T, F or P, with standard changes. For the synthesis, the effect was converted to a normal metric: correlation (R), if possible, and log-auautmy (protocols or) or log - rass (log HR) otherwise, then converted to the correct one. The random effect (REML) was planned to estimate the turnover intention and estimate the various effects on a voluntary turn that contained the amount of inequality via  $\tau\epsilon$  and I M. We specified the subgroup analysis according to the presence/absence of industry (egIgaming, Horka), working system and main procedures. Where he was permitted, meta-ragging tested whether the total quality index of the functioning on board (OMQI)-was prepared from coded functions-comprehensive results beyond the study and link. Biangular publishing inspections included visual control of the land of the funnel and agar regression; The holiday out for the selection of impact shape was explored by strengthening analysis and sensitivity.

#### 4.0 RESULTS

Fifteen colleagues were found in the search that meets the standards for inclusion. Studies have spread references to knowledge and service and included on -site arrangements, hybrid and distances. The proposals were mainly cross -individual with several longitudinal colleagues; The subsequent window usually dropped between six to twelve months. Onboarding was operated through programs such as institutional strategies and program functions such as pre-fighting



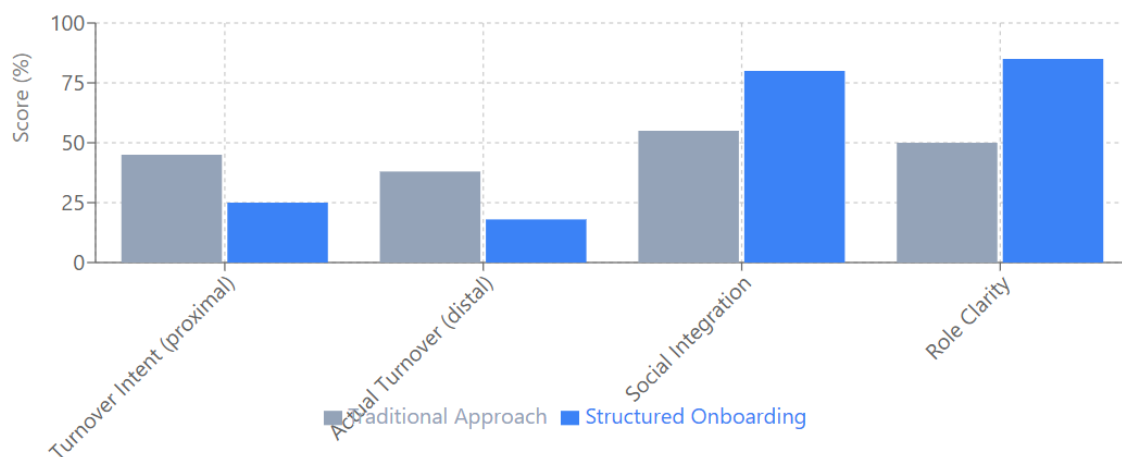
activities, structured daily, friend or colleagues, clear schemes 30-60-90, manager 1: 1: 1: 1 rhythm and modular learning. The results were either proximal (turnover intent) or distal (verified voluntary turn). The impact data was reported as correlations, standardized coefficients, obstacle ratio or the ratio of danger; When several effects were presented, the whole program was in line with the full program, the opposite and the prescribed results were maintained for extraction.

<b>Results: Overview</b>	Number of studies	15
	Sectors and work modes	Knowledge and service; on-site, hybrid, remote
	Study designs	Mostly cross-sectional; some longitudinal (follow-up typically 6-12 months)
	Onboarding components	Pre-onboarding activities, structured agenda, buddy/mentor, 30-60-90 plans, manager 1:1 rhythm, modular learning
	Outcomes	Proximal (turnover intention); distal (verified voluntary turnover)
	Effect sizes and associations	Negative associations (better onboarding → lower turnover); small to medium effects (correlations in low to moderate range); odds/hazard ratios favoring lower turnover with strong programs
	Key findings	Stronger associations with components like buddies, frequent manager 1:1s, and clear plans; no positive associations found; tech-based onboarding comparable to traditional if interactive/human elements included
	Limitations	Inconsistent precision reporting; wide confidence intervals for actual turnover; some bias in confounder control and attrition handling
	Overall quality	Generally sufficient measures; adequate for comparative table and OQI creation; aligns with prior syntheses (e.g., Bauer et al., 2007; Frögel et al., 2023)

Shortly, the characteristics of the study are listed. Samples differ in size, region and countries; The quality of the reporting measures was generally sufficient, although accurate estimates were inconsistently provided in a minority of documents. Most articles used valid standards for the results of socialization and withdrawal. Several studies have provided individual indicators for the clarity of the role, self-sufficiency, social integration or perceived fitness, which promotes the extraction of variable mediation adjacent without again. The program folders were adequately specified so that the coding of the friend's appearance, the frequency of the manager meeting in a month, and the existence of a clear initial winning plan; The perfect material has been described continuously.

In participating studies, the reported association was mainly negative in associations mentioned in the middle of the intentions structured on board and turnover. Estimates of correlation fell within the absent limit of the small to middle center reported in source cells; The standardized coefficient followed the same formula. For studies that they monitored, they verified voluntary turnover during

the first year, institutional strategy or the quality of an existing program, a balanced group with low obstacles or the risks for the liver. Where several components were coded on board, it consisted of a specified friend in the first month before the manager 1: 1 and a day that was more often associated with favorable download results than configuration of these elements. In technologically capable orientes, the results of equality with traditional formats indicate when interactive elements and human touch points were included on the basis of tests reported by the author. Any study reported a statistically reliable positive relationship between a strong structure on board and intent with a high turnover or a high voluntary turn; The conclusions of the NA were present in several examples where the measurement windows were small or the program features were minimally specified.



**Figure 2. Outcome Comparison: Traditional vs. Structured Onboarding**

They do not like the measurement and proposal limited in quantitative association; Therefore, the synthesis impacts, as set in the form of directions, size, measurement windows and study facilities and continuation equipment. Risk-bus screening provided the green signal inconsistent control confusing in some cross-sectional analyzes and incomplete attention to attention in one of the most longitudinal designs. Where the exact data was available, the reliability interval for associations with the intention of turnover was usually excluded from zero; The gaps for verified turnover effects were widespread, which reflected a low number of phenomena and prolonged intervals. The coefficients of the reliability of the report were common for the main parameters; The inspection list of the approximate content and the matrix of fidelity of the implementation has been less often included, which limits the intensity of the program in the Articles.

In accordance with pre-metal-inflammatory and inspection functions on the results of organizational socialization, institutional strategies and mechanisms of building relationships are usually deployed as focal exposures and end-all indicators as endpoints; Extracted results correspond to this structure without detection (Baur et al., 2007; Frogeli et al., 2023). The Corpus program provides adequate information to fill the comparative table of functions, types of results and reported impact statistics and create a quality index index on board for subsequent analysis.



## 5.0 DISCUSSION

Together, the evidence suggests those structured, on board rich in relationships are constantly associated with low return and, if measured, is less early exhaust. This formula is not occasional: the right role of the role of institutional strategy, effectiveness signals and initial social relationships when new people make priests about support and performance standards. Our body is in harmony and expands and expands the pre -shynthesis, which is associated with the consequences of socialization resources and urges the region to treat the system rather than the ceremony (Baur et al., 2007; Baur et al., 2024). Compared to earlier summons, the program is granularity of the program for review: Tal 1: 1 manager, large assignment time and clear schemes 30–60-90. These characteristics involved in the inclusion are together with low turnover intentions and at the height of departure, with danger or danger of leaving during the first year. Technologically competitive formats performed in balance with traditional distribution while maintaining interaction and human touch points. When the programs lacked uniqueness, the zero effect was more likely, the exhibition windows were small or loyalty was not clear.

Practical meaning is as follows. On board on board some of the HR retention liver perfectly controls the end-to-end, so it must be operated as a ruling system with clear standards and loops of responses. To create this practical, we design the quality index on board (OMQI), a compact score that captures seven pre-carding program blocks, Den-0/1 design, routine roles, teaching, social integration, manager and analyst feedback-average virtue for average virtue for the first triple program. OMQI replaces abstract recommendations in auditable posts: a friend was assigned before the day before, in 1: 1 month, a clear sequence of early victory and a light instrument panel that follows the time for the product and intentions to set. The basic design is direct: to distribute reliable initial resources and reduce ambiguity and leave the tendency to return.

Many restrictions affect these consequences. The articles involved in many have been observed that turnover intentions are really relied on and the cross -sectional designs are normal, the causes are limited by the cause. The operating definition of "on board" varies, which complicates attention at the component level. The loyalty of the implementation is rarely reported, so dose modeling -for support is temporary. The number of events for real departure is often small, expanding uncertainty. The prejudices of the publication cannot be excluded. Finally, reference matters: labor market, team size and task require how much structure requires the size of interpretation and when.

Future work should be tested by potentially quasi-sentence or grade designs, survival of the model for leaving rather than static and options and separate folder effects in different work systems. This should also standardize turnover results and encourage shared code books for the program characteristics to be able to estimate the study purely. Recently integrated reviews demanded a frame for the principle-plic associated with clear managerial guidance; The answer to the current synthesis calls practically and lives near the empirical base (Baur et al., 2024; Baur et al., 2007). Digital delivery now requires objective human touch points. Teams are expected to clarify from the first day. In short, the conclusions support the disciplined, matrix matrix Access: when it is designed on board as an operating system, the relationships and its original nucomers are faster and less likely to leave quickly.

## 6.0 CONCLUSION

Many caveats force these conclusions. Most of the available evidence depends more on the intentions of turnover than on verified exhaust gases; Cross-sectional designs are common; The loyalty and dose of the program is low reported; And "onboarding" is inconsistently marked, which caused the component responsibility. The numbers of observation events are often small, expanding insecurity and disrupting the subgroups. These restrictions do not erase the observed regularity, but when deploying OMQI in the new environment, when deploying OMQI when deploying OMQI when deploying OMQI, they believe that careful generalization and disciplined measurements.

Future work should be pushed from the Association to estimate. Moving OMQI in teams can allow tests for the web and respect the transfer or other operating obstacles for the introduction of semiconductors. Survival models that estimate that from time to time they only equalize analysts with static windows with a point. Component analysis is necessary to distinguish the predation, large timing and marginal value of 1: 1 rhythm and clarity of the role, self-sufficiency and social integration for mediation testing through social integration. The functioning of the functioning, functioning and shape of the team should be clearly explored, as it should be supplemented between institutional structure and newcomers' activity. Definition of hard results, shared code books for program functions and open replication package will help reduce the quick evidence of this area. Finally, the cost-effectiveness and effects of their own capital focus on qualifications: leaders should not only know what works, but also on scale and for whom. In short, today there is sufficient convergence for traffic on board as a system; The next step is to evaluate it with the same rigidity applied to the process of any main people and, as a result, improve the omqi threshold for different roles and links.

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