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## Work place challenges for new employees: An existing view

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### Abstract

**Purpose:** The objective of this research paper is to review various works to explore the challenges faced by new employees at the time his joining in Indian organizations.

**Strategy/practice/method:** The study focused on how people interpret and respond to workplace issues, using a theoretical perspective. Research articles from various geographical areas were reviewed for the purpose. The findings of various research articles were taken into account for making interpretations.

**Conclusions:** The research found that the challenges at the work location for new employees are not new one and is a long past issue and it also present in Indian organisations as the general challenges faced by new employees at the work place include assistance from work place work environment, work adaptability, nervousness prior to the enrolment day, on the day of joining and afterward joining. Adding value to the organizations. Organizational Culture Mindfulness and fostering teamwork. Innovation, collaboration, integrity and ability. Therefore, workplace challenges must to be created to expose workers to possible career paths within a given business. Develop your research and problem-solving abilities. Help new hires improve their presenting and teamwork abilities.

**Restrictions of the Study:** The study scrutinized various studies conducted on challenges faced by new employees at workplace. Nonetheless, these studies might have provided fascinating new insights into the issues that emerge in workplaces due to various barriers.

**Applied Inferences:** The results indicated that HRM methods in Indian organizations are genuine. A well-written onboarding policy may limit the challenges associated with HRM procedures in Indian businesses.

**Uniqueness/Worth-** By examining the process in a more comprehensive framework, the current study adds to the scant literature on the process of workplace obstacles for beginners in the companies in question.

**Keywords:** Challenges, workplace, Indian, organizations, new employees

### Introduction

New employees" generally refers to individuals who have recently joined a company or organization. The term can apply to fresh graduates entering the workforce for the first time or experienced professionals who have switched jobs. New employees are individuals who have recently been hired by an organization and are still in the early stages of their employment. They may include the following:

- a) **Freshers:** Recent graduates or first-time job seekers with little or no prior work experience.
- b) **Lateral Hires:** Experienced professionals who have joined from another company or industry.
- c) **Contract/Temporary Hires:** Employees hired for a short-term role or project-based work.

New employees typically go through an onboarding process, where they learn about company policies, culture, and job responsibilities. The period during which an employee is considered "new" varies but is often the first three to six months, depending on the company.

### 1. Work Place

A workplace refers to any location where work is performed. This may include corporate offices, factories, retail stores

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or any designated business premises in the form of Physical Offices. Home offices, coworking spaces, or other non-traditional locations where employees work remotely in terms of Remote Workspaces. A mix of physical office and remote work arrangements. Hybrid Workplaces and Sites where employees work outside a fixed office, such as construction sites, client locations, or warehouses as Field Work Locations. Thus, a workplace is not just a physical space but also includes the work environment, company culture, and professional interactions within the organization.

## 2. Challenges Faced by New Employees at Work Place

New employees often face several challenges when integrating into an organization. Some of the key challenges include:

- a) **Onboarding and Orientation Issues:** Lack of clear guidance on company policies and procedures. Insufficient training on job roles and responsibilities. Difficulty in understanding workplace culture and expectations.
- b) **Adapting to Organizational Culture:** Struggling to fit into the company's values, norms, and work environment. Adjusting to new communication styles and office etiquette. Difficulty in building relationships with colleagues and supervisors.
- c) **Performance Pressure:** High expectations to perform well in a short period. Feeling overwhelmed by workload and responsibilities. Struggling to meet deadlines and quality standards.
- d) **Lack of Support and Mentorship:** Insufficient guidance from supervisors or mentors. Difficulty in finding help when needed. Feeling isolated due to a lack of team integration.
- e) **Technological Adaptation:** Learning new software, tools, and systems used in the organization. Technical difficulties that hinder productivity. Lack of proper training on digital platforms.
- f) **Understanding Job Expectations:** Unclear job roles and responsibilities. Misalignment between expectations and actual job tasks. Difficulty in aligning with management's vision and goals.
- g) **Interpersonal and Communication Barriers:** Overcoming shyness or hesitation in engaging with team members. Adapting to different communication styles. Understanding workplace hierarchy and reporting structures.
- h) **Fear of Making Mistakes:** Anxiety about failing or making errors. Hesitation in asking questions or seeking help. Fear of judgment from colleagues or superiors.
- i) **Information overload:** Let's start with information overload. Even for a relatively simple position, it can be daunting when you join a company and get bombarded with various things you need to know. And the information might come from multiple people in your department, as well as the higher-ups. It's impossible to absorb so much, and the attempt leaves one in disarray. HR has to prepare a plan and ensure that there is a drip of information the new employee absorbs. Colleagues should also help in this regard, showing the ins and outs while answering work-related questions.
- j) **An excessive amount of paperwork:** Another issue is paperwork. There can be an infinite number of contracts, resources, and documents that need to be

signed. Although many businesses still maintain paper copies, relying on document digitization is fortunately more widespread.

- k) **Uncertain roles:** Recruits are placed in a difficult situation when duties are unclear. They are expected to complete the tasks with little to no assistance from others and are given ambiguous directions. Although some people do well without oversight, businesses should use micromanagement positions to mentor less seasoned staff members.

It's critical to greet new hires into the workplace. An organization that leaves new hires to fend for themselves hardly to have positive results. The difficulties begin to mount on the first day, particularly if several team members are joining at the same time. An effective onboarding plan lowers the likelihood of issues. Knowing what obstacles to anticipate is also one of the finest strategies to plan this strategy. Due to corporate workplace may seem very odd and foreign to someone who used to a college setting. There will be a cultural shock and a difficult transition.

By looking for other freshmen who are similar to you, establishing a connection with them, and sharing your experiences, you could get past this. As a new employee, you might not possess all the abilities needed for the position. You must have the mindset to pick up new abilities, language, and communication techniques that will benefit you. As a new employee, you will need to be imaginative, creative, flexible, and adaptive. Up until now, your knowledge has been purely theoretical; learning realistically will be an entirely different experience. Setting priorities and establishing boundaries are therefore crucial. Time is also spent and must be taken into consideration when commuting to and from work. For a newcomer, all of this could be challenging, but these obstacles could be surmounted with careful preparation and time management skills.

## 4. Review of Literature

According to a study by Knapp *et al.* (2017) <sup>[3]</sup>, millions of members of Generation Z will soon be joining as workers, posing new demands and difficulties for businesses and their corporate real estate holdings. Generation born in last 20 years found more tech-savvy than any other generation and willing to work with others to finish a task. However, these skills come with certain disadvantages. Gen Z is one of the most physically and psychologically unhealthy generations due to their propensity to be constantly connected. It will be necessary to establish modifications that let Gen Z concentrate in order to integrate this new generation into the workplace. These include areas that support teamwork, awareness, and a sense of place. This paper provides examples of how two businesses recently set up their workspaces to accommodate workers of the future. In their study studies, Sarita *et al.* (2021) <sup>[7]</sup>. came to the conclusion that hiring new, skilled workers might generate communal wealth, which is extremely ephemeral and malleable for emotional shifts between employers and employees in the workplace. Information technology and human resources will be integrated and managed as strategic assets. Financial capital will give way to social capital as the foundation for job value. The workforce's ability, creativity, and integrity will be crucial components of future workforce management. Thus, it may be said that the nature of work in

the future will be straightforward, inventive, cooperative, integrative, economic, competitive and attainable. Instead of a separate corporate entity within society, this could result in a social business opportunity.

According to the workplace challenge guide by W.C.G. (2021) <sup>[9]</sup>, a factory trial is a career preparation exercise in which small groups of students work together to solve an employer-issued challenge or a real-world problem. In collaboration with a classroom teacher or faculty member and the work-based learning connector, the employer determines the challenge. The challenge's framework is founded on successful project-based learning strategies, which are reinforced by an emphasis on the desired career path. The purpose of workplace challenges is to introduce participants to possible career paths in a particular industry. Develop your research and problem-solving abilities. Improve your presentation and teamwork abilities. Assist students in connecting the dots between education and the profession. Educate yourself on professional development. Workplace challenges are designed to give apprentices the chance to study and practise a subject they are interested. Give students the chance to apply their applied expertise to increase the relevance of academic subjects. Learn about the training and education required for a specific career path. To support the challenge, provide for interaction between the employer and the teacher. Classroom preparation, which includes industry and participating company research, supports workplace challenges. Support and orientation for employers chances for both written and vocal reflection on the experience. Individual training and professional development programs are linked to workplace challenges. Upcoming work-based learning exercises. clear objectives for the academic program.

In their study, Dglawi & Hassel (2021) <sup>[11]</sup> focused on the experiences of respondents and organisations with organisational socialisation during the introduction process conducted online, and therefore from home. Investigating how organisational socialisation tactics in the manufacturing sector have impacted new hires' perceptions of social and cultural realities when onboarding occurs online was the primary objective of the study. It is time to get back to that goal. It may be inferred from the findings that organisational socialisation influences opportunities for the employees towards societal realism when onboarding occurs connected by generating phrases of the tactics used. Companies' understanding of online socialisation is fragmented because the methods have been developed to differing degrees and to varying degrees. This study has demonstrated that organisational socialisation tactics affect the cultural and social realities of the company's new hire.

Mathur (2021) <sup>[4]</sup>, in her articles mentioned that from a business perspective, Wipro's dedication to process changes made a big impact and greatly allayed new hires' worries. But for some reason, the onboarding process still lacked the "delight" element. They had about 80% customer satisfaction (CSAT) scores. It would need additional work to better understand new hires' pain points in order to improve the customer experience. In order to obtain more in-depth information about the employee and new hire experience, Wipro updated its feedback survey and conducted a thorough study. Getting new hires to sign off on their papers is only one aspect of onboarding. Instead, the procedure marks the beginning of a collaboration that benefits both the business and the employee in different

ways. Teams couldn't offer the best One-Wipro onboarding experience if they didn't have a common method for onboarding new hires. In order to familiarise themselves with their work arrangement, new hires have to fill out a few forms and submit job requests on the day of joining. One week following their DOJ, they underwent an induction that would last for an extended period of time, once a week. In addition to being complicated, the process took a long time and was broken up, requiring a lot of labour hours. An ideal induction should give new hires a sense of what to expect during their first few days on the job, as well as familiarise them with the company, its culture, and its processes, as well as the career ecosystem, pay, and perks. However, the material provided to new hires only touched the surface, and they usually had to wait a week to finish their orientation. Additionally, the induction delivery was inconsistent among organisations and geographical areas.

Raub *et al.* (2021) <sup>[6]</sup>. Concentrated on a topic that is commonly brought up in subjective evidence related to the hotel industry. The sector suffered from bias that it spend little in human resource management and has an insatiable need for low-cost personnel with little education. Because of this, many people viewed sector as a high-stress, fast-paced and persistently understrength workplace where doing is valued more than thinking. The writers of this paper are not in a position to determine how much of this is folklore and how much is factual. Nonetheless, our study's findings unequivocally show the advantages of a successful new hire orientation, even for inexperienced and youthful staff members. It is our hope that this will inspire HR managers in the sector, as well as managers in the hospitality industry generally stand back and made small effort to help new hires settle into their roles. In the end, the advantages people can experience could surprise them.

According to Subash and Rani's research from 2023, effective onboarding is a crucial component of slightly aptitude supervision plan. Given the high expense of hiring, company executives need to realise that a key component of ensuring new hires' success is ensuring their successful integration into the company. For onboarding to be successful and sustainable over time, it is essential to comprehend who owns the entire process and who has influence over the different processes.

Only once in service called worker orientation welcomes new personnel and provides them with a summary of the business, according to Platt (2023) <sup>[5]</sup>. in his article on the subject. An essential component of the entire onboarding procedure is the orientation. Strong onboarding procedures increase new hire productivity by more than seventy percent and retention by eighty-two percent as per optional facilities of Brandon Hall Group. Two of the most significant issues that organisations are currently facing are a lack of talent and a high rate of employee turnover. For this reason, it's critical to make sure that businesses create and execute a robust orientation as part of an efficient and successful onboarding process. Successful and effective orientation programs are continually changing to adapt to the organization's expansion and the times. This article describes how two Virginia libraries improved their welcome programs to better serve their new hires and enhance their onboarding process. Methods for organising a library induction event that promoted mission and work of the library, fostered an inclusive environment and raises employee engagement, output and satisfaction.

In their study, Edsel *et al.* (2024) <sup>[2]</sup>, found that there is a demand for employer-subsidized degrees, for which training is necessary to teach recently employed staff members how to satisfy consumers. Orienting recently hired staff members to the tones of their jobs and responsibilities within an organisation is largely accomplished through training. Training becomes essential in the context of customer satisfaction because it gives staff members the abilities and information they need to satisfy the various demands and expectations of clients. In addition to improving individual competencies, this approach raises the organization's general efficacy and efficiency. Furthermore, the necessity of ongoing education and skill development is increasingly acknowledged in several sectors or occupations. The idea of employer-subsidized degrees, in which businesses assist their staff members in obtaining higher degrees or further education pertinent to their line of work, was born out of this awareness. Employer-sponsored degrees are a wise investment that promotes a culture of lifelong learning and aligns the workforce with changing industry requirements. Employers who offer degree subsidies not only show that they care about their workers' professional growth, but they also gain from higher employee loyalty, better productivity, and a staff that is more knowledgeable and flexible. This strategy recognises that modern workplaces are dynamic and that maintaining current knowledge and abilities is essential for both individual career advancement and the institution's long-term success. For the sole objective of enhancing the career paths of the respondents and institution employees, an onboarding program was developed. The institution's planned onboarding program is thoughtfully designed to advance respondents' and workers' career trajectories. Through an organised curriculum that emphasises pertinent information and abilities, this program gives participants the chance to network, advance their careers, and experience.

**4: Research Gap:** A thorough literature evaluation, previous research books and a number of researches have been consulted for finding the research gap. There are various studies related to challenges at work place across different geographical areas of the globe including. However, there not enough studies on this issue from Indian context. The outcome of few studies conducted earlier describes that there is importance of studying challenges faced by new employees at the work place in organizations in India. Therefore, there is gap in research. Accordingly, the very topic has been selected for studying various challenges at work place for newly appointed employees in Indian organizations for better results.

**5. Research Methodology:** The primary goal of the study was to discuss various challenges at work place for newly appointed employees in Indian organizations.

### 5.1. Objectives of the Study

Accordingly, following objectives have been formulated:

To Study Challenges of New Employees at Workplace in Indian organizations.

### 5.2. Research Design

Research design is to be called the blue print for a study which basically comprises of various techniques regarding which and how required information is collected by using an appropriate method of investigation efficiently. Since, the study is theoretical in nature, so the methodology used in the study is based on reviewing various research studies, articles, dissertations, thesis (Published/unpublished), text books by various authors, etc. Accordingly, interpretations have been drawn and conclusion has been made.

### 6. Findings and Conclusion

To incorporate new generation into workplace required accommodations that allow employees to focus mindfulness, promoted sense of place and fostered the teamwork (Knapp *et al.* 2017) <sup>[3]</sup>. Financial capital shown way to social capital as foundation for job value and main obstacles facing the new workforce in the future noticed as creativity, teamwork, honesty and aptitude (Sarita *et al.* 2021) <sup>[7]</sup>. A single activity in the range of real-world work-based experiences offered to all students enrolled in career-related programs of study within Earn & Learn community has been seen as workplace challenges (W.P.C, 2021). Getting new hires to check off on their papers found only aspect of onboarding. Instead, procedure marked beginning of a collaboration that benefitted both the business and employees in different ways. Teams couldn't offer best environment if they didn't have common method for onboarding new personnel (Mathur, 2021) <sup>[4]</sup>. Successful initial training has advantages for younger and less experienced workers because it has motivated human resource managers to help new hires trying to settle into their positions (Raub *et al.* 2021) <sup>[6]</sup>. Institutional being socialised tactics affected cultural and social reality of the company's new hire (Dglawi & Hassel, 2021) <sup>[1]</sup>. Business executives realised that given the high expense of hiring, a crucial first step in ensuring the success of new personnel found as ensuring their successful integration into company (Subash and Rani, 2023) <sup>[8]</sup>. Techniques for creating a library orientation program that supports the library's mission have been seen as fostering and increasing staff involvement, worker efficiency and satisfaction (Platt, 2023) <sup>[5]</sup>. There is need for employer-subsidized degrees, roles and responsibilities within an institution, individual competencies, continuous education and skill development, career path, continuous learning (Edsel *et al.* 2024) <sup>[2]</sup>.

From the above, discussion it can be concluded that there is importance of studying the challenges of new employees at work place in Indian Organizations as it has been cleared from the studies conducted in Indian organizations (Mathur, 2021<sup>[4]</sup>, Sarita *et al.* 2021<sup>[7]</sup>, & Subash and Rani, 2023)<sup>[8]</sup>.

Accordingly, Objective of the Study "To Study Challenges of New Employees at Workplace in Indian organizations" has been achieved.

## Workplace Challenges for New Employees

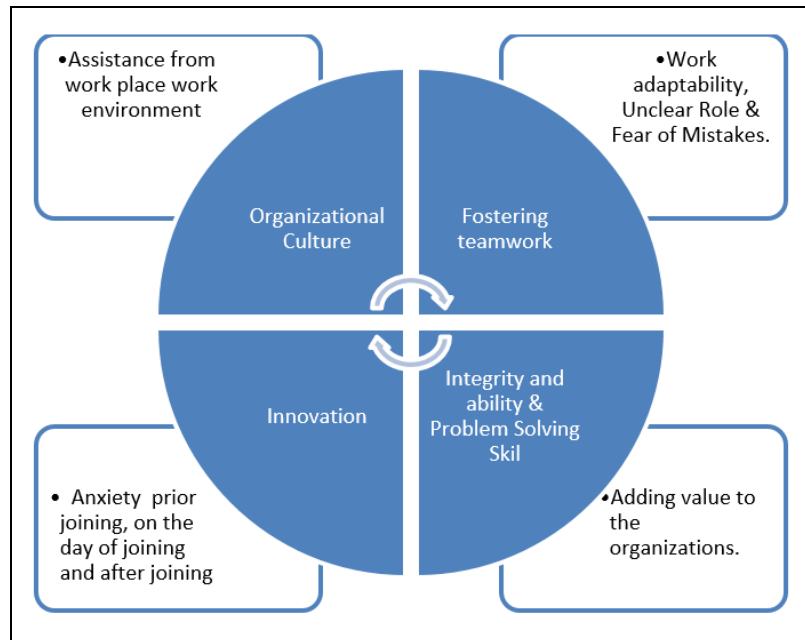


Fig 1: Developed by Researcher

### 7. Recommendations for Future Researchers

After the discussion outlined above, it was found that one of the most important aspects of organisational operations is based on employees. As a result, it is suggested to collect the information on work place challenges faced by the employees from various sources so that the issue can be settle down for better results in the future.

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