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What new hires really wants: A study review

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Abstract
In this research article I would love to share the importance of the organization and value, the goals, vision and real mission what the employees wants. Throughout the years, employees' desires and demands have evolved, and it can be challenging for companies to keep up. Employers are bombarded with a wide range of trendy tips for keeping different generations of workers happy. But when it comes to attracting and retaining top talent, employers need to understand what employees really want from a company. While we all know that competitive pay and good benefits factor into an employee's decision to join and stay at a company, there are many other overlooked desires that are more important than a pay- check. To truly enjoy their jobs, employees must feel that their employers respect them and will provide them with what they need to be successful in both their professional and personal lives.

Keywords: Employee engagement, retaining, leadership, work motivation

Introduction

In this research article I would love to share the importance of the organization and value, the goals, vision and real mission what the employees wants. Throughout the years, employees' desires and demands have evolved, and it can be challenging for companies to keep up. Employers are bombarded with a wide range of trendy tips for keeping different generations of workers happy. But when it comes to attracting and retaining top talent, employers need to understand what employees really want from a company. While we all know that competitive pay and good benefits factor into an employee's decision to join and stay at a company, there are many other overlooked desires that are more important than a pay- check. To truly enjoy their jobs, employees must feel that their employers respect them and will provide them with what they need to be successful in both their professional and personal lives. The 2018 Global Talent Trends study by Mercer revealed a few employee desires that many organizations seem to be missing. The employers also need to learn about the Team Dynamics and Leadership skills, the strategy, the Negotiations.

The study took a multi-perspective approach and collected input from 800 business executives and 1,800 HR leaders, as well as 5,000-plus employees across 21 industries and 44 countries around the world. Mercer gathered these voices to analyse how both employers and employees are reimagining the future of work. The study identified top talent trends, which can be useful for companies who are trying to stay ahead of the game when it comes to employee satisfaction.

Among the findings, Mercer identified three factors that employees and job candidates are looking for in a company. This included permanent workplace flexibility, a commitment to health and well-being and working with a purpose.

In order for employers to provide purpose to employees, employers should:
- Create a company vision
- Show recognition
- Express gratitude
- Let employees know how their job impacts the company and its clients
- Frequently discuss the meaning and value of the company
- Share customer success stories
- Ditch tunnel vision and focus on the bigger picture

Keeping up with the desires of your workforce can be challenging – no one will argue with that. However, identifying your employees wants and desires will greatly benefit your company and the bottom line. By providing simple solutions such as flexibility, a focus on wellness and working with a purpose, employers can significantly improve the satisfaction of their employees.

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Why employers care so much about passion in new graduates?

As a new graduate, no matter how many internships you had or how many related courses you took, you are going to need to learn a lot to be effective in your field. Employers understand that – they are willing to make that investment for the right person. But, who is the right person? Well, pretty simple, really: someone who cares. Someone who is willing to put the time in to get better, because they have a passion for what they do.

How to show passion in a job interview?

Hence, it's critical for new graduates to show their passion in job interviews. Citroen recommends doing that in these ways:

- Research the company. The most obvious. You can't be passionate about a company or a role you know nothing about. Ideally, you applied to the company in the first place because there's something about it you are passionate about – mention that in the interview.
- Research the hiring manager. Find out as much as you can about the hiring manager before the interview. Along with making the interview smoother, it'll show you went above-and-beyond – a sign of passion.
- Watch your body language. Even if you really are passionate about the position but you come in slouched, speak softly and don't make eye contact, you won't convey that. Be mindful of your body language – this course can help – so it conveys you are excited about the position.
- Be personal. If there's a personal reason you are motivated to join the field or the particular company, share it. It'll again reinforce that the position isn't just a job to you, but a calling.
- Practice, practice, practice. While there might be a few curveballs, you likely will be able to predict many of the questions you'll be asked in a job interview. Practice your answers to those questions, so when they are asked you can answer them confidently and succinctly.
- Never skew negative. Don't be negative – about your school, about traffic, about anything – in the job interview. Instead, focus on the positive as that'll let your passion really come out.
- Don't show up late. If you worked in the industry for 20 years and are considered the best in your field, may be you can get away with showing up late to a job interview. But, if you are just out of college and need to show you really want this job, showing up late will ruin any chance of doing that.
  "Most importantly we care employees 3 brochures we wants them to be educated, we wants to be survive, and lastly we wants to be protective."

Family motivation

In recent years, organizational scholars have devoted growing attention to pro-social motivation, the desire to expend effort to benefit other people (Grant, 2007, 2008a). Research on pro-social motivation builds on a tradition of examining concern for others as a driver of motivation ((Meglino & Korsgaard, 2004). When employees are pro-socially motivated, they are typically focused on helping a particular group of beneficiaries (Grant, 2007; McNeely & Meglino, 1994). Whereas existing studies have examined

co-workers and customers as beneficiaries (e.g., Bellé, 2012; Grant & Berry, 2011; Hu & Liden, 2015), we study the family an important beneficiary of work. We define family motivation as the desire to expend effort to benefit one's family. Hence, it is a form of pro-social motivation for which the beneficiary is specifically the family. Family motivation is likely to be most relevant when an employee has dependents at home, but "family" need not only refer to spouses and children; it may also extend to parents and grandparents, aunts and uncles, cousins, or other kin (Burnstein, Crandall, & Kitayama, 1994). As Edwards and Rothbard (2000: 179) define it, family consists of people "related by biological ties, marriage, social custom, or adoption."

Family motivation is likely to involve intense motivational arousal because of its deep connection with one of the most fundamental values in society. Of the 58 guiding principles covered in surveys of values across cultures (Schwartz *et al*., 2012), caring for the family ranks as the second most important priority in life, trailing only behind avoiding sickness. This devotion to family members not only trumps priorities related to independence, influence, recognition, enjoying life through leisure, and a world at peace, but also concern for all other groups of people (Schwartz, 2015). When employees are motivated to work for their families, because they have an especially rich and deep relationship with their beneficiaries, their willingness to work long and hard on the job should be strengthened (Grant, 2007).

As such, family motivation should be an important source of work identity and a driver of job performance. Job performance is the effectiveness of employees' contributions toward organizational goals (Motowidlo, 2003). In the following sections, we examine the role of family motivation in shaping job performance, both directly and in tandem with intrinsic motivation. We hypothesize that when family motivation is strong, employees will connect their work to the important value of supporting the people who matter most to them, enhancing the valence of work (Vroom, 1964). This will give them the grit (Duckworth, Peterson, Matthews, & Kelly, 2007) to work harder and longer for both utilitarian and identity reasons (Rothbard & Edwards, 2003). From a utilitarian perspective, achieving high performance can increase job security, prevent pay cuts, and provide additional income to support one's family. From an identity perspective, when employees perform well, they reinforce their self-concepts as responsible breadwinners and good role models. Indeed, research shows that when employees view family roles as an important part of their identities, they invest more time in work (Rothbard & Edwards, 2003), and that men and women with children are more productive at work than those who do not have dependents (Krapf, Ursprung, & Zimmermann, 2014). As such, we expect that family motivation will drive employees to attain higher performance.

Family motivation, intrinsic motivation, and job performance

However, the impact of family motivation on performance is likely to vary as a function of intrinsic motivation. Intrinsic motivation, as mentioned above, is the desire to invest effort based on interest in the work itself (Ryan & Deci, 2000). When intrinsic motivation is high, employees do not need to exercise self-regulation to "push" themselves

to work; they are naturally "pulled" into the work (Grant, 2008a). Since the work is enjoyable rather than aversive, employees are more likely to focus their attention, invest considerable effort, and persist in the face of obstacles (Mitchell & Daniels, 2003).

It is not realistic, though, for high levels of intrinsic motivation to exist in every job or for every employee (Frese & Fay, 2001). For example, research suggests that intrinsic motivation is often impoverished in lower-level jobs (Deal, Stawiski, Graves, Gentry, Weber, & Ruderman, 2013) and developing countries (Huang & Van de Vliert, 2003). In the absence of intrinsic motivation, the quality and quantity of performance tend to suffer (e.g., Grant, 2008a; Piccolo & Colquitt, 2006; Rich *et al.*, 2010). To provide further insight into the moderating role of intrinsic motivation, we examine two different psychological processes. When psychologists have explained the performance effects of intrinsic motivation, they have turned their attention to the key processes of energy and stress. According to self-determination theory, autonomous regulation has an energizing effect and a stress-reducing effect (Gagne & Deci, 2005; Ryan & Frederick, 1997). When the work itself is interesting, employees are excited to engage and less likely to experience stress, which leads them to work harder, longer, and smarter (Amabile, 1993; Grant, 2008a). As such, we focus on energy and stress as the key psychological processes through which family motivation will operate. We predict that family motivation will enhance performance by providing a sense of meaning that boosts energy and reduces stress, and that these effects will be more pronounced when intrinsic motivation is low. To summarize, we predict that family motivation energizes employees to carry out their work, enhancing performance. When employees are intrinsically motivated, they already experience energy stemming from enjoyment in the work itself. When intrinsic motivation is low, family motivation becomes all the more important, as it serves as a primary source of energy external to the job. Thus, we predict that the strength of the relationship between family motivation and energy is contingent upon an employee's level of intrinsic motivation.

The positive relationship between family motivation and work stress may further be due to the unique nature of our sample, as most maquiladora workers live below the poverty line. When family motivation is largely driven by financial need, the pressure to perform well in order to provide for the family may be stressful. When family motivation is decoupled from monetary concerns, it may instead buffer against feelings of stress, especially when intrinsic motivation is low. Due to the potential interplay between financial pressure and family motivation, our study is limited in that we did not measure the level of financial need experienced by each participant. Although our control variables included a measure of external regulation, which is the form of regulation most driven by financial need according to self-determination theory, the precise nature of these items captured participants' individual level of need more than their family's financial need. This measure did not squarely measure extrinsic motivation or financial need, and it is further limited by its low alpha (.61). Controlling for marital status and number of children, which heavily influence financial pressure (Lino, 2014; Rector, 2012), did not change the sample had relatively little variance in employees' financial need, and harder work was not a viable way to better meet financial needs (because employees were paid hourly regardless of performance). And yet, we still found considerable variance in family motivation, suggesting that although money may play an instrumental role, family motivation likely operates above and beyond economic pressures. Nonetheless, we suggest future research should include a more direct examination of how financial pressure and rewards relate to caring for one's family, especially in regards to stress. In doing so, researchers will need to carefully tease apart extrinsic motivation from family motivation, as existing extrinsic motivation scales often reference financial need without examining whether the family is a beneficiary (Ryan & Connell, 1989).

Family motivation may manifest itself differently depending on the family structure of the focal employee, and a fruitful avenue for future research is to consider how the unique types of relationships employees hold with their family members and different mental models of the family influence family motivation, including the relative extent to which employees identify with their beneficiaries. Because parenthood influences work experiences (Eby, Casper, Lockwood, Bordeaux, & Brinley, 2005), family motivation may be a more potent energizing source when the beneficiary is a child versus a less-dependent family member (such as a sibling). Contingent upon the employee's life stage, the motivating forces stemming from the family may differ (Erikson, 1950). For example, in early adulthood, employees may feel motivated to please their parents by living up to the parents' expectations. When employees become parents themselves, their motivation is likely to derive from the need to provide for the family and to foster their children's development (McAdams & de St. Aubin, 1992; Peterson & Stewart, 1996). Beyond financial motivators, at this stage, family motivation may be underpinned by a desire to maintain employment and prevent moving the entire family elsewhere. In later life stages, employees may be motivated by the generative concern of leaving for their family (WadeBenzoni, Sondak, & Galinsky, 2009; Zacher, Rosing, & Frese, 2011). Hence, family motivation may be underpinned by a variety of factors, monetary and beyond, and further exploration of how different family structures and life stages relate to our hypotheses would enhance our understanding of family motivation.

Self-motivation and stress management
Every business begins with one's dream and desire to change the world, disrupt the certain industry or become a recognized entrepreneur. Very often early stage start-ups have optimistic view and understanding of the everyday business processes. The beginning entrepreneurs have a strong passion in what they do and trust he/she will be able to reach the goal with no or minor setbacks. Management of unplanned/unexpected situations, implementation of daily tasks, start-up team management, and even conflict management are basically the company's everyday activities. It is important to stay focused and motivated when the things do not go as smoothly as planned.

Focus on what keeps you motivated
The beginning of every project usually is a happy moment for all the stakeholders. People are motivated, feel they can move the mountains and there is almost no fear to face the

obstacles, as they believe they can and will overcome all the difficulties. These emotions are necessary when initiating the project, however, as time goes by, the struggles that occur in the process can very often overcome the initial determination to work hard, effectively and efficiently, and at the end of the day you start realizing that you need more to succeed with the start-up. Being a founder of the new venture, you can ask yourself how to remain in such an inspirational mood or, in other words, how to stay motivated when the road gets bumpy. Motivation is a person's ability to take and implement the necessary actions without any push from the other person. It means person is dedicated and can work consistently without giving up in order to get things done and eventually to succeed and reach the gaols that are set. Motivation can help you stay focused, maintain your concentration and goal-focused behaviour. In order to stay motivated you need to work with yourself and know the ways of self-motivation. Let us discuss some approaches and techniques of self-motivation in more detail:

- "Be hungry" – this is the first thing you should have when starting a new venture. Know what you want and go for it. You will not be able to succeed if you do not want it for real and are not be determined to do whatever it takes to get there. Motivation will not help if you think about your goal as something – "it would be nice to have". The journey of the start-up will be bumpy and there will be both successes and failures. Thus before deciding to take this road – work with your approach. It will be easier if you have a particular and clearly stated purpose (both tangible, like large bank account, trip to Bali, or intangible – to become well known entrepreneur) that makes you "hungry".

- Optimism – is key characteristic that helps to succeed in personal career or building new venture. Optimistic person always tries to find and see positive (rather than negative) things in a given situation. It does not mean optimistic person ignores or is unaware of problems, on the contrary – she/he is trying to believe in the bright and positive future. The rationale behind the life of a start-up says: fail fast – learn from the mistakes fast – do better next time. It means that start-up company will face a lot of challenges and most probably there will be situations when you fail to overcome some of them. An optimist will try to learn from the committed mistakes, whereas a pessimist will try to avoid dangerous situations or will make the same mistakes.
  "If you struggle with being optimistic and having positive thinking about the future first of all try to control your thoughts and especially try to challenge those negative ones while looking at the situation from the positive side. It is important that you imagine how you and your whole team would feel after the goals are successfully accomplished. If throughout the day you will feel the fluctuation of maintaining positive thinking – you can help yourself by repeating particular affirmations that will help you stay focused and take the necessary steps towards your goal."

- **Being self-confident** also helps to boost self-motivation. When a person is self-confident, she/he believes in success as well as enjoys past achievements. As a result, such person enables the virtuous circle of positive motivation and reach the set goals. Self-confidence needs to be developed through certain aspects of one's personality:

1. Build your self-efficacy, i.e. belief that you are able to succeed and achieve the goals you have set yourself. Self-efficacy has a great impact on how you set the goals and your strategy, choices while achieving those goals. If the person has this feature, he/she will think of the difficult goals as the challenges and put all his/her energy to win. Meanwhile if a person lacks self-efficacy he/she tends to see such goals as mission impossible and does not try to implement it;

2. Set yourself challenging goals that will help you to develop self-assurance. This will empower you to become more resilient in challenging and both setback situations that in the end of the day makes you stronger as entrepreneur in every aspect. You have to believe in yourself, otherwise you can find yourself saying "I said I cannot make it" instead of "this failure is not an end of the world – let's move on !"

Goal setting is of crucial importance in order to stay self-motivated. When you set the goal, you both set the direction and give the promise for yourself. To set the right goals you can use 5 principles of the Locke and Latham. Based on this approach the goal should meet the following conditions:

1. **Clarity:** when you set the goal that is specific, clear and at the same time measurable (for example, to increase sales by 5 percent), it will be easier both for you and your colleagues to understand what are you trying to achieve.

2. **Challenge:** the goal should be interesting and challenging at the same time. This way, you will be able to keep motivation and will work hard to achieve it. It is always good and motivates when celebrating (small) wins that marks certain milestones towards the big goal. However, think carefully and analyse the goal before you set it, because if the goal that is too unreal to be achieved this can cause the opposite effect to motivation.

3. **Commitment:** the folk wisdom "one man is nobody" is very suitable in this situation. The employees of the company have to believe in the goals they are asked to achieve. The best way to do it is to involve them in the goal setting process. If the employees feel the goals are relevant and see where they can contribute – they will be committed to put all the efforts towards the accomplishment of it.

4. **Feedback:** on how both you and the whole team of a start-up are dealing with the accomplishment of the goals is as important as setting the right goal. If there is no constant discussions on the progress, one day you might find that people have lost their interest and motivation. It is better not to leave the team to work alone without monitoring and deadlines to be met. Regular meetings help to feel the pulse of the team and keep their motivation.

Implement strategies for stress management
Let us discuss the stress management strategies, some practical steps that would help you overcome the mental stress and discover a balance in your personal and professional life:

- Start with the identification of key stressors of the day – think about the tasks that you are trying to delay for as long as you can. Usually, they get you irritated after you remember they need to be done. Ask yourself –

would I feel a considerable relief after accomplishing this task? The task is important if your answer is positive. In such case, do not procrastinate, pull yourself for a few hours that are necessary for accomplishing these tasks, and once they are done – forget them. If you perform such key stressors identification routine every day – you will find your anxiety diminish (or disappear), and you will end up feeling better about yourself.

- Know you are not alone and trust your team. The problem is that many founders are afraid to delegate and thus end up overworked. The thing is that there will be more and more responsibilities over time and it is almost impossible to add every task on your "to do list". If it is a matter of competence of your employees – solve this problem by investing into the competence building. If it is your own attitude that stops your from delegating – start working with it as soon as possible, otherwise you will not be able to disconnect at any time. Of course, delegating does not mean dropping the tasks. It means you analyse the task and choose the best person for it while at the same time monitor the progress of the task, advice and encourage when its needed and finally evaluating and rewarding the person(s) who completed the task.
- Get used to the fact that nobody is perfect – your start-up is no exception. Experienced entrepreneurs know it is mission impossible to develop a "perfect start-up". Instead of reaching for perfection that will most likely never come, and eventually will cause the burnout, focus on the progress to the right direction. Besides, get used to the fact that there will be ups and downs and failures during the lifetime of your start-up. It is important to admit it, do not beat yourself, learn from the failure and take the next step towards your goal.
- Change the environment and find at least 20-60 minutes to go out of the office and enjoy your lunch at the restaurant you love, have a sport or simply go meet a friend and have cup of coffee at the coffee shop. Changing the environment and at the same time giving yourself a break from the task you are occupied with, will give you the motivation to continue and will reduce the feeling of "getting trapped in the same day every day".

Work motivation really helps understanding what motivates employees
Understanding and motivating employees is the key to increasing self-worth in the workplace. Training can help employees understand how their work fits into their company's structure, mission and goals. Employees often become more motivated when they understand how their work matters. However, training on core skills may not be the same as motivational training.

Employees often know as well as or better than managers when their work processes or productivity could be better. In many cases, they are missing the tools or education to achieve their potential. Training, particularly for departments and teams, can improve work quality and outcomes. As a result, employees feel happier in their work, become more excited about the prospect of success and develop a higher self-worth.

How effective leadership helps employee retention and productivity
Makes the team open, engaging and cohesive
It is not the job of the HR to make a team come together and engage actively in any project. It is the job of the leader. An effective leader is able to lead a team to being committed, and to working together to successfully complete projects.
If you are transparent in your dealings with employees, they will also open up. Make your relationship with your employee about honest communication and constructive feedback.

Helps in building relationships with employees
Building a good rapport with the employees is the foundation of making them content with the work environment. An employee who feels valued in a company will be less likely to switch jobs. Effective leaders can build good relationships with their employees and make them feel appreciated for their effort.

Connects the role of employees with the team goals
It is the duty of the leader to understand the value and abilities of the individuals of a team so that he/she can connect their roles with the goals of the organisation. It is always crucial to understand the role of the employees so they can feel that they are making an impact.

Helps the employees to come up with ideas
Effective leadership gives employees the ability to speak and be vocal about their ideas. Giving the power of cultivating ideas to your team is a positive attitude seen by your subordinates. If you allow your team members to not hold back with their ideas and thoughts but be free to share with you and the rest of the team, then it shows that your leadership is effective. Effective leadership has always been the prime reason for the growth of an organisation and has helped in retaining the most valuable asset – its employees.

> "Hiring employees is a tough job, especially today. Organizations in practically every industry are struggling to attract and retain great talent, especially in senior and executive leadership roles. With average job tenures dropping at every level, Human Resource professionals may need to play a more active role in leadership development and coaching."

Importance of HR for business productivity and leadership development
As HR professionals, you're uniquely qualified to help leaders develop the skills, systems and processes required for achieving their own objectives as well as organizational goals. You aren't likely to be affected by any team bias or prejudice, and probably find it easy to remain objective about the organization's short-term and long-term needs.
Leadership development is important for organizations, since it helps:
- Achieve and sustain high overall productivity
- Drive revenue and improve the bottom line
- Align leadership styles with circumstances
- Resolve organizational problems
- Enhance employee engagement

Ways effective leadership inspires employee engagement
1. Employees trust leaders who both lead and follow
Good company leaders don't needlessly exhibit authoritative behaviour. According to psychologists Kim Peters and Alex Haslam, who conducted the study, *I Follow, Therefore I Lead*, leaders can benefit by showing others that they can be followers who are willing to roll up their sleeves and actually work within the group.

Peters and Haslam also argue in the Harvard Business Review that "leaders need to be seen as 'one of us'." Ultimately, their analysis shows that those who identified themselves as natural leaders were unable to convince their team of it. Instead, individuals who called themselves followers were the ones who eventually rose through the ranks to become leaders.

2. Passion and positivity increase employee performance
After interviewing more than 140 company leaders, analysts at top research firm McKinsey identified five key qualities of "centred leadership" that, if combined, can result in more effective leadership:

- Finding meaning in work
- Leveraging connection and community
- Converting stress or fear into opportunity
- Taking action despite the risks
- Maintaining the energy of others through motivation

Showing enthusiasm for your work, and conveying this passion to others, can help increase performance and employee engagement. This optimism can also promote collaborative leadership among workers by empowering them to step up to the plate and lead during tumultuous times.

> "Take care of your people, and they'll take care of the mission"

Managers need to demonstrate a sincere interest and trust in their teams. One McKinsey study shows that supporting employees—along with problem-solving, collaborating, and improving productivity—accounts for 89% of overall leadership effectiveness.

Putting your employees' happiness and productivity above your own (and above the company's) is the foundation of servant leadership—and that's something Slack's vice president of Global Workplace and Real Estate, Deano Roberts, strives for. "Take care of your people, and they'll take care of the mission," Roberts says.

Effective leadership lays down the foundation for employee trust
Good leaders know that providing support, offering feedback, and recognizing employees' hard work are among their most crucial tasks. But great leaders are self-aware and able to objectively assess whether they're setting a good example for the rest of the team to follow. By first modeling the behavior they want to see in their team members, leaders will be that much closer to having a fully engaged team in good times and in bad.

In recent years, many company leaders have embraced well-being and happiness initiatives as critical to both their employees' satisfaction and the success of their organization. They have rolled out a variety of programs designed to encourage people to focus on wellness and avoid the harmful effects of stress. What may have at one time been perceived as a perk is quickly becoming a staple of corporate life.

Interpersonal effective leadership skills
1. Respect your employees
Effective leadership often requires respect. You often have to give respect to your team in order to earn it back from them. And if you don't have the respect of your team, then you may not be able to get the best possible work from them when it comes to supporting your business.

2. Be generous with your resources
Generosity can also be a great trait for a leader. There are many different ways to express this trait to your team and other stakeholders. This can mean supporting causes or charity organizations. It can mean being generous in terms of team compensation. Or it can even mean being generous with your time or expertise. Though many businesses may not have the means to provide tons of money to team members and causes, if you can show a willingness to help and support people in any way you can, people are likely to take notice.

3. Establish trust as an important value for your team and your customers
Trust can be important when it comes to managing a team, as well as communicating with your customers, clients or prospects. Aside from just being honest with your team and anyone else you communicate with throughout the course of running your business, this also means holding up your end of the deals you make. If you commit to an event or a new product launch, for example, sticking with those commitments can go a long way toward building trust with a variety of different stakeholders. As far as effective leadership skills go, it is one that you may not want to overlook.

> "Even the best leaders make mistakes from time to time. But those who pass the blame to others or ignore their own shortcomings aren't likely to gain much respect and hard work from team members."

4. Have some fun!
You might not think that fun is an essential leadership trait. But your team members are likely to spend a great deal of time working for your business. And if that doesn't include any fun, then they probably won't stick around or work as hard as they might otherwise. However, if you're able to create an environment that includes just the right amount of fun for your team, you can potentially keep everyone happy and productive as they work toward achieving your business's goals.

Conclusion
Starting a new position is a lot to take in, and even more so when you have to do it behind a computer screen. Regardless of these new barriers, we have to face, congratulations on either landing the job, finding the right candidate, or expanding your team! Even though we can't be together in person right now, doesn't mean the hiring and training stops. We just have to be creative, adapt effectively, and keep these things in mind!

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