

22% of employees quit within 90 days, citing poor onboarding and training: Survey - Indiatimes

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Executive Summary

This article reports on Insight Global's 2025 Employee Sentiment Report, which examines employee engagement and early attrition trends among US workers. The central argument is that low engagement — with only 35% of employees feeling connected or essential in their roles — is being driven by inadequate onboarding, weak training, and unclear workplace culture. Key findings drawn from a survey of over 900 employees across technology, finance, engineering, and consulting sectors indicate that 22% of employees leave within the first 90 days, frequently citing poor training; that four in five workers report they would remain longer with improved onboarding; and that employees take 6–7 months on average to feel fully settled. A strong workplace culture is associated with an eightfold increase in the likelihood of feeling engaged. Insight Global leaders draw conclusions emphasising role-specific onboarding, intentional culture-building, and connecting individual work to organisational purpose as levers for retention. The article is framed as actionable intelligence for employers seeking to strengthen workforce resilience.

Key Insights

1. Only 35% of US workers surveyed report feeling engaged or essential in their roles, indicating a widespread engagement deficit across the technology, finance, engineering, and consulting sectors.
2. 22% of employees exit within the first 90 days of employment, with poor training cited as a primary driver — suggesting onboarding quality has direct and measurable turnover consequences.
3. A strong workplace culture is associated with employees being eight times more likely to feel engaged, positioning culture as a structural variable in retention and performance outcomes.

Practical Takeaways

- Organisations experiencing high early attrition may find value in examining the structure and content of onboarding programs, particularly whether they are role-specific and connected to organisational purpose.
- The 6–7 month settling period reported by employees points to onboarding as an extended process rather than a discrete event, with implications for how engagement is measured and supported in the first year.

Critical Analysis

The report is produced by Insight Global, a staffing and workforce solutions firm, which introduces a significant commercial bias — the findings support a narrative that justifies the firm's service offerings around talent placement and onboarding support. The survey base of over 900 employees is modest for drawing broad conclusions about the US workforce, and the industry scope (technology, finance, engineering, consulting) limits generalisability to other sectors. No information is provided about survey methodology, sampling approach, margin of error, or how engagement was operationally defined. The statistic that a strong culture makes employees eight times more likely to feel engaged is striking but lacks methodological context — it is unclear whether this is a correlation, an odds ratio, or a relative frequency comparison. The article itself is a news summary rather than a primary source, and duplicate paragraphs in the original text suggest limited editorial rigour. Strengths include the use of concrete, quotable figures and the focus on a practically relevant topic with clear implications for HR practitioners.

Organizational Practice

The article describes practices including role-specific onboarding programs, intentional culture-building initiatives, and efforts to connect employees' daily work to broader organisational purpose as approaches observed or advocated within the surveyed organisations.

Strategic Implications

The data points to onboarding and early-tenure experience as a material factor in workforce stability, suggesting that PMS frameworks which begin engagement measurement only after full role integration may be missing a critical window. The eightfold engagement multiplier associated with strong culture implies that culture operationalisation — rather than performance metrics alone — may be a leading indicator in retention-focused PMS design. The 6–7 month settling timeline also raises questions about when performance baselines are set and how early-stage employees are evaluated relative to fully settled peers.

Validation Status: passed
