



HUMAN RESOURCES

ADVANCING THE MANUFACTURING AND SMALL BUSINESS COMMUNITIES

MAY 2017

New Employee Onboarding

Proper onboarding is key to retaining, engaging talent



New employee onboarding is the process of integrating a new employee with a company and its culture, as well as getting a new hire the tools and information needed to become a productive member of the team.

Onboarding new hires at an organization should be a strategic process that lasts at least one year, staffing and HR experts say, because how employers handle the first few days and months of a new employee's experience is crucial to ensuring high retention. [Read More>>](#)

Seven in ten employers impacted by employee prescription drug use

By David R. Leng, CPCU, CIC, CBWA, CRM, CWCA/Risk Management

Seventy-one percent of U.S. employers say drug use among employees has impacted their business, but only 19% of them have comprehensive workplace drug policies in place, according to a survey by the National Safety Council (NSC). While 57% test their employees for drugs, only 41% screen for synthetic opioids - the kind of prescriptions usually found in medicines cabinets and increasingly available on the black market.

The types of incidents experienced in the workplace as the result of prescription drug use are: 39% absenteeism; 39% workers have been caught taking drugs while on the clock; 32% a positive drug test indicated use; 29% a worker had been found to be impaired or showed decreased work output; 29% a family member complained; 22% another employee complained to human resources; 15% an injury or near-miss occurred; and 14% an employee was caught selling drugs in the workplace. [Read More>>](#)



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For information, contact Denise McKeown, SMC's HR Director, at 412-342-1604.

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Did you know?

UPMC HEALTH PLAN

COACH'S CORNER

Get SMART ... to get healthy



Many of us have health and fitness goals that are very important to us, but most of the time they do not work. Why? Because they are not SMART enough. A SMART goal sounds like this: "I will walk for 10 minutes after dinner every day for the next two weeks." This goal is SMART because it is. [Read More>>](#)