

# No Happy Holidays for Seasonal Employees

We surveyed 1,000 seasonal employees and 250 HR hiring managers to understand the impact that onboarding new staff to teams has on stress levels during the holidays, and how the process could be improved through smarter use of technology.

Our survey showed that on average, businesses are wasting \$45,567 a year on outdated, time-consuming onboarding practices.

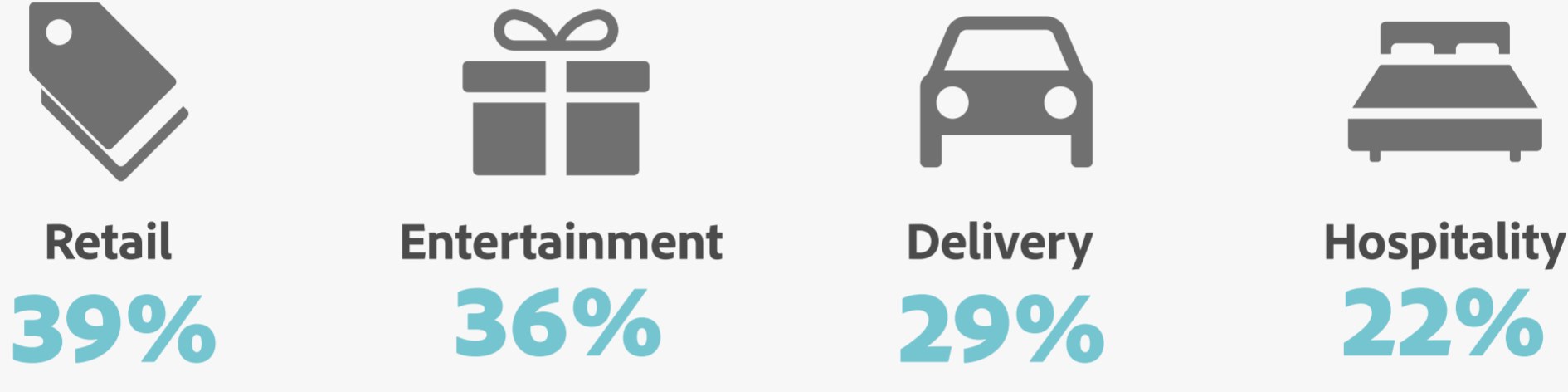
## Companies are hiring this season, and it's stressful

Our survey shows that winter (aka the holidays) is the most stressful time of year, with over half (55%) of HR executives saying that this season is the most straining for onboarding new staff. With Thanksgiving later than usual this year, stress levels are likely to be higher, with less time for consumers to shop and for HR teams to get seasonal employees up to speed.

### How many seasonal employees were companies surveyed looking to hire?



### In what industries are companies hiring 1,000+ employees for the holidays?

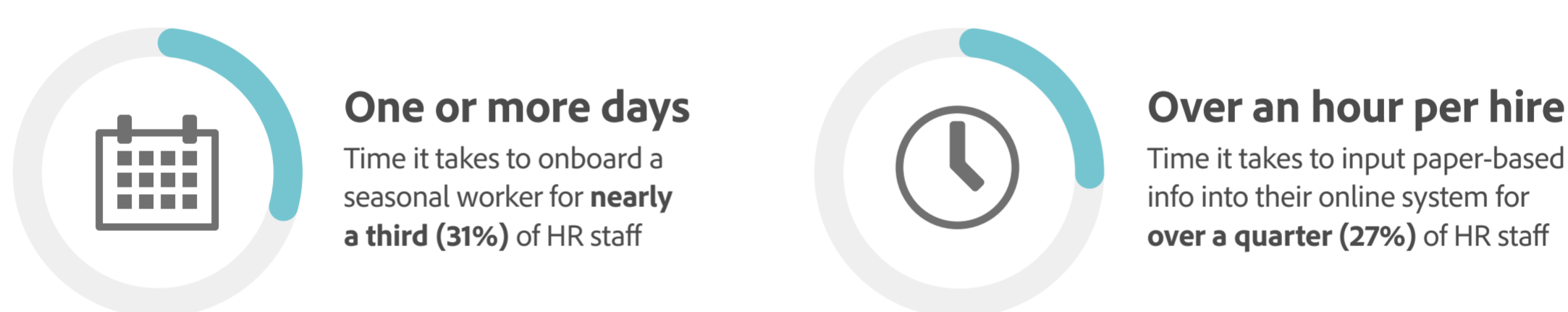


HR teams at retailers particularly feel the pinch during the holidays, with 69% saying that this season is the most stressful of the year.

## From hire to day one: HR challenges

The majority of HR staff cite time (79%) and paperwork (72%) as their greatest challenges when it comes to bringing on new seasonal staff. This is particularly the case for large organizations: 88% of HR teams in companies with over 10,000 employees find onboarding new employees challenging, compared with 57% of those with fewer than 250 employees.

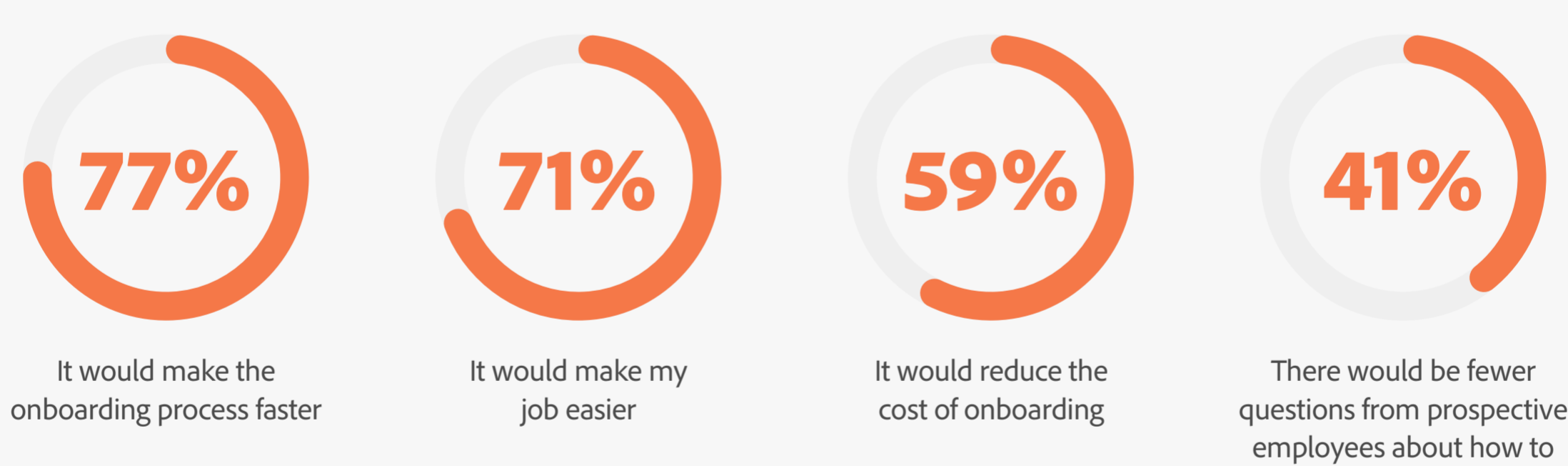
### Exactly how much time do HR teams spend onboarding seasonal employees?



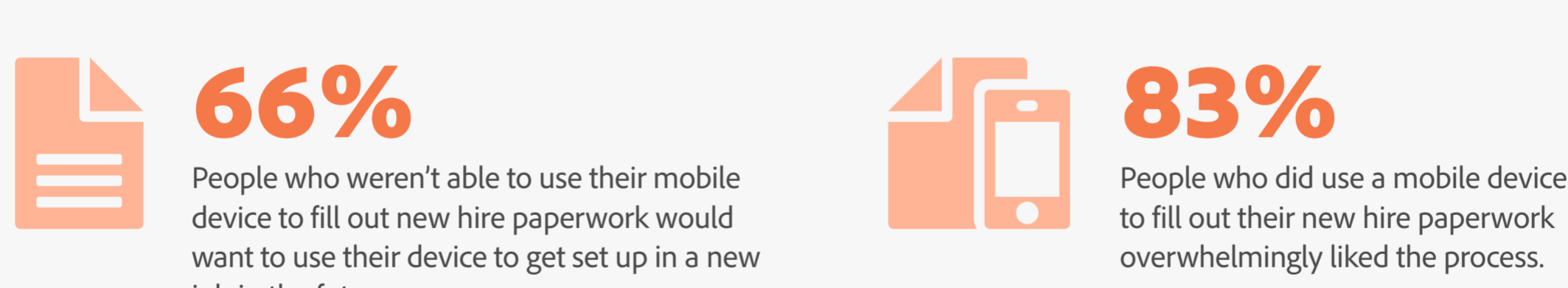
## Being new is hard enough already

HR staff believe ramping up new hires would be vastly improved by letting them fill out new hire forms on their mobile devices. In fact, 86% say moving from paper-based processes to filling out and signing documents online would improve the onboarding experience for seasonal workers.

### The benefits:



### Seasonal employees are on board too:



## Digitizing: The way forward

Ultimately, companies recognize that allowing new employees to get set up for their new role online or on a mobile device, rather than filling out a ton of paperwork, is the way forward.



Learn how Adobe Sign can make new hire onboarding much easier and faster for you and your employees, regardless of the season:

<https://acrobat.adobe.com/us/en/sign.html>

Methodology: 1,000 U.S. consumers and 250 U.S. HR professionals surveyed (October 21–28, 2019). Consumer participants required to have previously worked a seasonal job and be over the age of 18. Sample representative of general U.S. population (e.g., age, gender, education, region). HR professionals required to be involved in the onboarding process of new employees and work for companies that have 250+ employees and hire seasonal workers. Sample representative of general HR industry (e.g., number of permanent staff, salary, seniority).

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