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???????????????????????? (Onboarding & Training)
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?? ???? “?????????”????????????????????????????
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? ???

- 1. ????????? (Direct Costs)
 - o ?????????????????????????
 - o ?????????????????????????????????????
 - o ????????????????????????? (????????????????????????)
 - o ??? (LMS)
- 2. ????????? (Indirect Costs)
 - o ???
 - o ???
 - o ???
- 3. ????????? (Opportunity Costs)
 - o ???
 - o ???

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??????	???????????????????? (???)
????????????????	5,000 – 15,000
??????????/????????????	200 – 500 / ??
???????????? LMS ?????	20,000 – 100,000
???????????????? Productivity	2,000 – 5,000 / ?? / ???
???????? HR ?????	1,000 – 3,000 / ?????

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? ????????????????????????????????????? ROI

- 1. ??????? LMS ????? e-Learning
??
- 2. ????? Trainer ?????????
??
- 3. ????? Onboarding Process ?????????
???? ???? Checklist, ????????????????????????????? 30-60-90 ???
- 4. ????????????????????? KPI

