



# CALCULATING DIRECT COSTS OF EMPLOYEE TURNOVER

THE AVERAGE AMERICAN



HOLDS  
**11.3**  
JOBS

THROUGHOUT THEIR  
WORKING YEARS.

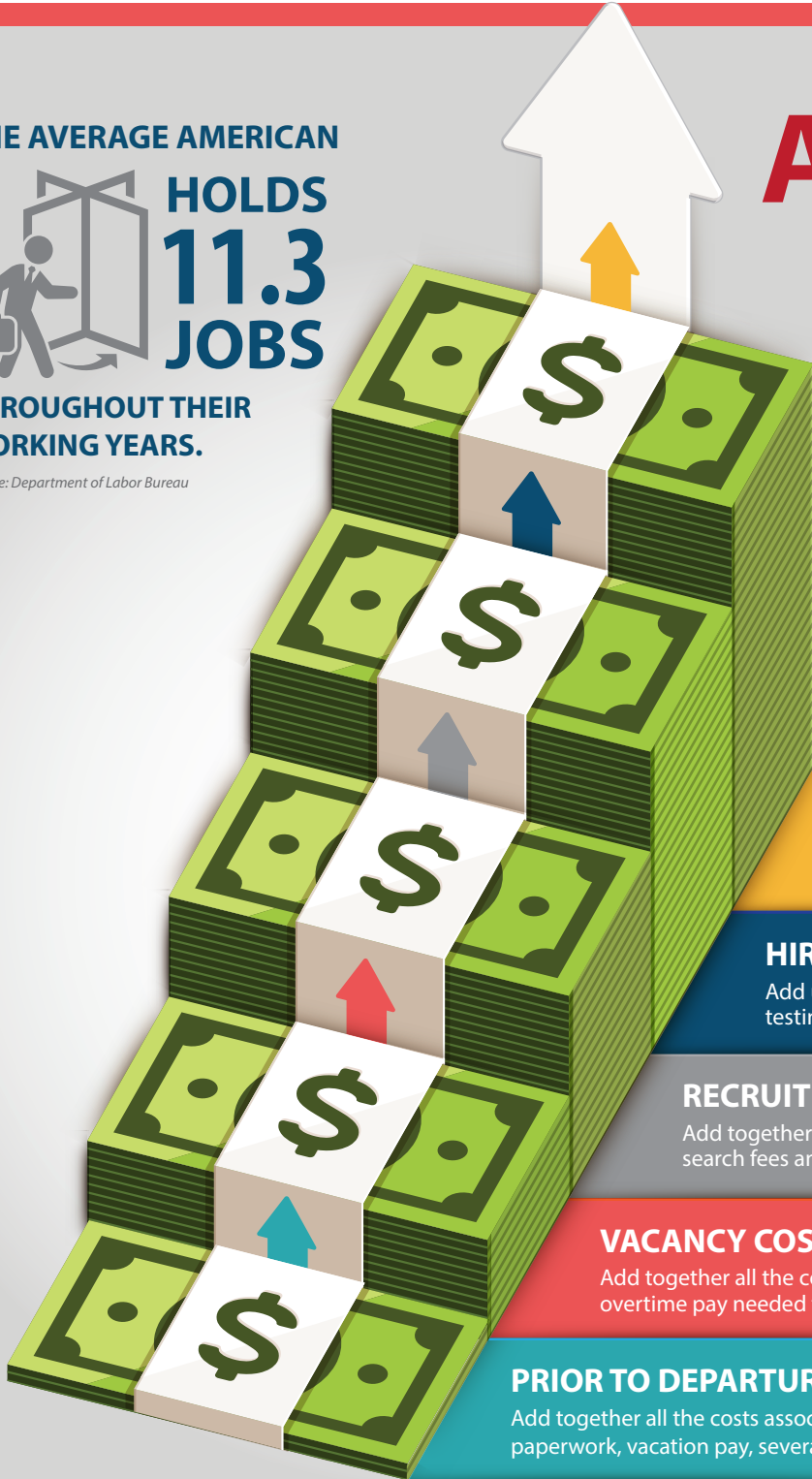
Source: Department of Labor Bureau

## ADD IT UP.

*Want to know what you're really spending?*

Calculating the cost of employee turnover is done by determining the total time and money spent to replace any individual.

*The investment is significant.*



### TRAINING COSTS

Total the expense of orientation and training for new hires.



### HIRING COSTS

Add up all the costs of interviews, testing, and reference checks, **PLUS...**



### RECRUITING COSTS

Add together all the costs of advertising jobs, search fees and overhead, **PLUS...**



### VACANCY COSTS

Add together all the costs of temporary workers and overtime pay needed to fill an absence, **PLUS...**



### PRIOR TO DEPARTURE COSTS

Add together all the costs associated with exit interviews, paperwork, vacation pay, severance, theft or sabotage, **PLUS...**

