

# C-SUITE ONE SHEET

OUTSOURCING EXIT INTERVIEWS & EMPLOYEE ENGAGEMENT RESEARCH

The following sheet contains all of the information you need to have an informed conversation with your leadership teams about adding outsourced employee engagement research into your operating budget.

Consider how much you're losing year over year in employee turnover, and explain your solutions in numbers as leadership teams can only make decisions based on true data.

## THE CASE FOR OUTSOURCING EXIT INTERVIEWS & EMPLOYEE ENGAGEMENT RESEARCH

Internal employee research is actually costing your company money – because the answers employees are giving you ARE NOT TRUTHFUL.



### AN EXAMPLE OF COST SAVINGS

cost of turnover:

**\$5,000**



*At a minimum, turnover cost is 1/3 annual salary based on a meta-analysis of 21 different companies with employees making \$8/hr. Your employees may make more hourly, which means your turnover cost is actually much higher.*

Imagine getting the true information you need through an objective, third party vendor to save 10 employees:

**\$50,000 in savings**

Our research shows that up to 40% of the answers you get can change between an internal employee interview and one done by a non-biased outside vendor.

With large companies who have thousands employed it is not uncommon to see turnover costs skyrocket to the hundreds of thousands, if not millions of dollars.

Imagine taking the amount your company is losing in turnover costs and reduce it 20% - our research has shown that's the kind of ROI our clients see in just the first year of working with us.

## Outsourcing pays for itself over and over again because:

### It's More Trustworthy

The protection of a third party helps your employee understand there is a place they can really tell the truth and it acts as a security barrier between them and you – the employer.

### It Affords More Time for Implementing Change

An outsourced vendor whose entire job is to manage your research programs, get true data and identify trends gives HR teams back the time they need to do what they do best – manage people.

### It Can Quantify Intent to Stay

Imagine if you were told that 31% of your IT department would leave in the next 9-12 months. If you have the exact reasons why those people may leave, you can act. An outsourced vendor will be able to get information like this and also will be able to understand WHY the IT department is struggling with turnover.

### It's More Targeted

HR departments often speak to an entire company population to get information. While that is an important research component to have – an outsourced vendor can also focus on specific company populations. Is your call center bleeding? Maybe your IT department? Or sales? If you focus on one or a select group of pockets within your organization at a time, you'll have a more targeted approach, yielding better, quicker results.