



CALCULATING DIRECT COSTS OF EMPLOYEE TURNOVER

THE AVERAGE AMERICAN



HOLDS
11.3
JOBS

THROUGHOUT THEIR
WORKING YEARS.

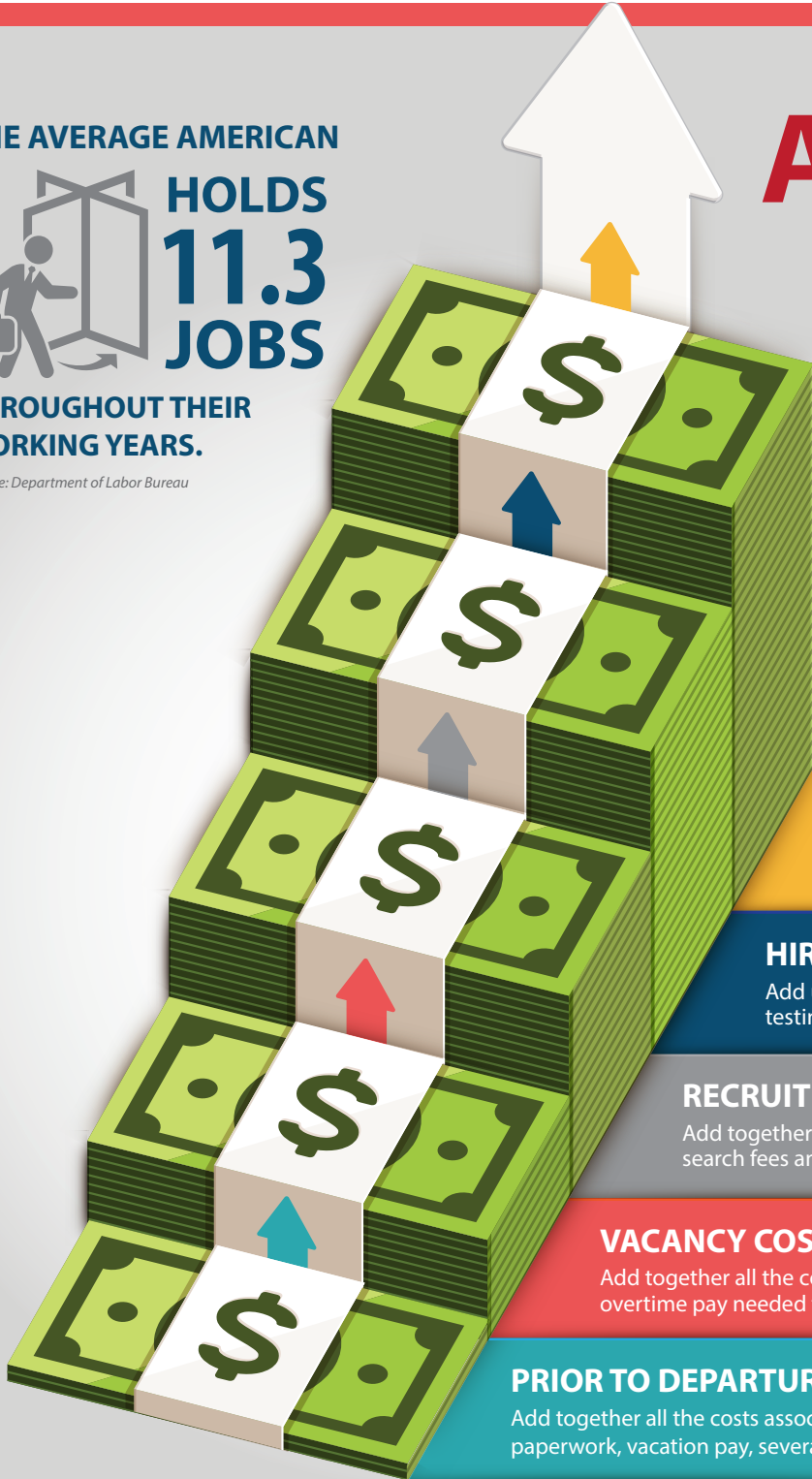
Source: Department of Labor Bureau

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...**

