



CALCULATING DIRECT COSTS OF EMPLOYEE TURNOVER

THE AVERAGE AMERICAN



HOLDS
11.3
JOBS

THROUGHOUT THEIR
WORKING YEARS.

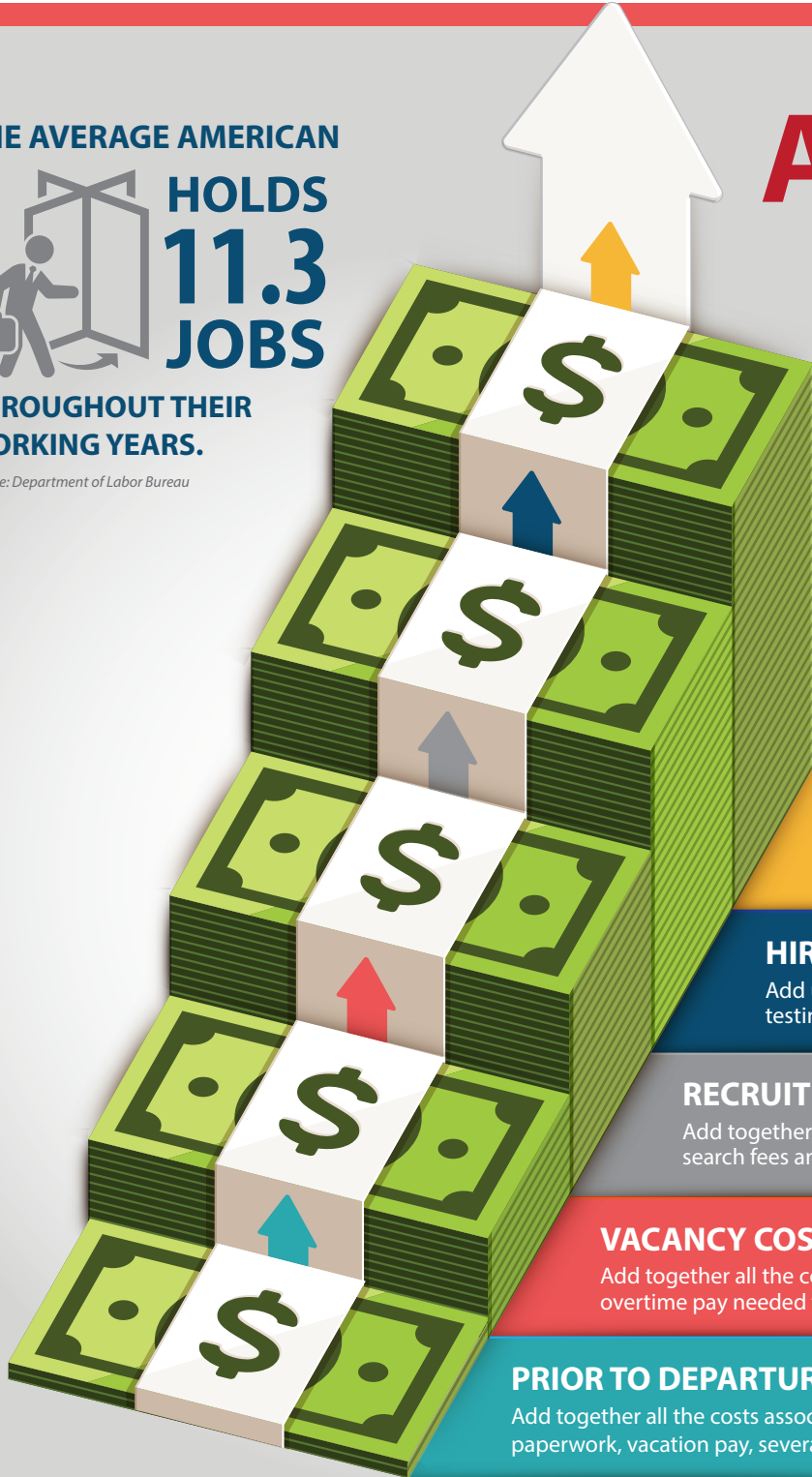
Source: Department of Labor Bureau

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...**

