Client: SAGA COMMUNICATIONS | Grosse Pointe Farms, MI

Case Study: April 2011 | Omnia Client Since: 1990

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Top Talent. Remarkable Results.

Hiring Cost Tool Illustration

Average annual salary	$36,000
Months employed before termination	6
Employee benefits	18%
Salary & Benefits	$21,240
Cost of job posting	$250
Recruiting fee/Referral bonus	$0
Recruiting	$250
External training	$1,000
Internal training	$1,500
Training	$2,500

OVERVIEW:

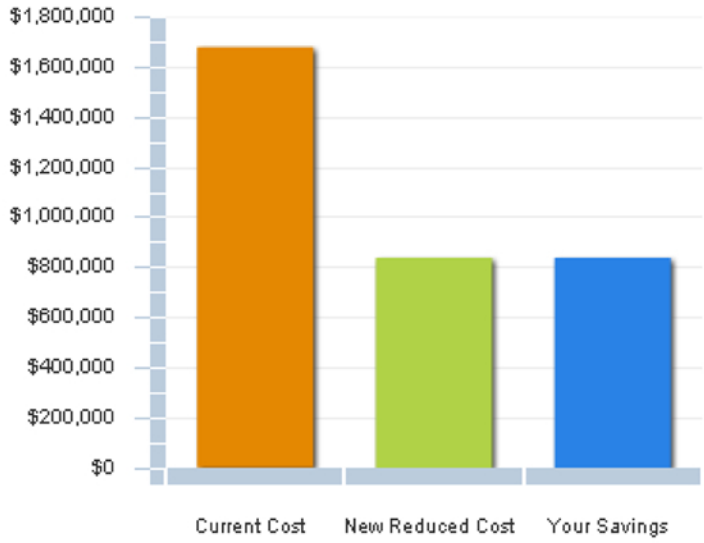
Client reduced yearly turnover rate from 70 to 35 employees!

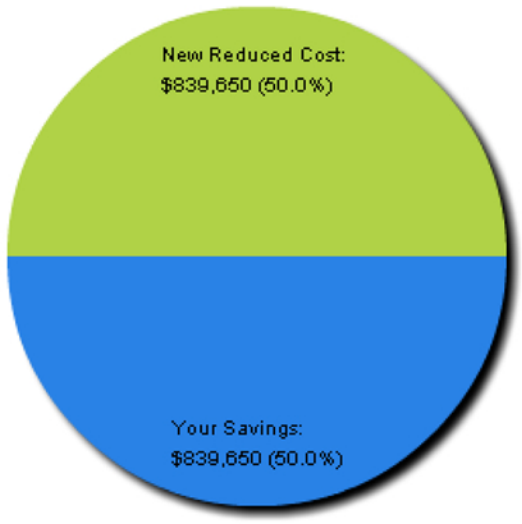
Projected yearly savings of $839,650

The cost of a bad hire extends far beyond salary and benefits. Many other hard costs like training and severance as well as hidden, but often significant, soft costs such as impact on morale, reduced organizational efficiency and lost business are also incurred. Our calculator illustrates the consistent hard costs of a bad hire.

BAD HIRE COST PER EMPLOYEE $23,990

Number of employees in this position	350
Current turnover rate	20%
Reduced turnover rate	10%





The success of a company greatly depends upon the success of its people. Some turnover is inevitable, but can be mitigated by hiring the right person and managing them properly. This quick, easy tool demonstrates both the negative impact of high turnover and the positive effect that improving hiring and retention has on your bottom line.

POTENTIAL SAVINGS $839,650