



# COST OF TURNOVER CALCULATOR

*The cost of turnover includes many hidden costs that add up quickly and create a very expensive problem.*

# COST OF TURNOVER CALCULATOR

Complete this form separately for each type of position.

Position: \_\_\_\_\_ Hourly Rate: \_\_\_\_\_ Times Filled Per Year: \_\_\_\_\_

## PRE-HIRE COSTS

**Direct Labor Costs:** \_\_\_\_\_

Application Processing  
Interview  
Analysis & Selection

**Hiring Costs:** \_\_\_\_\_

Drug Screening  
Background Check  
Agency Fees  
Other (Relocation, etc.)

**Wages During Orientation:** \_\_\_\_\_

Direct Compensation  
Indirect Compensation

**Support Staff Costs (Per Hire):** \_\_\_\_\_

Accounting Time  
HR/Benefits Time

**Lost Productivity (Per Hire):** \_\_\_\_\_

Identify Days to Full Productivity  
Calculate as # \* hrly rate \* 50% \* 8 hrs/day

**Supply Costs (Per Hire):** \_\_\_\_\_

Safety Equipment  
Uniforms  
Other Supplies (Business Cards, Vehicle, etc.)

## OTHER COSTS

**Training Costs (Annual):** \_\_\_\_\_

General Orientation Time  
Specific Job Training Time  
Training Materials  
Calculate \* # Groups Trained/Year

**Overtime Costs (Annual):** \_\_\_\_\_

Due to short staffing

**Recruiting Costs (Annual):** \_\_\_\_\_

Generic or Targeted Ads  
Other (Job Fairs, etc.)

## ANNUAL COST CALCULATIONS

Per Hire Total Costs		_____
	×	_____
Number Hired Per Year		_____
	=	_____
	+	_____
Other Costs (Annual Total)		_____
	=	_____
TOTAL ANNUAL COSTS:		_____

*Note: This is Per Position in Organization.*

Contact us at [solutions@magnetculture.com](mailto:solutions@magnetculture.com).

Visit [WeReduceTurnover.com](http://WeReduceTurnover.com) for more retention resources.