

Employee Turnover Costs

Hourly Rate	Social Security	Fed. Medicare	Health Benefits	Worker's Comp.	Hourly Total	Annual Total	Turnover Cost
4.25	.30	.06	.03	.85	5.49	11,425.70	2,856.43
5.25	.37	.08	.04	1.05	6.79	14,114.10	3,528.53
5.75	.41	.08	.04	1.15	7.43	15,458.30	3,864.58
6.50	.46	.09	.04	1.3	8.40	17,474.60	4,368.65
7.00	.50	.10	.05	1.40	9.05	18,818.80	4,704.70
8.50	.61	.12	.06	1.70	10.99	22,851.40	5,712.85
9.50	.61	.14	.07	1.90	12.28	25,539.00	6,384.95
10.00	.71	.14	.07	2.00	12.93	26,884.00	6,721.00
12.00	.86	.17	.08	2.40	15.51	32,260.80	8,065.20
15.00	1.07	.21	.10	3.00	19.39	40,360.00	10,081.50
18.00	1.23	.26	.12	3.60	23.27	48,391.00	12,097.80
20.00	1.43	.29	.14	4.00	25.85	53,768.00	13,442.00
24.00	1.71	.34	.17	4.81	31.07	64,629.14	16,757.28
25.00	1.78	.36	.17	5.00	32.31	67,210.00	16,802.50

Sources: Saratoga Institute (Jack Fitz-Enz) / Profiles International

This table, broken down by pay level, represents the hard cost of losing an employee during the first 90 days of employment.

The table does not take into account the company's additional loss of revenue resulting from the employee's failure to perform his/her job to peak capacity during that first 90 day period.

Typical reasons for employee turnover during the first 90 days are:

- Lack of core job skills
- Unable to read
- Unable to write
- Unable to perform mathematics functions
- Unable to communicate effectively with co-workers or supervisors
- Unable to follow instructions
- Unable to work with others on a team
- Employee did not understand what would be expected of him/her
- Family problems
- Transportation problems
- Layoff