

"The average cost of taking on a new employee in a position earning less than \$75,000 per year is twenty percent of the salary – or \$13,000. It adds up."

Eric Termuende, "Rethink Work" 2016

Calculate Your Costs of Hiring

Creating the Posting

of managers to consult:

Hourly wage of managers + HR professional(s):

Advertising the Position

of ads purchased:

Price per ad:

Screening Candidates

Total hours collecting documents and creating short-list

Hourly wage of employee screening and short-listing candidates

Costs of Interviewing

Total hours interviewing (include all candidates):

Total combined hourly wages of interviewers:

(example: if 6 interviewers at \$50/hr = \$300.00)

Costs of Training

Total combined hours of training including new employee's:

Total combined hourly wages including new employee's:

ESTIMATED COSTS OF HIRING:

"If you estimate...that the cost of finding, hiring, and training each new employee is 1.5 times his salary..."

Marcus Buckingham & Curt Coffman, "First Break All The Rules" 1999.