

CALCULATING THE TRUE COST OF EMPLOYEE TURNOVER

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Employers of all sizes are being held liable for negligent hiring and negligent retention if they fail to check an employee's background when they should have. Work place violence and other "acting out" behaviors that have occurred before are likely to occur again if the circumstances are right. Background screening is now a vital component of the hiring procedure that is fast, legal, prudent and cost-effective.

Any time an employee is holding a job that involves public contact, working in people's homes, driving, handling money, caring for children of the infirm, or has a high level of responsibility a background check should be mandatory.

As an employer, you are making a major investment in each new hire well before that employee can return your investment. While a good choice provides the company with a useful and productive employee, a bad choice could force the manager to face the high costs of employee turnover.

Doesn't it make good common sense to hire the very best person that you can, the first time? Employer turnover is costly, with numerous hidden costs:

- Lost productivity while the position is vacant
- The actual recruiting cost; advertising and/or agency fees
- Managing the submission of resumes and applications
- Interviewing costs; time spent contacting candidates, arranging interviews, preparing for each interview and conducting the interview
- Evaluation costs; time spent objectively evaluating each candidate and making a selection
- The cost of making the job offer; time spent negotiating with prime candidates
- Training costs; ramp-up time for efficiency as the new employee learns the job
- Morale costs; the employee revolving door syndrome of high turnover lowers morale

Put a pencil to each of the above points to see what hiring really costs. Hiring the wrong person just once will be greater than the cost of Background Screening and Drug Testing for many people! It makes no sense at all to hire unqualified or otherwise unworthy people.

Check First. Get the Facts. Then Hire.