

INCREASE RETENTION, IMPROVE THE BOTTOM LINE

For businesses to succeed in today's competitive economy, retaining the best employees is critical. Turnover doesn't just affect company morale; it results in tangible and quantifiable costs that impact the bottom line.

The real cost of losing an employee is one of the most important numbers to an HR Manager, but also one of the hardest to estimate. Depending on the source, turnover costs can range from 50% of an hourly worker's wage to over 200% of an executive's salary. So what does it really cost to replace an employee?

Direct costs:

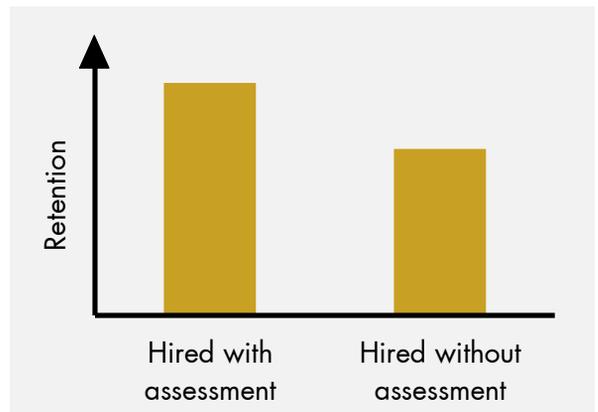
- Conducting an exit interview
- Separation processing
- Writing a job description
- Recruitment and sourcing (i.e. agency)
- Conducting interviews
- On-boarding and training

Indirect Costs:

- Lost productivity during vacancy of role
- Lost productivity of co-workers/management during new hire training and orientation
- Increase in operating errors or decrease in customer satisfaction
- Loss of institutional knowledge

By measuring and calculating these costs, it's easy to see how expensive turnover can become. Fortunately, there are many strategies that can help boost employee retention, including employee training programs, competitive pay, attractive benefits, flexible working environment, and other bonuses and incentives. One strategy that is effective yet often overlooked is simply selecting the right people for the job in the first place.

Self Management Group provides science as a service with our suite of validated talent measurement tools; our proprietary assessments allow companies to measure a candidate's character traits, attitudes, effort, and experience. Together, we help organizations identify and retain their best talent.



In addition to proven lifts to performance and employee-generated revenue (the top-line), Self Management's Group selection assessments have been shown to substantially reduce turnover in a variety of industries/roles, improving the bottom-line.

Industry	Assessed	Not assessed
Pharmaceutical	88%	63%
Banking	85%	78%
Telecommunications	78%	62%
Retail	70%	52%
Contact Centre BPO	69%	16%

Self Management Group works with companies to measure and quantify their talent and allow them to select, develop and retain top performers. For more than 35 years, Self Management Group has been an industry leader in talent measurement and has helped thousands of clients around the world achieve return on their HR investment.

Please visit www.self-mgmt.com or call us at 416 746 0444 to learn more about our service.