

The Cost of Employee Turnover

provided by [Joe Grimm](#)

You can do the math at your own shop and uncover some of the costs.

These are the visible costs of turnover:

- * moving the new employee
- * house-hunting trip for same
- * airfare, hotel and expenses for all interviewees, whether successful or not
- * the cost of time for staffers to interview.
- * The cost of overtime while the position stays open
- * amount of time spent in orientation by that new hire

Hidden costs

- * Does the departure of one employee lead to the departure of others who are overworked or who miss the person?
- * What is the cost to your readership if you lose an experienced, locally familiar person for one who writes or edits with less familiarity?
- * Are there additional, competitive costs if this person goes to someone in your market and takes readers/customers?

A rate of 2x the person's annual salary was cited, but I think that is lower than the actual rate for technical or managerial positions.