

COST OF MAKING THE WRONG HIRE

COMPLIMENTS OF
SPlOfChicago.com

	A	B	C	D
1	The most major components of making a wrong hire boil down to time and money.			
2	Below, we have provided a working spreadsheet which you can use internally to navigate your situation based on department and or specific position.			
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6	Item	Monthly Cost	Times (x) Months Worked	Total Costs
7	Salary			#VALUE!
8	Bonus			#VALUE!
9	Commission			#VALUE!
10	Advertising Cost	\$ -	0	#REF!
11	Job Boards		0	\$ -
12	Print	\$ -	0	\$ -
13	Employee Referral Fees	\$ -	0	\$ -
14	Relocation	\$ -	0	\$ -
15	Sign-On Bonus	\$ -	0	\$ -
16	Health Insurance	\$ -	0	\$ -
17	Employer Paid Taxes	\$ -	0	\$ -
18	401k	\$ -	0	\$ -
19	Cost Of Writing The Job Description	\$ -	0	\$ -
20	Career Fairs	\$ -	0	\$ -
21	Trade Shows	\$ -	0	\$ -
22	Reference Checking	\$ -	0	\$ -
23	Education Verification	\$ -	0	\$ -
24	Criminal Checking	\$ -	0	\$ -
25	Drug Testing	\$ -	0	\$ -
26	Aptitude Testing	\$ -	0	\$ -
27	Entertainment	\$ -	0	\$ -
28	Office Equipment	\$ -	0	\$ -
29	Time To Review Resumes	\$ -	0	\$ -
30	Time To Interview Unqualified Candidates	\$ -	0	\$ -
31	Travel	\$ -	0	\$ -
32	Cost Of Lost Sales	\$ -	0	\$ -
33	Company Reputation	\$ -	0	\$ -
34	Cost Of Leads	\$ -	0	\$ -
35	Management's Time	\$ -	0	\$ -
36	Brochures And Training Support Materials	\$ -	0	\$ -
37	Automotive Benefits	\$ -	0	\$ -
38	Gas	\$ -	0	\$ -
39	Auto Insurance	\$ -	0	\$ -
40	Oils/Tires/Maintanance	\$ -	0	\$ -
41	Interview Time	\$ -	0	\$ -
42	Training Time	\$ -	0	\$ -
43	Communication Expense	\$ -	0	\$ -
44	Cell	\$ -	0	\$ -
45	Email/Mail	\$ -	0	\$ -
46	Fax	\$ -	0	\$ -
47	Salary For	\$ -	0	\$ -
48	Human Resources/Internal Recruiter	\$ -	0	\$ -
49	Hiring Manager	\$ -	0	\$ -
50	Unemployment Compensation	\$ -	0	\$ -
51	Severance Pay	\$ -	0	\$ -
52	Legal	\$ -	0	\$ -
53	Employee Morale	\$ -	0	\$ -
54	Overtime Paid While Position Is Not Filled	\$ -	0	\$ -
55	Total Cost of a Wrong Hire	\$ -	0	#VALUE!
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57	Business Impacts of the Wrong Rear Ends in a Postion:			
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75	Increased Management Time and Effort From the Wrong Rear Ends in a Postion:			
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85	The Hiring Manager's Image Is Impacted			
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