

# Cost of a Bad Hire Calculator

*Let's start with the basics:*

Title of position:

Is this position **hourly** or **salaried**? Fill out the answer to **only one** of two the questions below, accordingly:

If **HOURLY**, what is the rate for this role? \$ /hour

If **SALARIED**, what is the annual salary? \$

What is the hourly rate of the person responsible for training this hire? \$

What is the annual salary of the hiring manager, or the person responsible for hiring? \$

What is the annual salary of the supervisor for this role? \$

## Selection Costs

When hiring for this role, how much do you spend to post job ads (cost of Indeed, Monster, etc.)? \$

How many total hours are spent on candidate screening for this role (phone screen, application review, etc.)?

How many total hours (# of interviewers x hours) are spent interviewing in-person candidates for this role?

How many hours would be spent conducting reference checks?

What is your cost for background checks and/or drug testing? \$

Additional selection costs? \$

## Training Costs

How many hours does this new hire spend training?

How many hours does a trainer spend training or supervising the new hire during this time frame?

How much money would be spent on training, licensing, or courses for the new hire? \$

Additional training costs? \$

## Poor Performance Costs

How many a cbhg does this hire continue to work for until leaving your company?

Total manager/supervisor hours spent resolving performance-related problems:



**Cost of a Bad Hire: \$**