

# **Employee Retention Calculator: Unlock the Hidden Cost of Turnover**

Calculate the Cost of Turnover and Discover How L&D Can Save You  
Money

## Overview:

Employee turnover is more than just an HR headache—it’s a costly issue that impacts productivity, morale, and your bottom line. Yet, many organizations underestimate how much they’re losing by failing to retain skilled employees.

This **Employee Retention Calculator** is designed to help HR professionals, business leaders, and decision-makers uncover the financial impact of employee turnover and identify actionable solutions through Learning and Development (L&D) investments.

By equipping yourself with this tool, you can build a compelling business case for prioritizing employee growth, reducing attrition, and driving sustainable success.

## What You'll Get:

### 1. Interactive Calculator Tool (Excel File or Online Web Tool):

- Input key metrics like role type, average salaries, and turnover rates.
- Automatically calculates the financial impact of losing employees, including recruitment costs, onboarding, and lost productivity.
- Customizable inputs allow you to tailor the results to your specific industry and company needs.

### 2. Comprehensive User Guide (PDF):

- A step-by-step guide to help you navigate the calculator effortlessly.
- Tips on understanding the results and using them to shape your HR and L&D strategies.
- Industry benchmarks for average turnover costs across sectors to compare your organization's performance.

### 3. Bonus Insights:

- Research-backed strategies to reduce employee attrition through targeted training and development programs.
- Case studies from top-performing organizations that have successfully improved retention rates through L&D.
- A roadmap to align learning initiatives with business objectives to maximize their impact.

## How It Works:

- **Step 1:** Enter foundational details like your workforce size, average annual salaries, and current turnover rates.
- **Step 2:** Break down costs into categories (e.g., recruitment fees, training new hires, productivity loss).
- **Step 3:** Receive a detailed report, including:
  - The annual cost of employee turnover for your organization.
  - Scenarios showing potential cost savings with improved retention rates through L&D initiatives (e.g., a 10%, 20%, or 30% reduction in turnover).

## Why Download This Tool?

- **Quantify the Problem:** Turn abstract employee turnover issues into real financial figures that resonate with decision-makers.
- **Build a Data-Driven Business Case:** Use the insights to advocate for increased investment in employee development programs.
- **Identify Solutions:** Pinpoint exactly where your organization can save money by improving retention through tailored L&D efforts.
- **Stay Competitive:** Equip yourself with actionable data to attract, develop, and retain top talent in a competitive job market.

## Who Should Use This Tool?

- HR Managers looking to highlight the importance of retention strategies.
- Business Leaders aiming to understand the financial impact of employee turnover.
- L&D Specialists building a case for increased investment in training programs.
- Small-to-Medium Enterprises (SMEs) exploring cost-effective ways to retain their workforce.

## Additional Benefits:

This calculator doesn't just reveal the financial impact of turnover; it also serves as a roadmap to future-proof your workforce by aligning employee development with organizational goals. You'll gain actionable insights into how L&D can become a cornerstone of your HR strategy, helping you retain talent, boost morale, and drive innovation.

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- Build strong domain expertise in L&D
- Create competency-based learning roadmaps to drive business outcomes
- Master an effective approach to program design and development

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