**Burnout Cost Calculator - User Guide**

**Introduction**

The Enhanced Burnout Cost Calculator provides organizations a detailed and comprehensive view of burnout-related costs. It calculates direct, indirect, and opportunity costs, enabling informed decision-making to mitigate burnout.

**Workbook Structure**

The workbook contains one worksheet:

* **Burnout Cost Calculator**: Primary sheet for data entry and results.

**Input Fields Explanation**

Enter the following information into the provided fields:

1. **Number of Employees**: Total employees in your organization.
2. **Turnover Rate Due to Burnout (%)**: Percentage of turnover attributed directly to burnout.
3. **Average Salary per Employee ($)**: Average annual salary across all employees.
4. **Replacement Cost Factor (as % of Salary)**: Cost to recruit, onboard, and train replacements as a percentage of salary.
5. **Productivity Loss Due to Burnout (%)**: Estimated productivity decline due to burnout.
6. **Additional Sick Days per Burnt-out Employee**: Average extra sick leave taken by employees experiencing burnout.
7. **Average Mental Health Claim per Employee ($)**: Typical cost per employee for mental health-related claims.
8. **Manager Time Lost to Burnout Issues (hrs/month)**: Total hours managers spend monthly addressing burnout issues.
9. **Average Manager Hourly Rate ($)**: Average hourly compensation for managers.
10. **Opportunity Cost (Missed Revenue or Projects $)**: Estimated value of lost opportunities due to employee burnout.
11. **Presenteeism Cost Factor (as % of Salary)**: The cost percentage of reduced productivity when employees are present but underperforming.
12. **Burnout Reduction Target (%)**: Desired percentage reduction in burnout-related costs through interventions.

**Calculated Results Explanation**

The following results are automatically computed as you enter your data:

* **Turnover Cost ($)**: Direct costs associated with employee turnover.
* **Productivity Loss Cost Due to Burnout ($)**: Estimated value of lost productivity.
* **Sick Leave Cost ($)**: Cost of additional sick leave.
* **Mental Health Claim Cost ($)**: Total cost from mental health claims.
* **Manager Time Cost ($)**: Cost of managerial time spent on burnout-related issues.
* **Presenteeism Cost ($)**: Cost due to reduced productivity from presenteeism.
* **Opportunity Cost ($)**: Total financial impact from missed opportunities.
* **Total Burnout Cost ($)**: Aggregate financial impact of burnout.
* **Projected Savings if Burnout Reduced ($)**: Potential financial savings achievable by reducing burnout by your target percentage.
* **Cost per Employee ($)**: Burnout cost per individual employee.
* **% Payroll Lost to Burnout**: Percentage of total payroll affected by burnout.

**Using the Workbook**

1. Open the workbook and navigate to the "Burnout Cost Calculator" tab.
2. Enter your organization's data into each input field clearly labeled under "Burnout Cost Factors."
3. As data is entered, the results under "Calculated Costs" will automatically update to reflect real-time calculations.
4. Use these results to assess burnout's financial impact and strategize mitigation efforts.

**Recommendations for Best Results**

* Update your inputs regularly to reflect changes within your organization.
* Utilize the results to facilitate discussions around workplace wellbeing initiatives.
* Consider scenario planning using different burnout reduction targets to inform strategic decisions.