

TRIm Instruction Manual

The Turnover Reduction Impact (TRIm) Calculator determines the financial impact of employee turnover reduction at your company.

USER INPUTS

1. Begin by selecting the desired reduction in employee turnover (cell D10).
 - a. You are given the option of a range between a 5% increase and a 25% decrease in average turnover employee turnover.
2. You can then select the location where your choices are:
 - a. "All", which represents an aggregate of all locations in your company.
 - b. Country specific locations.
 - c. Any of the top 13 locations within your company, including "rest," which aggregates across all locations not included in the top 13.
3. You can also input values for "assumed productivity" by employee tenure (cell J10-O10).
 - a. Assumed productivity is a relative value that estimates employee productivity by their tenure level. This scale ranges from 0 (completely unproductive) to 100 (maximum productivity).
 - b. Estimate the assumed productivity of employees who fall within each tenure category. For example, the number for "less than 31 days" of tenure is the estimate productivity of employees with less than 1 month of tenure relative to employees with 1 or more years of company tenure. So a value of 15 would mean that these new hires are only 15% as productive as their more tenured counterparts on average.

OUTPUTS

1. "Current Individual Turnover" is the 365-day individual employee turnover rate in the location you have specified.
2. "Implied Individual Turnover" is the 365-day individual employee turnover rate in the location based on the turnover reduction percentage you have specified.
3. "Top-Line Gain" is the revenue gain due to the associated reduction in employee turnover.
4. "Cost Savings" is the savings in hiring and training costs due to a reduction in employee turnover.
5. "Bottom Line Impact" is the sum of Top-Line Gains and Cost Savings, and represents the total financial impact due to the specified reduction in employee turnover.
6. "New Hire Reduction" is the reduction of new hires needed to fill the "same" number of seats in your company as before. This is displayed as both a percentage and headcount reduction.
7. The bar graph below illustrates two values: "Current New Hires" and "Implied New Hires," where "Current New Hires" is the annual headcount of new hires based based on your company's current individual turnover, and "Implied New Hires" is the estimated headcount of new hires based due to the specified reduction in employee turnover.
8. Line graph on the right displays a high level view of the "Bottom-Line Impact" associated with a range of percentage reductions in individual turnover.