

Top 10 Hidden Employment Costs

by Jonathan Corners

1. 2000% increase in employment litigation, since 1995. (U.S. Small Business Administration)
2. The median cost of HR administration for companies with less than 250 employees is \$1,469 per employee, per year. (U.S. Small Business Administration)
3. There are 7,000 federal code sections, comprising more than 40,000 pages of federal employment regulations plus thousands more pages of state and local regulations. (U.S. Small Business Administration)
4. 60% to 80% of an employer's time is spent on non-productive administration--resulting in neglected strategic opportunities and lost profits. (Forrester Research, Inc., as reported in ProEmp Journal)
5. 150,000 lawsuits related to the workplace are currently pending against U.S. businesses.
6. Annual turnover costs \$6,926 to \$34,100 per employee for a typical service industry employer. (Sibson & Co., unit of Nextera Enterprises Consultants)
7. Since 1996, NLRB, EEOC and the Federal Civil Rights Division has been granted unprecedented regulatory powers to conduct labor audits and investigations. (Wall Street Journal)
8. Employees prevail in 60% to 70% of cases that go to trial or hearings. (Kiplinger Letter)
9. The Average amount of damages awarded to workers who sue their employers is \$650,000 (Louisville Courier-Journal. in addition to average litigation costs of \$75,000 per suit.
10. Lost organizational productivity due to absenteeism. People count on each other and productivity suffers when needed personnel are absent for any reason.

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ABOUT US

We are an offshore Knowledge Process Outsourcing company doing business in the US, Australia, and the Philippines.

We are committed to significant cost with measurable increased service levels for clients.



*The company name, location, and other identifying details have been changed however the conclusions and issues faced are real.

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