



PT WORK Force

The Cost Savings of Retaining

It costs both time and money to hire a new employee. According to the Society for Human Resource Management (SHRM), [2016 Human Capital Benchmarking Report](#) the average cost per hire is \$4,129 and it takes around 42 days to fill a position.

Keeping your new employee engaged and on board starts with their experience on the first day of their new job. First impressions are very powerful and so is the employee's relationship with their manager. Start your new employee off with:

- A fully equipped and welcoming work space
- A scheduled lunch with someone from their department
- An assigned mentor or buddy to help them learn the ropes

There are more tips on what not to do in a [recent article in *the balance*](#) by Susan M. Heathfield.

Action Step:

Review your practices for a new hire's first day on the job.
Create a great first impression of their new workplace.

