

Why great HR is no accident. In fact it's something you can't afford to do without.

Effective HR can save **and** make organizations money. Discover how budgeting for HR up front can generate big returns for your business.



How effective HR programs can save you money



It Helps You Avoid Costly Mistakes

Our HR On-Demand Advisors can help you save thousands of dollars in common HR costs and penalties:

\$50,000

Potential cost of a single bad hire due to lost productivity, rehiring, onboarding, and training expenses.

\$10,000

Potential penalty for wage & hour violation under the Fair Labor Standards Act.*

\$7,000

Potential fine for each Occupational Safety and Health Act (OSHA) violation.*

\$1 invested in HR saves **\$10** in long-term investigation and litigation costs

* Source: US DOL

How effective HR programs can *make* you money

A key function of successful HR programs is to help employees become and stay engaged and productive. But what does that look like when it comes to a company's bottom line?

Researchers at Cornell University studied several hundred companies that invested in key HR practices. The results showed significant financial impacts:



Research shows that investing in HR can result in a host of other benefits as well, including:*

- ✓ Greater customer retention
- ✓ Higher productivity
- ✓ More operating income
- ✓ Increase in referrals
- ✓ Less employee absenteeism
- ✓ Fewer safety incidents

* Cornell University, Watson Wyatt, Entrepreneur.com, St. Cloud University, Gallup



Discover all the ways our "Culture-First" HR services can benefit your business. Let's get started!

CONTACT US

Visionova HR Consulting

mjones@visionovahr.com

510-243-5254

<http://visionovahr.com>