



**PROVIDING YOUR BUSINESS with flexible, convenient and affordable HR solutions.**

## The Risk of Not Having HR In Charge of HR (Even For Small Businesses)

There are many important reasons for hiring or outsourcing an HR professional to take charge of your company's 'people' issues. Some particularly scary (and eye opening) statistics include:

53% of all job applications contain inaccurate information, and 34% of all application forms contain outright lies about experience, education, and ability to perform essential functions on the job.

Employers have lost more than 79% of negligent hiring cases.

According to the Allied Workforce Mobility Survey (2012), companies lose 25% of all new employees within one year.

A study on onboarding, "Getting On Board: A Model for Integrating and Engaging New Employees" found that 90% of employees decide whether they will stay at an organization within the first 6 months on the job. The study found that onboarding employees during their first year of employment increased retention rates by 25 percent.

30%-40% of supervisors' and managers' daily activities are devoted to dealing with conflicts in the workplace

A complaint that escalates to a lawsuit can cost \$50 000 to \$100 000 and take three to five years to settle.

"Presenteeism" is when employees with the intent to resign do not leave the organization. These employees generally have lower commitment, be more



dissatisfied with their jobs, reduce morale in the area in which they work and do not complete their share of the work (which causes workload problems for others in their department).

The rate of "presenteeism" is estimated to be as much as three times higher than absenteeism.

Job stress is a key factor in health care costs. According to the Journal of Occupational Environmental Medicine, "health care expenditures are nearly 50% greater for workers reporting high levels of stress."

About one-third of workers report high levels of stress. This can create a burden for employers in health care costs, periods of disability, absenteeism, job turnover and poor productivity.

**Peak Performance Human Resources** can provide your business with the guidance and expertise to help avoid liability, minimize risk and unnecessary costs. This will also be an investment in your most valuable asset – your people. Impact your bottom line through increased employee engagement and productivity, improved morale, better hiring decisions leading to higher retention.

Call us today for a complimentary consultation at 416.822.3471 or visit our website for more information at [www.peakperformancehr.ca](http://www.peakperformancehr.ca)