

Estimate the Annual Cost of Divorce in Your Workplace

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Use this worksheet to begin quantifying the real cost of each divorcing employee in your organization. While it is often difficult to be precise about the hours lost in each category, estimating the impact over several employees increases the validity of the calculation process and increases the reliability of the cumulative financial impact of divorce in your organization.

| CASE STUDY EXAMPLE | Sample | | Your Company | |
|---|-------------|-----------|--------------|-----|
| Employee classification/job description? | Line worker | | | |
| Employee's par rate/salary calculated on an hourly basis (full time = 2,080 hours year) | \$ | 8.00 /hr | \$ | /hr |
| Peer/office staff pay rate/salary calculated on an hourly basis | \$ | 10.00 /hr | \$ | /hr |
| Employee's supervisor pay rate/salary calculated on an hourly basis | \$ | 20.00 /hr | \$ | /hr |

| PRE-Divorce Costs (13 Week Period) | # of Hours | Hourly Rate | Total Cost | # of Hours | Hourly Rate | Total Cost |
|---|------------|-------------|------------|------------|-------------|------------|
| Lost productivity (10 hr/wk) of divorcing employee - Divorcing employee performance at 50 – 70% - Time spent dealing with financial, psychological issues | 130 | \$8.00 | \$1,040 | | | |
| Lost productivity of (3 hr/wk) peer/office staff - Time spent gossiping and/or covering for distressed employee - Increased/redistributed workload for employee(s) | 39 | \$10.00 | \$390 | | | |
| Lost productivity (1 hr/wk) of supervisor - Time spent dealing directly/indirectly with issues of employee's performance | 13 | \$20.00 | \$260 | | | |

| DURING-Divorce Costs (13 Week Period) | # of Hours | Hourly Rate | Total Cost | # of Hours | Hourly Rate | Total Cost |
|---|------------|-------------|------------|------------|-------------|------------|
| Lost productivity(10 hr/wk) of divorcing employee - Divorcing employee performance at 50 – 70% - Time spent dealing with legal, financial, psychological issues | 130 | \$8.00 | \$1,040 | | | |
| Lost productivity (3 hr/wk) of peer/office staff - Intermittent gossiping and/or covering for distressed employee - Increased/redistributed workload for employee(s) | 39 | \$10.00 | \$390 | | | |
| Lost productivity (1 hr/wk) of supervisor - Time spent dealing directly/indirectly with issues of employee's performance | 13 | \$20.00 | \$260 | | | |

| POST-Divorce Costs (13 Week Period) | # of Hours | Hourly Rate | Total Cost | # of Hours | Hourly Rate | Total Cost |
|--|------------|-------------|------------|------------|-------------|------------|
| Lost productivity (2.5 hr/wk) of divorcing employee - Divorcing employee performance begins to return to normal | 32.5 | \$8.00 | \$260 | | | |
| Lost productivity (0.5 hr/wk) of peer/office staff - Increased/redistributed workload for employee(s) | 6.5 | \$10.00 | \$65 | | | |
| Lost productivity (.25 hr/wk) of supervisor - Time spent dealing directly/indirectly with issues of employee's performance | 3.25 | \$20.00 | \$65 | | | |

| | | |
|---|-----------------|--|
| Total cost of divorce per employee | \$3,770 | |
| Approximate number divorcing each year | 10 | |
| Total Cost of Divorcing to Your Organization | \$37,700 | |