

Are you getting your top choice candidates to accept?

Consider this:

- ▶ **90%** of relocation refusals are due to family or personal concerns. Of that number, 52% of assignment refusals are due to spouse / partner career concerns.*
- ▶ **70%** of relocation failures are due to lack of family adjustment.*

What are you doing to help individuals and families adjust on a long-term basis?

Risk Analysis:

- ▶ Focus groups performed by IMPACT Group suggest that employees spend a **minimum of one hour each day for the first six months** following the move addressing personal issues.
- ▶ Distracted or depressed employees do not perform at optimal levels.

A Self-Fulfilling Prophecy?

The relatively low proportion of single and female assignees raises a serious question about policy design: **Are we still designing policies to reflect the needs of the majority (male, mid-career, married) at the expense of other demographics?** Moreover, has spouse support been historically designed for female spouses, a fact that may perpetuate a bias against married female assignees? **Clearly, the dual-career issue has yet to be solved.**

(An excerpt from Emerging Trends in Global Mobility, 2007)

Quantifying Productivity Losses

Employee Salary	\$ 150,000
Estimated Productivity Loss	\$ 9,375
Opportunity Costs	Unquantifiable

Cost Of A Failed Relocation:

Minimum \$1 Million International
Minimum \$200,000 Domestic

VS

Policy Provision for Employee, Spouse / Partner and Family Support:

\$3,000 - \$6,000 International
\$ 700 - \$2,600 Domestic

Data shows that providing support to the employee, spouse / partner and family is critical to relocation success. However, current statistics show that this policy provision is one of the smallest allocations provided, if provided at all. The cost / benefit analysis demonstrates that if proper relocation support is provided, you will see less variance in employee productivity due to personal relocation issues. Furthermore, providing support to employee / spouse / family by easing their transition will in turn foster long-term employee retention.

*Emerging Trends in Global Mobility, 2008

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