



BENEFITS OF INVESTING IN HR

commonly asked HR questions

Why great HR is 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 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

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 HR services can benefit your business. Let's get started!

CONTACT ME

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www.HRGirlfriends.com



WE'VE GOT YOUR HR QUESTIONS COVERED

commonly asked HR questions

When you have HR questions, turn to our expert HR Advisors.

HR can be hard when you go it alone. Now you don't have to. Our team of seasoned HR Advisors will give you clear, actionable HR answers when you need them. It's valuable HR protection for your business and peace of mind for you.

Some common questions we help answer

We received a complaint about harassment. How should we respond?

Can the same person be both an employee and an independent contractor?

Do you recommend reducing hours as a disciplinary measure?

What do you advise regarding screening social media accounts during the hiring process?

We have good reason to suspect an employee has been stealing from the register. What should we do?

How do I keep an employee at-will but require them to give notice before leaving?

Can we ask an applicant why they are leaving their current job?

Should we ban romantic relationships in the workplace?

My employee is not showing up to work on time and I want to fire him. What do I need to do?

My employee was summoned for jury duty? Do I need to pay him for that time?

Our areas of HR expertise

- ✓ Benefits
- ✓ Compliance
- ✓ Compensation
- ✓ Culture
- ✓ Discrimination
- ✓ Diversity
- ✓ Employee Relations
- ✓ Engagement
- ✓ Employment Laws
- ✓ Workplace Policies
- ✓ Harassment
- ✓ Health Care
- ✓ Hiring
- ✓ HR Administration
- ✓ HR Strategic Planning
- ✓ Immigration
- ✓ Leadership
- ✓ Leaves
- ✓ Onboarding
- ✓ Performance Management
- ✓ Retention
- ✓ Terminations
- ✓ Training
- ✓ Total Rewards
- ✓ Wage & Hour
- ✓ Workforce Management

"Monica was very helpful and took the time to answer all of my questions. She explained things very clearly in a way that made it easy for me to understand."

– Martha / Construction Company /
Placentia, CA



**Would you like a team of expert HR advisors by your side?
Let's get started!**

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