

Return on Your People Investment (ROPI[®]) Calculator

Instructions: Compute the Return on Your People Investment (ROPI[®]) for the organization as a whole or for an individual division/department using the definitions below.

Organization/Department

Completed by

Date

Definitions: (numbers can be for a month/quarter/year)

\$\$ Investment in people – total compensation \$\$ spent on people in the organization over a given period, including all salaries and benefits.

Total output – number of products/services produced by those people – their productivity.

Total profit – profit produced from sale of products/services (can be gross profit, operating profit or net profit).

of people retained – team members who are still around from one year to the next (do not include new hires)

Productivity

\$\$ Investment in people

Divided by total output

Cost-per-output

Profitability

Total profit (gross/operating/net)

Minus \$\$ Investment in people

Net available profit

Retention

\$\$ Investment in people

of people retained

Cost retained per person

Turnover

Use *Cost of Turnover Calculator*

Cost of Turnover

From **Maximizing Your ROPI[®]** - - Return on Your People Investment