



ROI Calculator Report

Anyone who has ever managed a comprehensive job description project knows that it's no small task. However, when faced with making the case to leadership to invest in a job description management tool, you might be met with questions.

Our [ROI Calculator](#) was designed to answer those questions and the calculations were made by taking into account the value gained across 3 distinct areas: Efficiency Gains, Labor Litigation Gains and Recruitment/Retention Gains. Below is an explanation of how we arrived at those numbers.

Efficiency Gains

The total value of efficiency gains is based on the average hourly cost of those involved in the job description maintenance process and the time they spend writing new job descriptions and updating existing ones. Job descriptions require more than just HR and Compensation, they also require looping in managers and other subject matter experts, often requiring several iterations. An improvement figure of 50% is applied to both numbers, as this is the average time expenditure improvement realized by JDXpert customers. We're also calculating the value of those hours reclaimed at \$100/hour (revenue/employee), probably half of what it should be.

Labor Litigation Avoidance Gains

Radical candor, using JDXpert will not ensure that you won't run afoul of regulatory bodies; however, job descriptions are a central exhibit in these cases and if yours are not accurate and up-to-date, then they are useless in mounting a defense.

This is a difficult number to estimate. If you don't run into trouble with the DOL, EEOC or state regulators, then this number could be zero. If you do, the cost can be [astronomical](#). So, we took a conservative approach to our calculations and found the average value awarded to plaintiffs in 2019 (we used 2019 because 2020/2021 was

such an odd year with COVID) for [ADA Disability Discrimination](#) cases, [FLSA Wage and Hour](#) lawsuits, and [Federal Equal Pay](#) litigation. We then added in the [average cost to defend an employee lawsuit](#) and multiplied that by a likelihood of 1% (though [this article](#) claims the odds are closer to 12%) to arrive at the total value gained.

Recruitment/Retention (Decrease in Bad Hires) Gains

According to the Bureau of Labor Statistics, [turnover can run over 50%](#) in the current labor market. [Bad hiring decisions can represent up to 80%](#) of that turnover and according to [Robert Half](#), 36% of those are due to poor skills match, which would be mitigated by accurate and up-to-date job descriptions. JDXpert's included competency model and related interview guides are critical to helping hiring managers find the most appropriate hire. To be conservative we're projecting a very conservative 30% reduction in bad hires.

Conclusion

There are even more costs – both hard and soft costs (employee morale for example) – associated with not getting your job descriptions done right. JDXpert also offers even more efficiencies in how HR personnel does their job by:

- Integrating with most HR, ATS, Performance, and Compensation systems out there, eliminating the need to replicate job information in those tools; saving time, effort and reducing the risk of erroneous JD data being used to inform other HR initiatives.
- Reduces the strain of managing a review cycle manually.
- Power tools for administrators including side-by-side editing to view similar jobs or jobs by job family, our new debiasing feature that highlights potentially biased language, historical archives, parent-child, job catalog and more.

So, no matter how you slice it, JDXpert presents some compelling benefits and offers a substantial return on investment. To learn more about JDXpert and how it help you make more informed HR decisions, [browse our website](#) or [request a free, no obligation demo](#).