

U.S. Employees have Spoken!

Managers & Employers Take Note

19*
MILLION

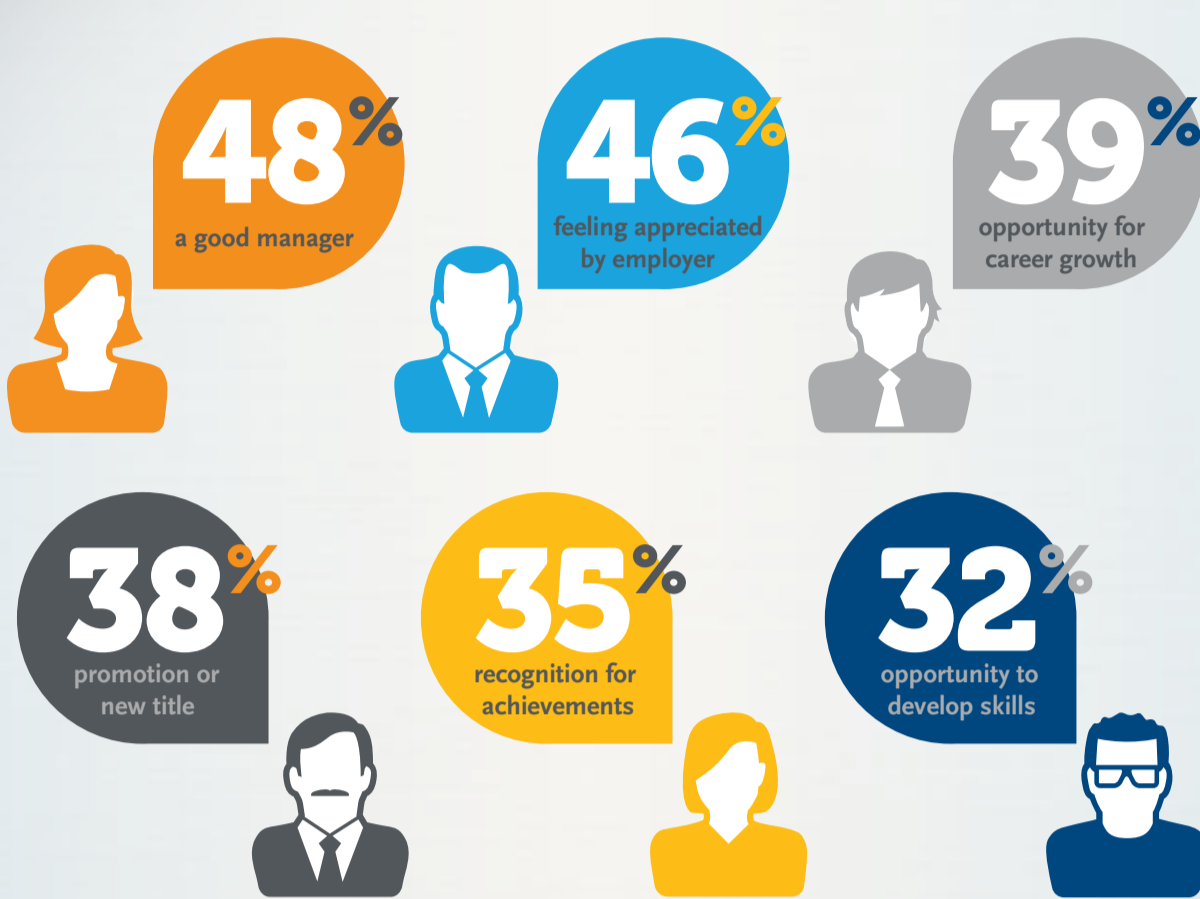
Americans plan to leave their jobs in 2013

which will cost...

\$2
TRILLION

estimated cost for employee churn*

What Motivates Them to Stay?



The Skills Gap

3 out of 10** received training/development to better perform their job

2 out of 10 say reviews help potential through education/training

Performance Feedback Loop



Where's the Alignment?



A Broken Process



Career Path to the Unknown



About the Survey

The Cornerstone OnDemand employee survey was conducted by leading global insights firm Kelton between November 23 and November 26, 2012 among 494 nationally representative employed Americans ages 18 and over, using an email invitation and an online survey.

See the full survey: cornerstoneondemand.com/resources/research/survey-2013

*Sources & Statistics

- Number of employed people in the U.S.: 143,549,000
- Source: bls.gov/news.release/empsit.t01.htm
- 13.3% are planning to leave their jobs in the next year: 19,092,017
- Source: Kelton Research / Cornerstone OnDemand research
- Average wage index for 2011: \$42,979.61
- Source: ssa.gov/oact/cola/awidevelop.html
- Number of firms in the U.S.: 21,351,320
- Source: census.gov/econ/smallbus.html
- Average cost to recruit and train one employee is estimated at 2.5 times an employee's salary = \$107,449.02
- Source: (Deloitte 2009: "Managing Talent in a Turbulent Economy: Clearing the Hurdles to Recovery")
- Overall cost to U.S. businesses: \$2,051,418,516,473.34

**In the past 6 months

Cornerstone

ONDEMAND Empowering People