

# The Hidden Costs of Employee Absences in a Multigenerational Workforce

Managing absences has become increasingly complex and costly. With more generations in the workforce than ever before—and more diverse attitudes to technology—you need to know your workforce and provide a solution that meets their unique expectations.

## Introducing your 2020 workforce



In 2020, **FIVE** generations will be working together!



**HALF** of which will be Generation Y.<sup>1</sup>



Sorry, I can't come in, the ozone flattened my tires



### TRADITIONALISTS

I work hard for a paycheck. The company pays me to be at work, and it is my duty to be there.



### BABY BOOMERS

I work around the clock. Feedback is meaningless without a title or pay increase.



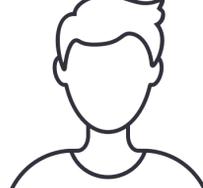
### GEN X

What is this work/life balance that everyone talks about?



### GEN Y

My work must make a difference and support work/life balance.



### GEN Z

My work *must* make a difference and support work/life balance.



Bathroom trouble

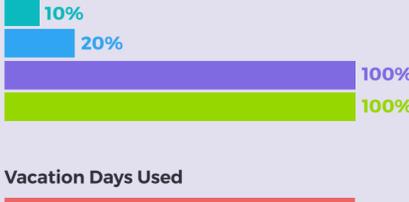
Broke my arm to grab a falling sandwich

## The generations feel differently about time away from work

Traditionalists Baby Boomers Gen X Gen Y Gen Z



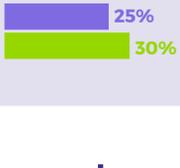
### Sick Days Used



### Vacation Days Used

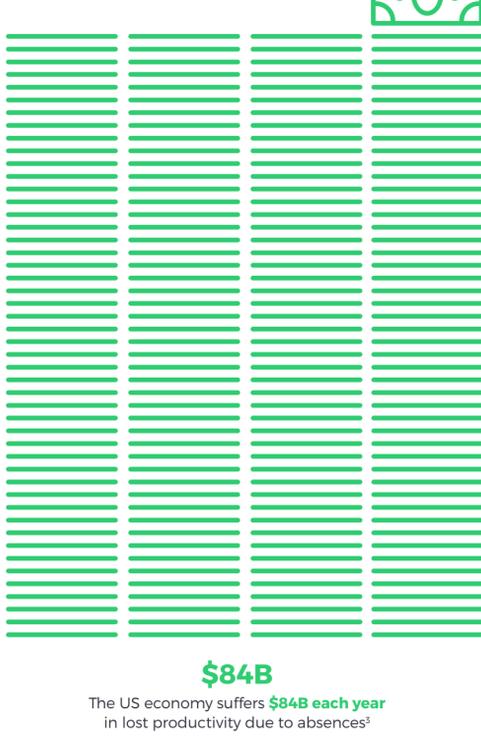


### Unpaid Days Used



My llama is sick

## Mismanaged absences make major financial impact



34%

The direct and indirect costs of absences alone can make up to **34.2%** of payroll expenses.<sup>2</sup>

Plastic surgery needed tweaking

Accidentally ate cat food instead of tuna



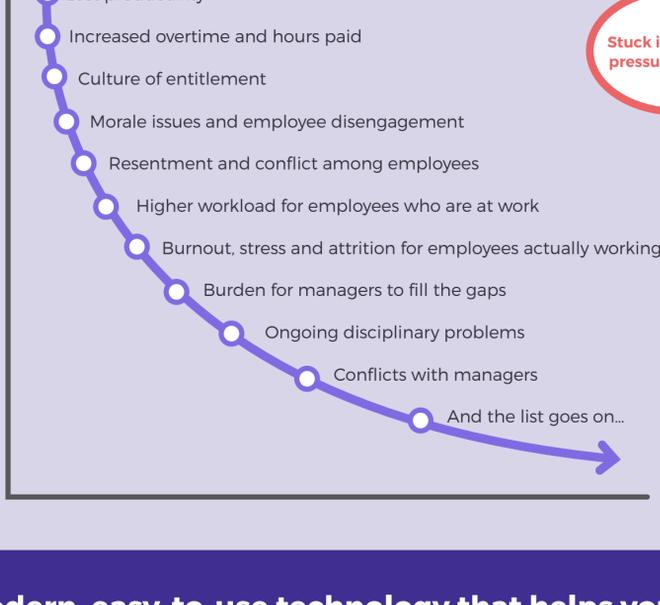
**3%** of the workforce is absent on any given day.<sup>3</sup>

**5%** of gross payroll is the average cost from absenteeism<sup>5</sup>



**75%** of organizations experience time theft (like buddy punching) which accounts for 2.2% of gross payroll.<sup>6</sup>

## Mismanaged absences fuel a downward trend in cost & culture



Stuck in the blood pressure machine

## Modern, easy-to-use technology that helps you bridge the generational gap is the answer<sup>7</sup>



Absence management is becoming key for employee engagement



Organizations experience higher adoption from a user-experience that isn't intimidating for disconnected workers yet appeals to the tech-savvy



A unified solution creates one point-of-entry and record for all workforce, learning, and talent management—making it a simple and connected experience



Managers need accurate and real-time data to fairly enforce policies spanning the various approaches to leveraging time away from work

Asleep

It's time to modernize. Organization-wide, employers need to be able to identify trends, evaluate working conditions, review corrective wellness programs, enforce disciplinary actions, make better staffing decisions, educate managers, and ensure that employees are properly paid.

Experience the impact of SumTotal® Absence Management.

LEARN MORE



<sup>1</sup> [http://learn.skillssoft.com/Website-WP-MillennialLearningMythsandMisconceptions\\_RegistrationPage.html](http://learn.skillssoft.com/Website-WP-MillennialLearningMythsandMisconceptions_RegistrationPage.html)  
<sup>2</sup> <https://www.cdc.gov/workplacehealthpromotion/model/evaluation/productivity.html>  
<sup>3</sup> <https://www.bls.gov/cps/cpsaat47.htm>  
<sup>4</sup> <https://www.forbes.com/sites/investopedia/2013/07/10/the-causes-and-costs-of-absenteeism-in-the-workplace/#2cd3a01a3eb6>  
<sup>5</sup> <http://blog.morneaushepell.com/blog/why-you-need-track-costs-absence>  
<sup>6</sup> <https://www.linkedin.com/pulse/20140625132845-14089540-buddy-punching-how-much-is-it-costing-your-business>  
<sup>7</sup> [https://www.skillssoft.com/Infographic/Skillssoft\\_Infographic\\_2018-Id-trends-workplace-talent-and-learning.pdf](https://www.skillssoft.com/Infographic/Skillssoft_Infographic_2018-Id-trends-workplace-talent-and-learning.pdf)

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