

# SIMPACT™

A Web-based decision support tool to help you improve employee retention



SIMPACT, from RTI International, is a Web-based decision support tool that identifies life needs related to employee turnover and helps you take action to improve employee retention.



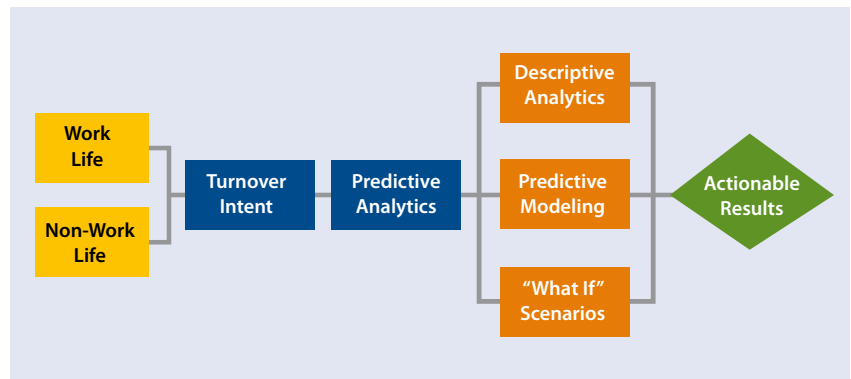
SIMPACT puts emphasis on the whole individual, leveraging both work and non-work life needs, to identify focus areas for retention initiatives. Other tools are one-sided and only examine workplace retention drivers.

## WHAT ARE YOUR EMPLOYEES WORTH TO YOU?

Employee turnover is more than an inconvenience. The real cost to replace a valued employee can be twice as much as that person's annual salary. And that only covers recruiting and training. There's also lost intellectual capital and competitive position. SIMPACT can help you identify your team's critical work/non-work life needs so you can improve employee satisfaction and retain staff.

SIMPACT allows you to customize employee climate surveys to include both work and non-work life needs. The resulting data are used to

- Identify the life needs most strongly related to turnover
- Provide actionable results that help you determine the most effective and economical program to improve employee satisfaction
- Retain your valuable employees.



## The SIMPACT Process

SIMPACT is a data collection and analysis system that

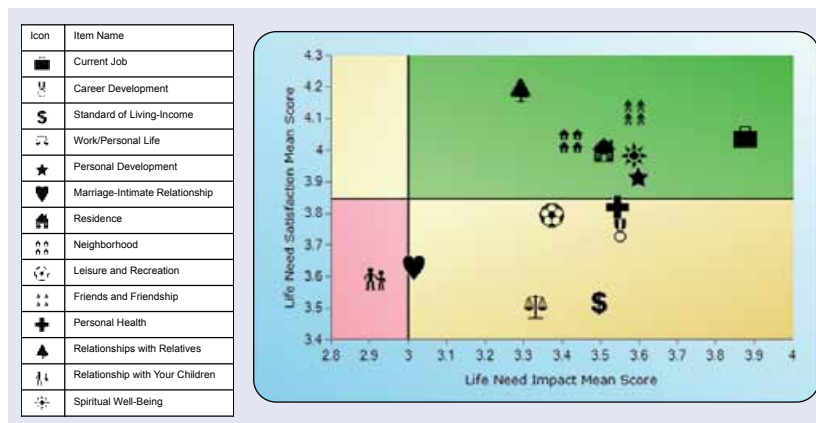
- Captures data from employee climate surveys
- Processes the information
- Presents results in multiple formats
- Provides you with tools that explore multiple intervention scenarios and the impact those scenarios could have on your workforce.

## Meeting Your Needs

The Life Needs Survey is a core component of SIMPACT. This customizable employee climate survey captures the necessary survey data for the model to provide statistically accurate results.

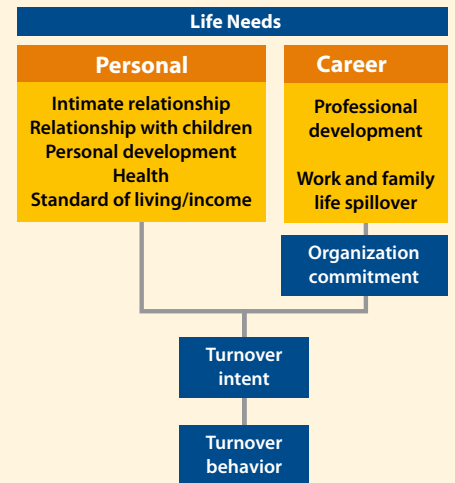
The survey tools in the SIMPACT base package include items that measure general perceptions and can be customized to your organization. Additional survey items can be added to the base package, depending on the data needed for decision support.

- **Turnover modeling** tools identify the life needs most strongly related to turnover intent, helping you determine the best allocation of limited resources, key talent, and insight for human capital strategy.
- **Predictive modeling** capabilities allow “what if” policy simulations to see how meeting life needs in one area affects other life needs and turnover intent.
- The **Web portal interface** offers an easy-to-use data collection and analysis tool. The interface captures data from employee climate surveys and presents results in multiple displays to help human resources professionals, staffing directors, and senior managers develop human capital strategies that have a whole-person perspective. This interface enables users to specify particular interventions for entire staff populations or subgroups. SIMPACT is designed to be compliant with Section 508 of the U.S. government’s Rehabilitation Act—providing access for employees with disabilities.
- SIMPACT’s **Web survey interface** allows for the efficient collection of high-quality data and the rapid delivery of results. Data are collected and results are displayed using a Web-based graphical user interface.



## Life Needs Survey

The Life Needs Survey factors in the overlap between employee work and non-work life needs and considers the permeability of the barrier between job and family that employees manage.



RTI will work with your organization’s human resources department to develop and implement the climate survey so that employees understand the following:

- Their rights as respondents
- How their privacy will be protected
- The objective of the survey
- What data will be collected and how it will be used
- What the results will and will not do
- Who they can contact for more information.



### Selected Publications

Wilcove, G. L., Schwerin, M. J., & Wolosin, D. G. (2003). An exploratory model of quality of life in the U.S. Navy. *Military Psychology, 15*(2), 133–152.

Hindelang, R. L., Schwerin, M. J., & Farmer, W. L. (2004). Quality of life (QOL) in the U.S. Marine Corps: The validation of a QOL model for predicting reenlistment intentions. *Military Psychology, 16*(2), 115–134.

## BACKGROUND

In the late 1990s, the U.S. Navy explored factors that affected Sailor Quality of Life (QOL). Although the Navy understood the importance of QOL, it was experiencing a significant amount of turnover. With significant recruitment and training costs for each Sailor, attrition and turnover immediately upon fulfillment of service commitment was costing the Navy millions of dollars.

In 2006, RTI used QOL survey data to develop a model of Sailor turnover. Exploratory models were then successfully applied to Marine Corps QOL survey data. Subsequent analyses on 2002 Navy QOL survey data also validated the RTI turnover models. Successful research using military employee climate survey data led RTI to develop SIMPACT so that this successful model could be applied to organizations in the public sector.



### More Information

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