

# Discover 5 steps to measuring your ROI in this quick guide.

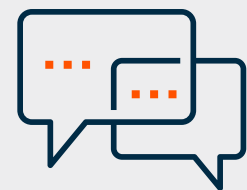


Demonstrating the financial value your employee benefits deliver is a powerful tool for building influence within your organisation.

## You don't need to be a data expert to make data-driven decisions: 5 steps to measuring ROI

### 1. Understand where you are now:

Examine participation rates and the types of benefits being utilised to understand the breadth and depth of engagement.



### 2. Evaluate financial value:

Calculate the average tax savings per employee to understand the financial impact of your benefits.



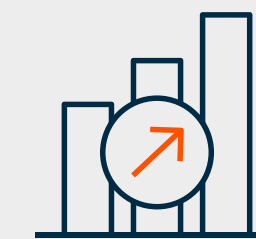
### 3. Industry benchmarking:

Use industry benchmarks to contextualise your program's performance and set realistic goals and targets.



### 4. Establish measurement metrics:

Determine which metrics will effectively track the success of your benefits program. Take a look at the 6 performance metrics Maxxia measures for clients.



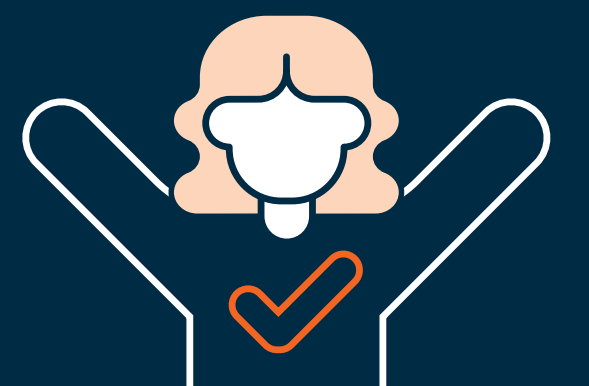
### 5. Monitor and analyse:

Regularly review program data to ensure alignment with strategic objectives and to inform decision making on benefits promotion and management. Learn more about the 5 pillars of a best-practice approach.



“ I actually don't think you need to be a data expert. You're a people expert. You can partner with and ally yourself with data experts. Because if you know the right questions to ask someone else can extract the data. ”

Rebecca Houghton, CEO of BoldHR



The ability to showcase tangible financial value from your employee benefits program isn't just a metric, it's a powerful tool for building influence within your organisation. By showcasing the dollar value delivered to employees, you can support the conversations with key stakeholders and with employees to foster a thriving workplace culture.



**Have you quantified the financial savings your benefits program affords your employees?**



### **HR Benefits Program Calculator**

It takes less than two minutes to uncover the potential savings your employees could be enjoying. This quick yet effective insight can become a cornerstone in your strategic discussions and provide the data needed to support investment in initiatives that support a competitive EVP.

[Calculate now](#)

### **Measure up with Maxxia**

Our complimentary benefits assessment helps you to unlock maximum value from your employee benefits program and ensure that you are measuring up to the best-in-class programs available.

[Find out more](#)

### **Deliver more value to more of your people**

“ We originally had low participation rates in our employee benefits program. By increasing exposure and education for employees, we have seen growth and can measure where this growth is (in either salary packaging or novated leasing benefits). Benchmarking is such a valuable tool. ”

Jason Richardson, Director, People Policies & Systems Branch; People Division  
Department of Foreign Affairs and Trade