

# Average Employee Tenure

*Benchmarks, Definition & Measurement Details*

**SAMPLE  
CONTENT & DATA**



# Average Employee Tenure

## Definition & Measurement Details



### What is Average Employee Tenure?

The average amount of time (measured in years) that all employees, or a particular group of employees (may be segmented by employee type, function or department), have been employed by the company across all job positions held during their tenure.

### Why should this KPI be measured?

Average Employee Tenure measures the average length of time that a single employee stays with the company. Employee tenure is a vital Human Resources (HR) metric that can be used to assess employee

### How is this KPI calculated?

Two numbers are used to calculate this KPI: (1) the sum of total tenure (i.e., the number of years that an employee has been with the company) for all employees, and (2) the total

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# Average Employee Tenure

Benchmarks & Characteristics of High Performers



## Average Employee Tenure

(Sum of Tenure for All Employees Being Examined) / Total Number of Employees Being Examined



### Characteristics of High Performers

- KPIs are well-defined, tracked and tied to performance reviews
- Robust self-service options for customer

Sample Size: XX

KPI Type: XX

Unit: XX

Is High or Low Best?: XX

**How to read this chart:** This chart summarizes the performance gaps between high (Top 5%), mid (Median) and low (Bottom 5%) performers for this Key Performance Indicator (KPI). For example, the column labeled "Top 5%" represents a company that outperformed 95% of the peer group observed for this metric.

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