

# Turnover Rate: First Year of Employment

*Benchmarks, Definition & Measurement Details*

**SAMPLE  
CONTENT & DATA**



# Turnover Rate: First Year of Employment

## Definition & Measurement Details



### What is Turnover Rate: First Year of Employment?

The number of employees who leave the company during their first year of employment with the organization divided by the total number of employees hired within the same calendar year, as a percentage.

### Why should this KPI be measured?

This metric measures the organization's ability to retain employees, especially during their first year of employment with the company. Monitoring the movement of first-year employees out of the organization

### How is this KPI calculated?

Count the number of first-year employees who have left the organization during the measurement period & divide this number by the total number of employees who departed within 12 months of hire. This number should then be

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Benchmarks & Characteristics of High Performers



## Turnover Rate: First Year of Employment

(Number of First-Year Employees Who Left the Organization / Number of First-Year Employees at the Start of the Measurement Period) \* 100



### 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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