

# Involuntary Turnover Rate

*Benchmarks, Definition & Measurement Details*

**SAMPLE  
CONTENT & DATA**



# Involuntary Turnover Rate

## Definition & Measurement Details



### What is Involuntary Turnover Rate?

The number of employees who left the company involuntarily (i.e., those who were fired or dismissed from their position) divided by the average number of employees working for the organization (company-wide) over the same period of time, as a percentage.

### Why should this KPI be measured?

Turnover Rate (Involuntary), from a high level perspective, measures the organization's ability to attract, develop and retain high quality employees on an ongoing basis. A high rate of involuntary separations can be

### How is this KPI calculated?

Two values are used to calculate this KPI: (1) the total number of employees that were involuntarily terminated, and (2) the average number of employees working for the organization over

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