

Voluntary Turnover Rate

Benchmarks, Definition & Measurement Details

**SAMPLE
CONTENT & DATA**



Voluntary Turnover Rate

Definition & Measurement Details



What is Voluntary Turnover Rate?

The number of employees who left the company voluntarily (i.e., those who resigned or left their position without being terminated/fired) 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 (Voluntary) measures the organization's ability to attract, develop and retain high quality employees on an ongoing basis. A high rate of voluntary separations should be particularly alarming for

How is this KPI calculated?

Two values are used to calculate this KPI: (1) the total number of employees that voluntarily left the organization during the measurement period, and (2) the average number of employees working

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Voluntary Turnover Rate

Benchmarks & Characteristics of High Performers



Voluntary Turnover Rate

(Number of Voluntary Employee Separations / Average Number of Total Employees) * 100



Characteristics of High Performers

- KPIs are well-defined, tracked and tied to performance reviews
- Robust self-service options for customer support (FAQs, chat, etc.)

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.

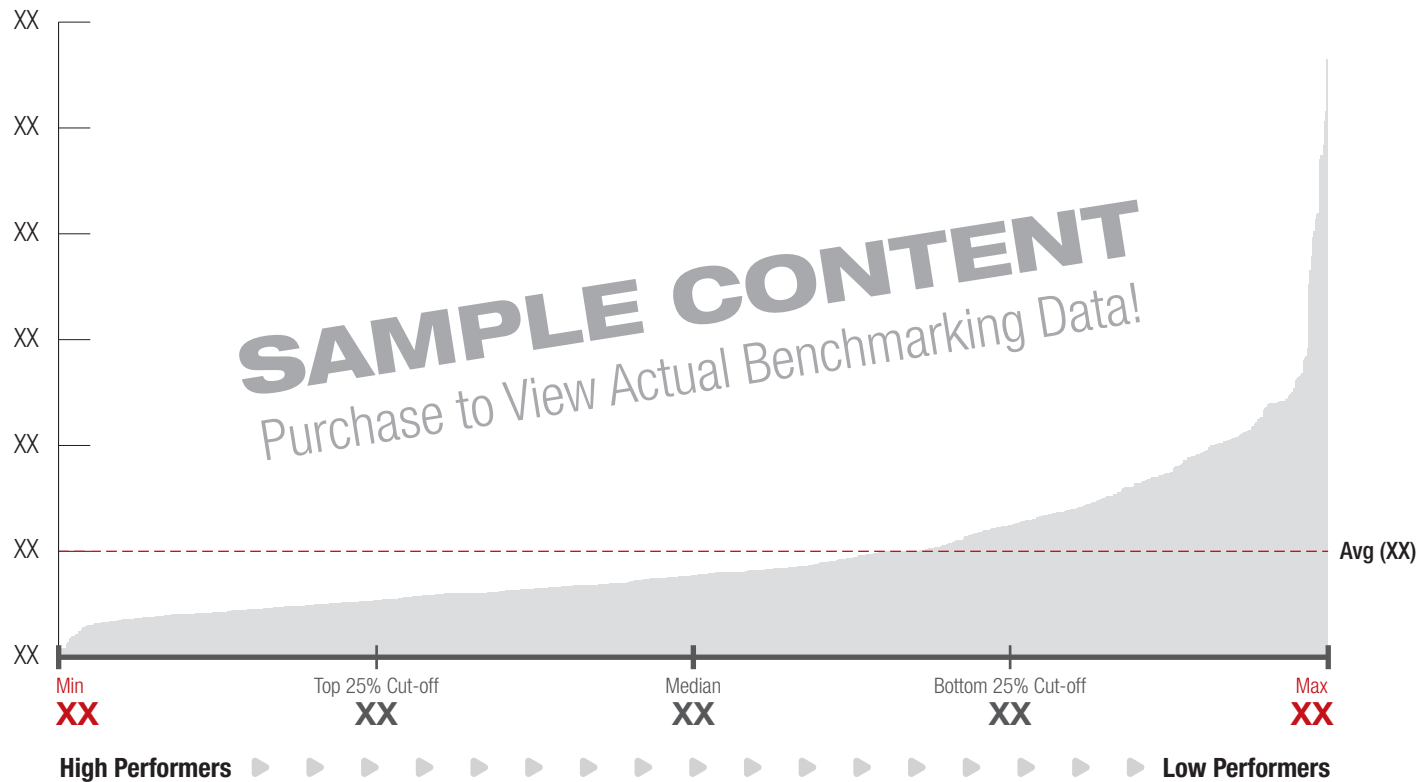
Voluntary Turnover Rate

Benchmarks & "Long Tail" Analysis



Voluntary Turnover Rate

$(\text{Number of Voluntary Employee Separations} / \text{Average Number of Total Employees}) * 100$



How to read this chart: This chart plots all values within the observed population for this KPI. This chart can be useful in analyzing the upper and lower boundaries (i.e., minimum/maximum values) and the amount of the population that falls above/below the average for the KPI, among other things.

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