

# Turnover Rate

*Benchmarks, Definition & Measurement Details*

**SAMPLE  
CONTENT & DATA**



# Turnover Rate

## Definition & Measurement Details



### What is Turnover Rate?

The number of employees who left the company (voluntarily or involuntarily) divided by the average number of employees working for the company over the same period of time, as a percentage.

### Why should this KPI be measured?

Turnover Rate, a common and critical HR KPI, measures the organization's ability to attract, develop and retain high quality employees on an ongoing basis. A high rate of turnover can be related to many

### How is this KPI calculated?

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

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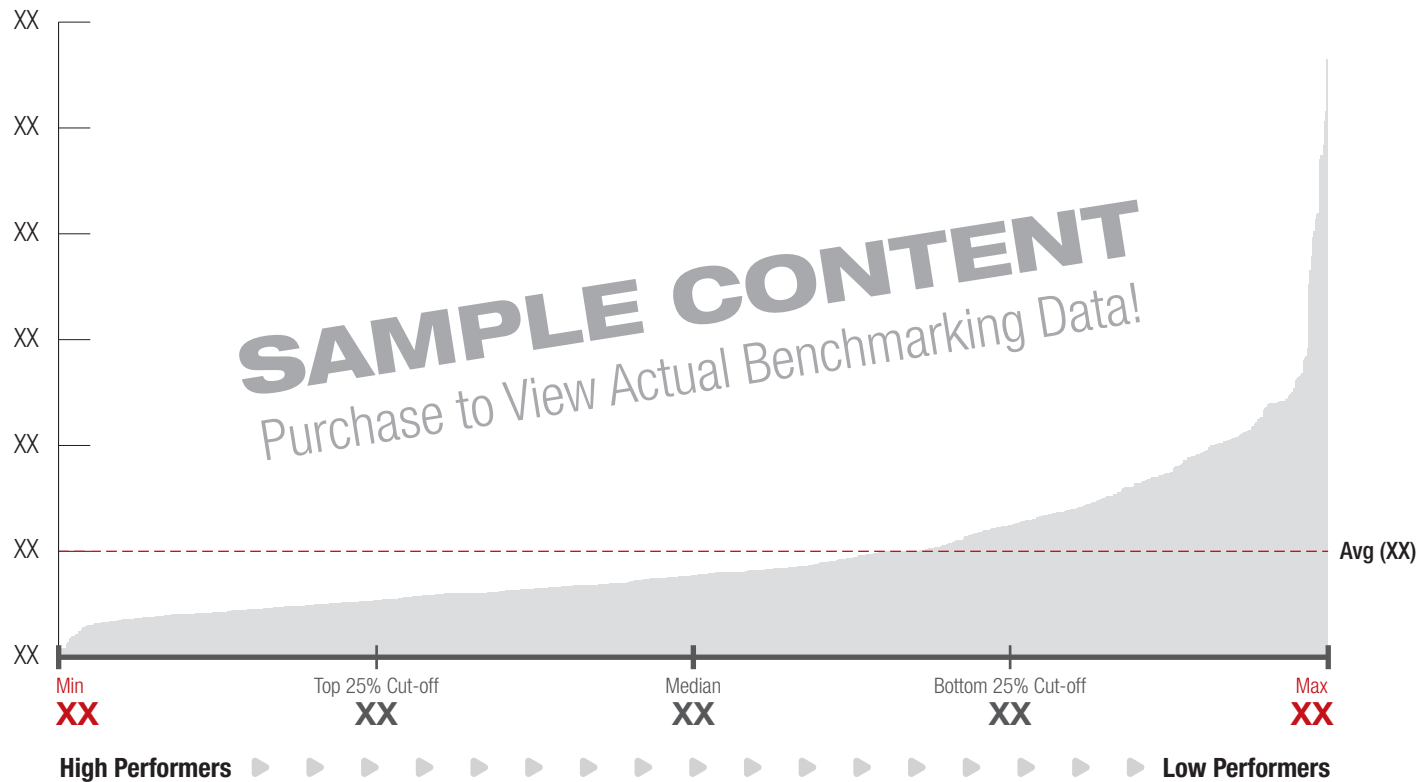
# Turnover Rate

Benchmarks & “Long Tail” Analysis



## Turnover Rate

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



**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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