

Workforce Turnover



Definitions

Average Annual Employee Population

Total number of employees at start of your fiscal year + total number of employees at the end of your fiscal year ÷ 2

Overall Turnover

Total number of people departing the organization for any reason during fiscal year

Desirable Turnover

Total number of people laid off or who resigned due to poor performance during fiscal year

Undesirable Turnover

Total number of people who quit whom you would have kept if given the opportunity during fiscal year

Rate Calculations



Annual Turnover Rate

Overall Turnover

Average Annual Employee Population



Desirable Turnover Rate

Desirable Turnover

Average Annual Employee Population



Undesirable Turnover Rate

Undesirable Turnover

Average Annual Employee Population