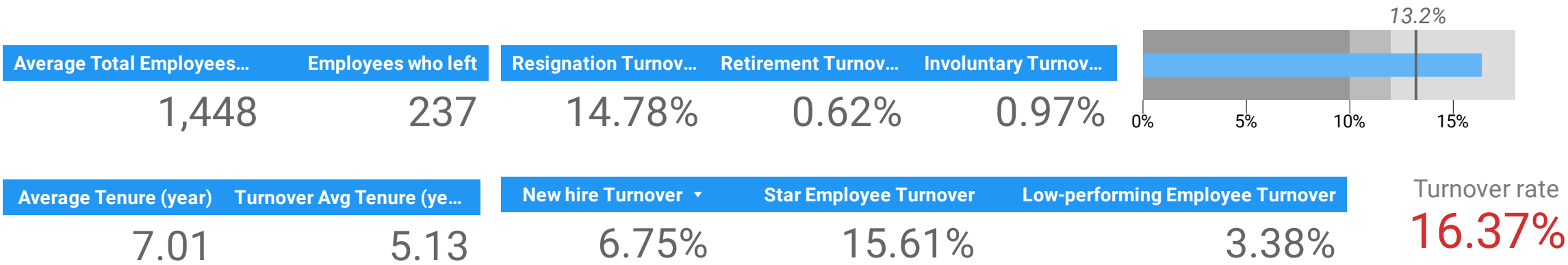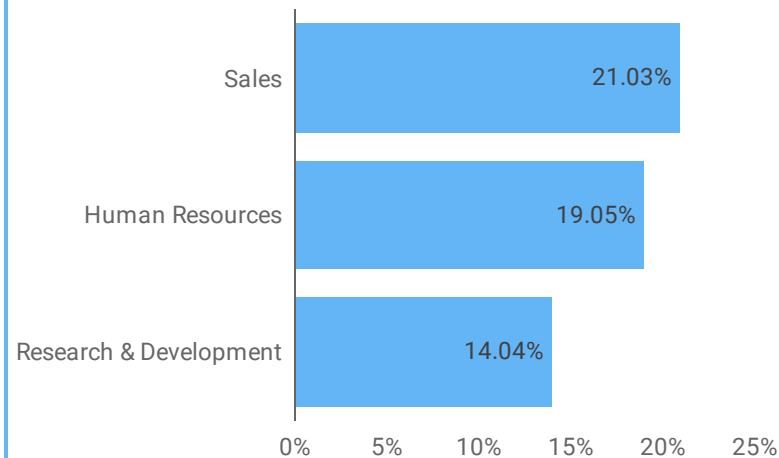# EMPLOYEE TURNOVER ANALYSIS - 2018

OVERVIEW

Insights

The largest group of employees who left the company within the year were entry-level Sales representatives, with over 50% of them departing within 2 years of joining. The turnover primarily affected lower-performing employees, suggesting a healthy turnover rate overall. However, it is important to prioritize the retention of star employees to ensure their continued contribution to the company.
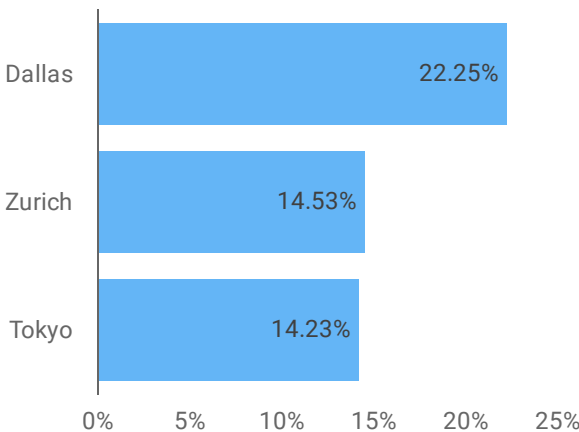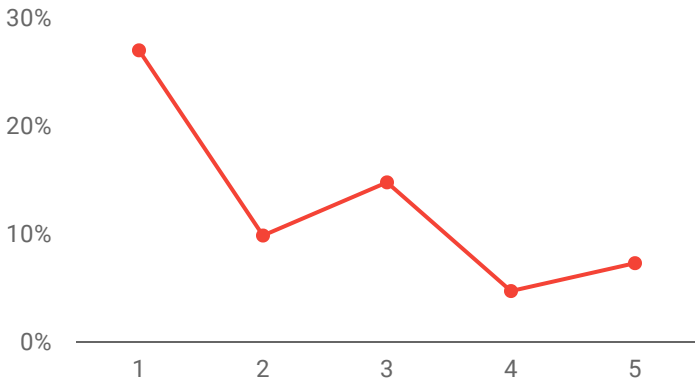
Average Total Employees...	Employees who left	Resignation Turnov...	Retirement Turnov...	Involuntary Turnov...
1,448	237	14.78%	0.62%	0.97%

13.2%

Average Tenure (year)	Turnover Avg Tenure (ye...	New hire Turnover	Star Employee Turnover	Low-performing Employee Turnover	Turnover rate
7.01	5.13	6.75%	15.61%	3.38%	**16.37%**

Turnover Type: Overall

Turnover Rate by Job Role (drill up for Department)

- Sales: 21.03%
- Human Resources: 19.05%
- Research & Development: 14.04%

Turnover Rate by Office Location

- Dallas: 22.25%
- Zurich: 14.53%
- Tokyo: 14.23%

Turnover Rate by Job Level

Turnover Rate by Job Performance Rating

- Low: 64%
- Good: 53.85%
- Excellent: 13.68%
- Outstanding: 16.63%

Legend: % Total Emplo... | % Total Emplo... | Turnover metric

Turnover Rate by Tenure

Median

Legend: Turnover metric | % Total Employees Left
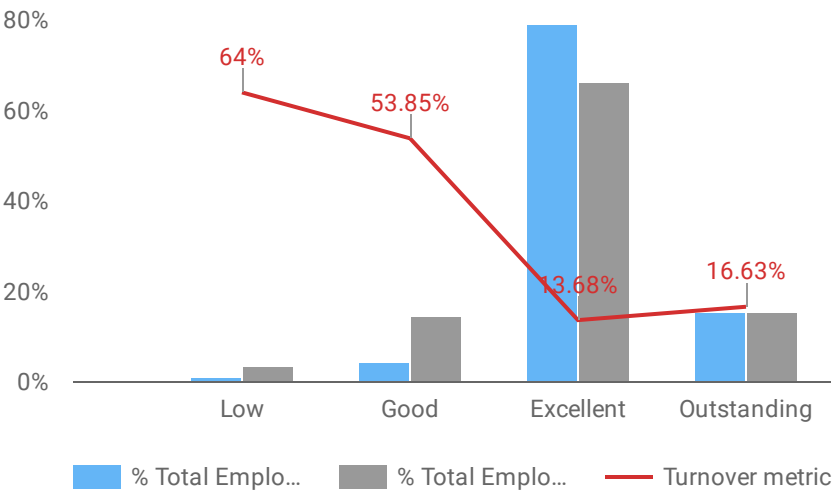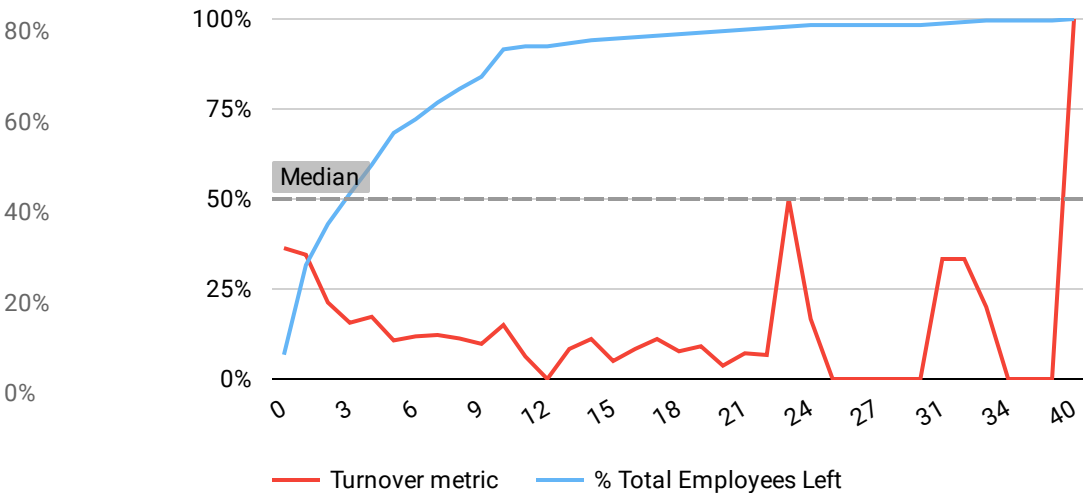
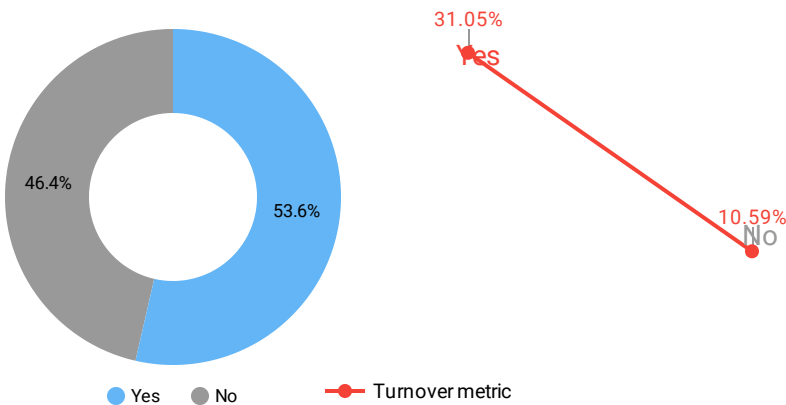# EMPLOYEE TURNOVER ANALYSIS - 2018
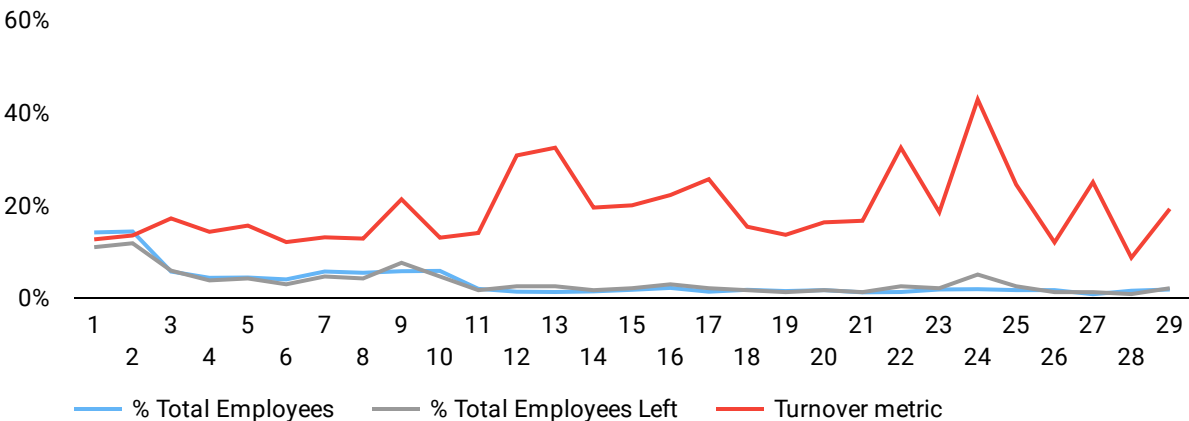
JOB CHARACTERISTICS

Insights
Firstly, employees working overtime have a higher departure rate. Secondly, a significant proportion of employees (46%) leave within a year of being promoted, indicating that career growth may not be the primary reason for their departure. This suggests that external opportunities after promotion may be more attractive. Additionally, turnover rates are higher among employees who have spent less than a year with their current managers, indicating potential issues with management experience. Lower pay is identified as a likely cause of turnover, while factors like commute distance and training sessions do not strongly influence employee turnover.
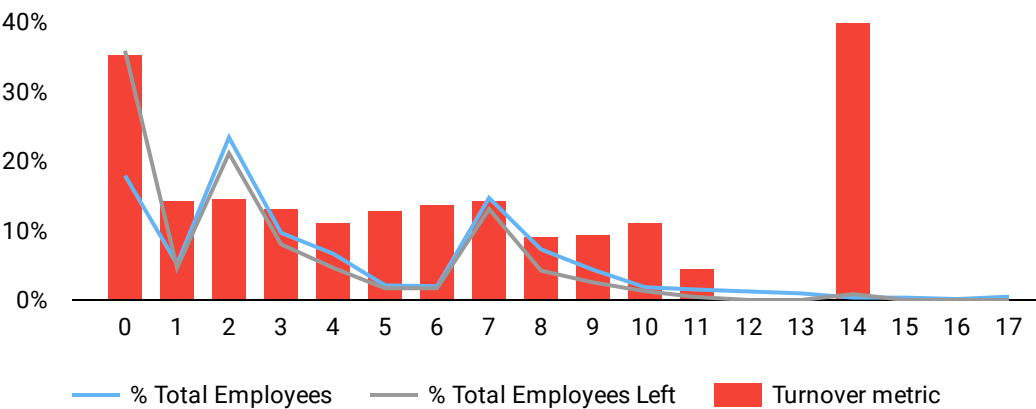
Turnover Type: Overall ▾
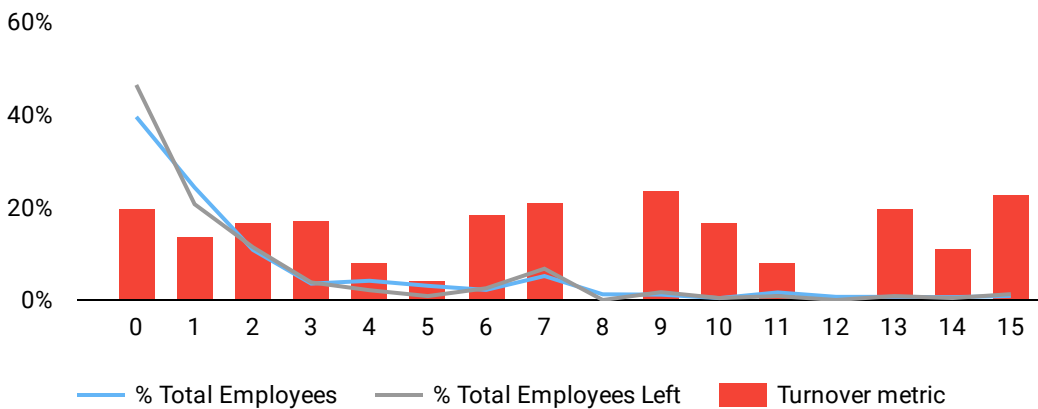
Turnover proportion by overtime

46.4%   53.6%

31.05% Yes
10.59% No

● Yes   ● No   ●— Turnover metric

Commute Distance to Office

—— % Total Employees   —— % Total Employees Left   —— Turnover metric

Years with current manager

—— % Total Employees   —— % Total Employees Left   ■ Turnover metric

Years since last promotion

—— % Total Employees   —— % Total Employees Left   ■ Turnover metric

Income distribution of all employees by job level

● Terminated

Number of trainings in the past year

—— % Total Employees   —— % Total Employees Left   ■ Turnover metric
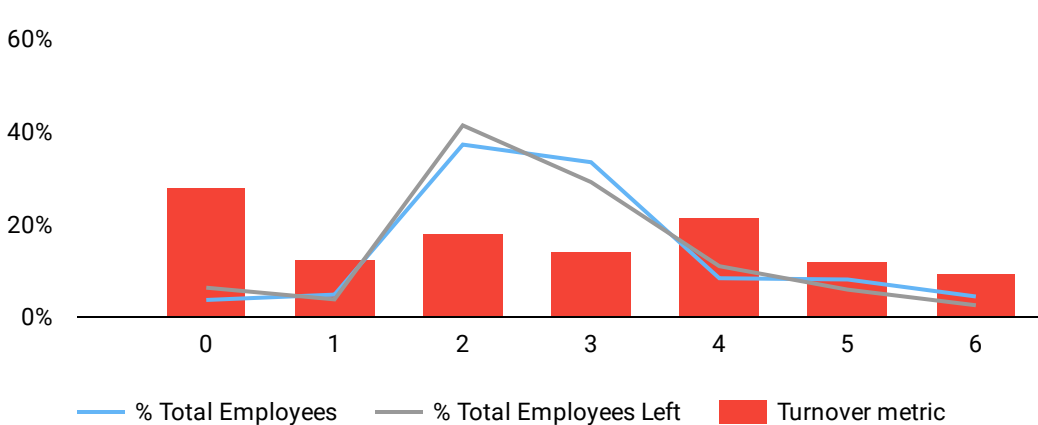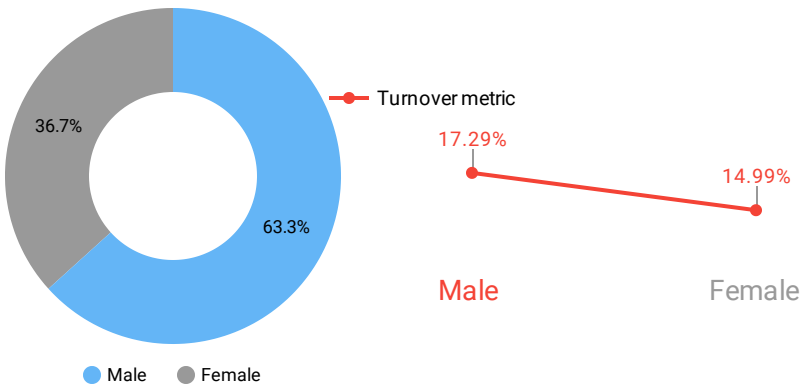
EMPLOYEE TURNOVER ANALYSIS - 2018

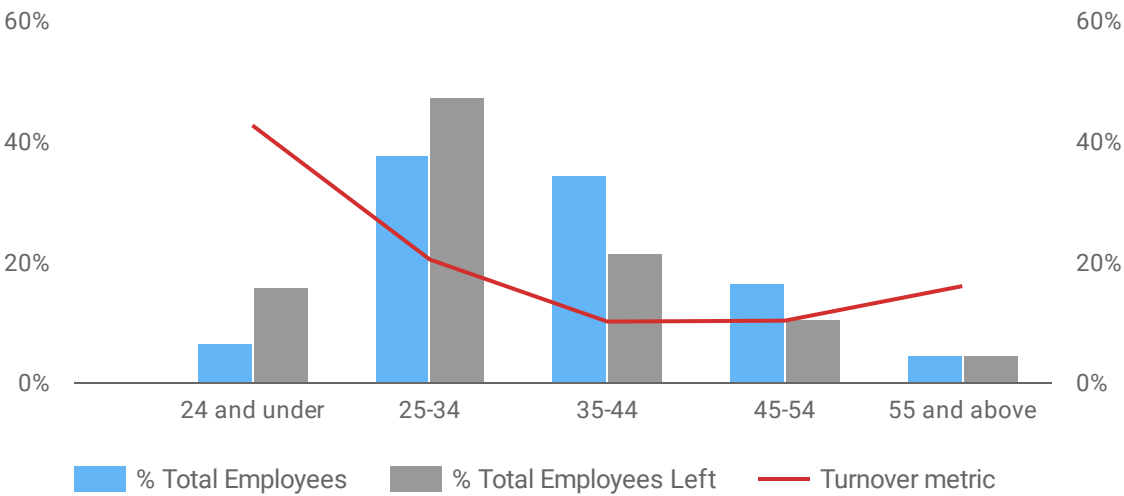## EMPLOYEE DEMOGRAPHICS & PERCEPTIONS

Turnover Type: Overall ▼

Insights
Male employees had a slightly higher departure rate than female employees. Younger employees were found to be more prone to leaving the company compared to older employees. Furthermore, employees with a history of working in multiple companies throughout their careers had higher turnover rates compared to those with fewer company experiences.
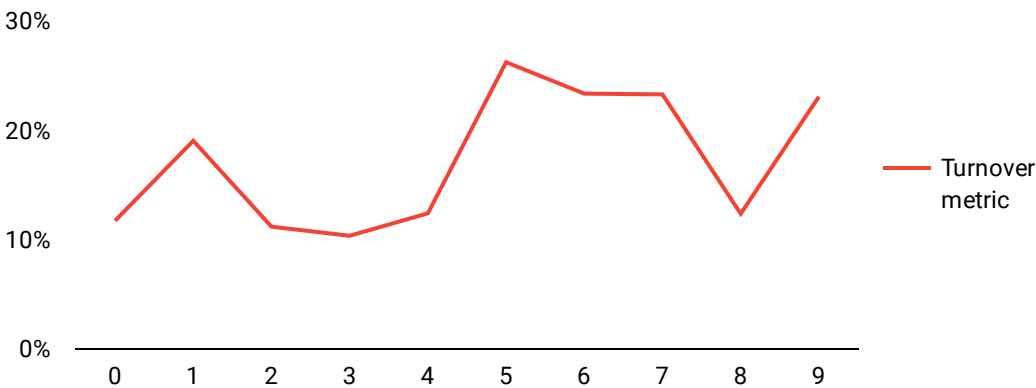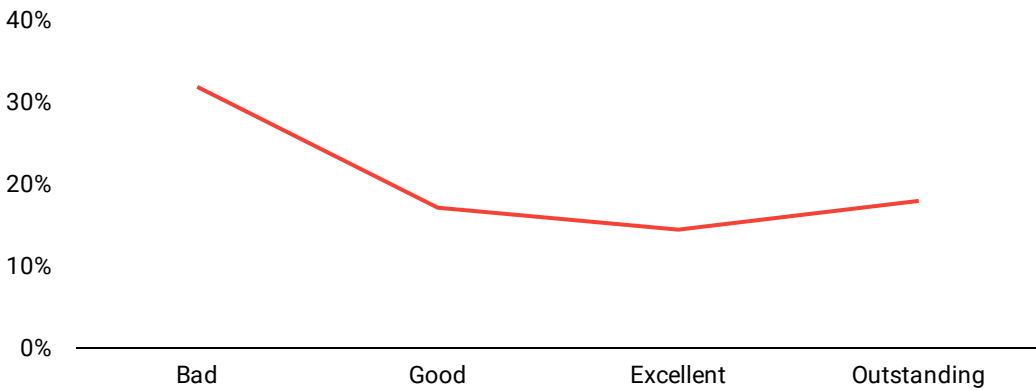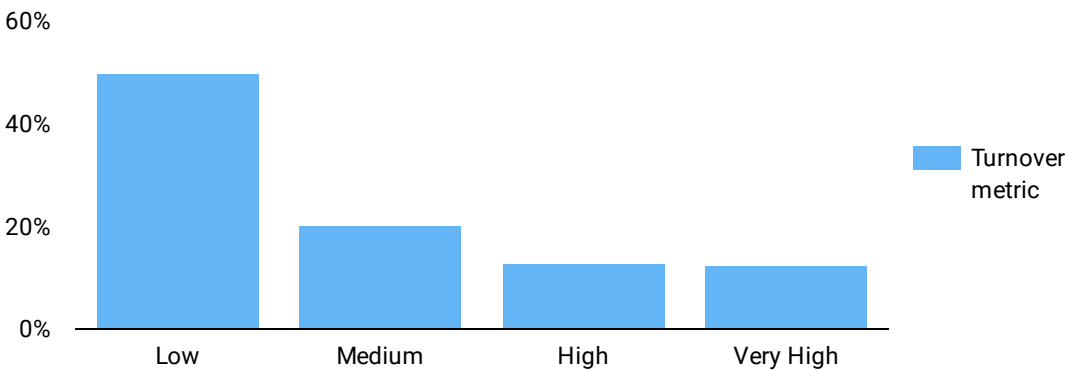
Turnover proportion by gender

- 36.7%
- 63.3%
- ● Male ● Female

- Turnover metric
- 17.29% Male
- 14.99% Female

Age Group by Employees

24 and under | 25-34 | 35-44 | 45-54 | 55 and above

- ■ % Total Employees
- ■ % Total Employees Left
- — Turnover metric

Turnover rate by total number of companies worked for

0 1 2 3 4 5 6 7 8 9

- — Turnover metric

Turnover rate by work-life balance

Bad | Good | Excellent | Outstanding

Turnover rate by overall employee satisfaction

Low | Medium | High | Very High

- ■ Turnover metric

Turnover rate by the level of job involvement

Low | Medium | High | Very High