

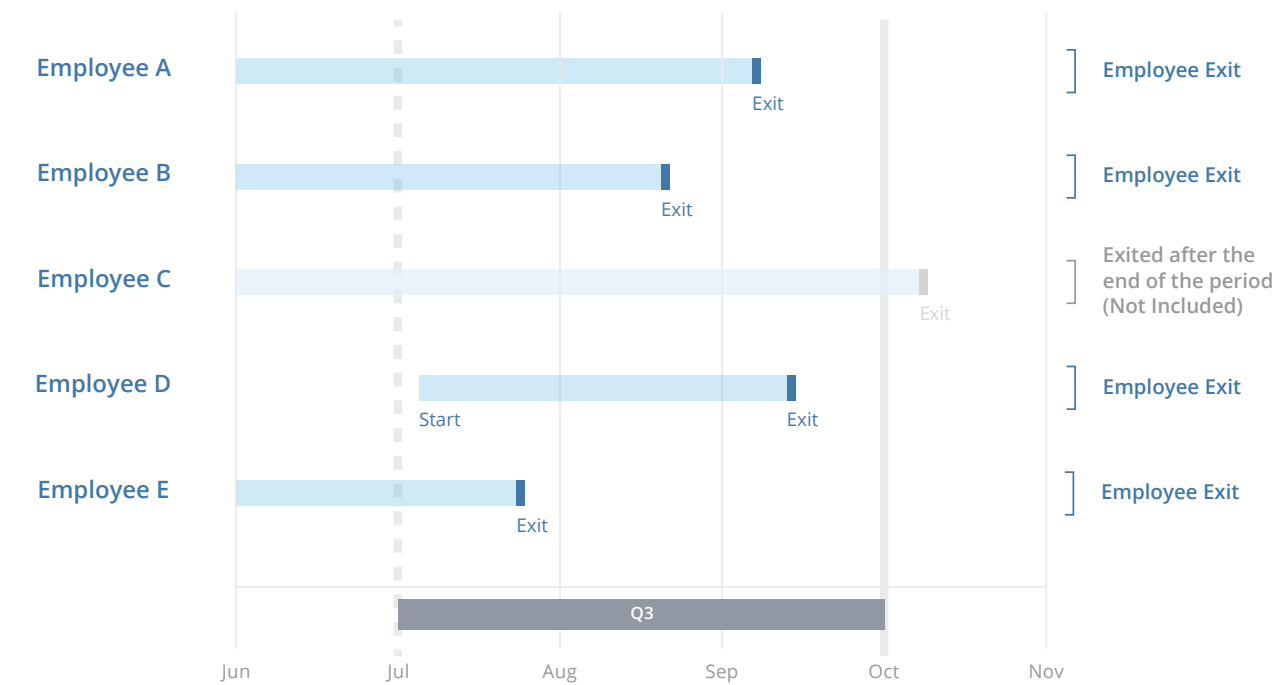
Resignation Rate

Resignation is type of turnover that measures voluntary employee exits for reasons other than retirement. Resignations will occur at every organization, so it is key to understand who is leaving and for what reasons in order to retain top talent and maintain a healthy workforce.

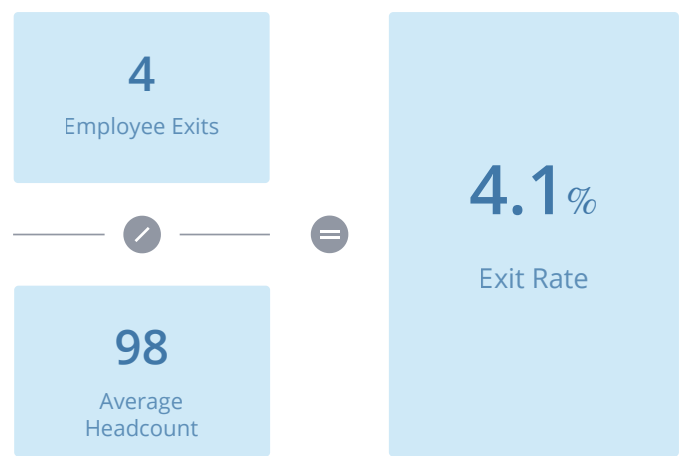
Calculation details

The percentage of employees who exited, during the period. It is calculated using the number of employees who exited and the Average Headcount for the analysis period.

For example, let's say there is an analysis population with 6 employees. As we can see from the diagram below, those who exited during the period are counted in the calculation. In this case, there are 4 employee exits in Q3.



Let's say the organization had an Average Headcount of 98 in Q3. The rate would be calculated as follows:



This metric can also be calculated as a trailing twelve month (TTM) rate.

Guidance

Why look at Resignation?

Resignations are costly for organizations, especially if top talent employees are leaving. This metric can help you understand and predict who is leaving and this can help you understand how many positions you will need to recruit. The reasons for resignations are sometimes factors that management can control or change.

What to look for

The key to understanding resignation is determining:

- Who is leaving?
- Why are they leaving?
- Are key groups or specialized roles resigning?
- What can the organization do to recruit better hires and improve retention?

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