

Turnover

Turnover rate is the percentage of a company's employees that leave that company in a given time period.

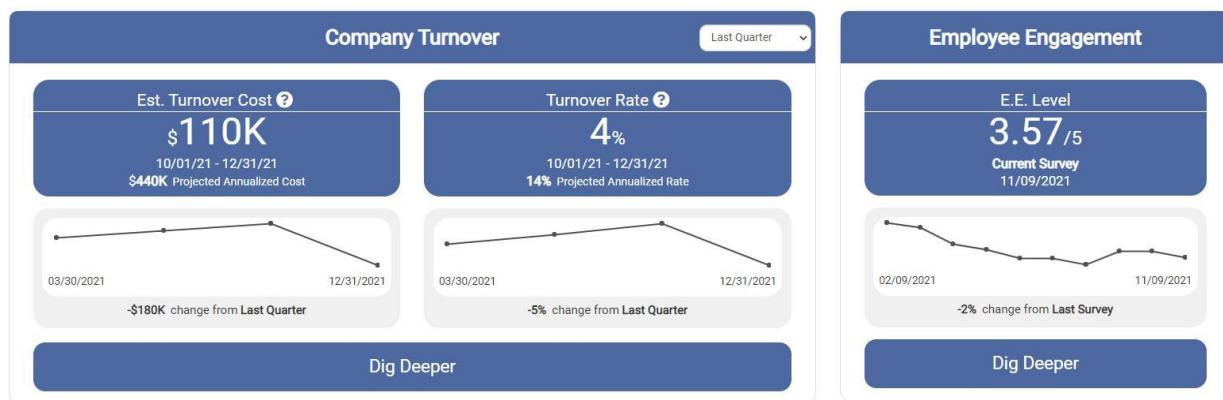
$$\text{Turnover Rate} = \frac{\text{Employees Terminated}}{\text{Avg Employees in a Given Time Period}} \times 100\%$$

Turnover is a problem more than ever, as employees have begun leaving their jobs en masse in the years following the pandemic. Trying to find out the reason for turnover without data can lead to assumptions being made about the problem. This data is key for planning and direction when it comes to employee retention.

The TruHu People Report gives businesses a data-driven view of their turnover to locate trending turnover areas to determine what is causing job dissatisfaction and develop a retention strategy. By breaking turnover down by department, location, manager, and tenure, the People Report provides a more in-depth look at problem areas that need to be addressed. We liken this to showing a business where smoke alarms may be sounding, so that potential fires can be dealt with and improvements put into place. The People Report will also reveal where things are going well, so areas where turnover is trending low can be explored and those positive contributing factors can be duplicated throughout the company.

The People Report

The first page of the People Report shows the overall turnover cost, turnover rate, and the employee engagement (EE) Score. Because turnover is expensive, it is worth reducing the rate and cost. To get started, it's important to assess what types of employees make up your turnover.



While there is a certain amount of turnover inherent to every industry, it is essential to productivity and the bottom line to retain your talent. Our Turnover section lets you "Dig Deeper" to see departures by location, department, manager, and tenure in a series of graphs that

identify the outliers with a higher than the average turnover rate. These are the smoke alarms, showing the fires your company will likely want to extinguish first. Next, our Employee Engagement section provides a “Dig Deeper” that profiles why employees may be leaving.

Manager

Employees quit their managers, so comparing the turnover rates of different managers can be a game-changer when determining employee retention strategies. Learning more about your managers with the lowest turnover is invaluable. Find out about their leadership approach and speak with their employees about why they stay. These insights will help you enhance the company’s management practices and build a culture as an employer of choice that provides a great employee experience.

Department

Higher turnover in a particular department could signal an imbalance in resource allotment or engagement. Workloads could be too high if there are not enough employees in the department for the tasks to be completed. Job satisfaction could be low if employees are often better paid in similar jobs elsewhere.

Managers	
Manager	Turnover
Maria Luna	3 (8%)
Ginger Santos	2 (8%)
Tom Redding	2 (5%)
Jonathan Kim	1 (3%)
Amar Anand	1 (2%)
Alexei Levin	1 (2%)
Heather Lin	1 (2%)
Alana Bain	0 (0%)

Departments	
Engineering	4 (5%)
HR	3 (21%)
Sales	3 (4%)
Customer Success	1 (3%)
Administration	0 (0%)
Finance	0 (0%)
Manufacturing	0 (0%)

Location

If a location has a higher turnover rate than the overall company, consider factors pertaining to their environment—is that location in an area with more competitive pay for employees in your industry? If so, it may be worth increasing wages there to better retain talent.

Tenure

With the tenure chart, you'll get a snapshot showing how long your departing employees were with you. If employees are leaving after longer tenures, perhaps you're not allowing for enough upward mobility within the company, ongoing training and work challenges could be lacking, or paid time off is insufficient. If employees are leaving within a few months, perhaps your onboarding process needs some improvement.

