



TURNOVER RATE CALCULATION

Do you know how to calculate the turnover rate in your company?

Turnover rate is an important piece of data that you should know how to calculate. It is a percentage that will give you information about your company. Afterwards, you will need to dig deeper into the causes of your turnover rate.

CALCULATION :

In a given period, it is calculated by dividing the number of employees who left the company by the average number of employees in that period. It is then multiplied by 100 to get a percentage.

Period	Number of employees that left	Average number of employees	Percentage
Year 1			%
Year 2			%

CAUSES OF THE TURNOVER RATE :

Is your turnover rate attributable to different types of positions throughout the organization?

- The departing employees are all in different departments.
- The departing employees are all in the same department.
- The departing employees were all in different positions.
- The departing employees were all in similar positions.



If a specific type of position increases your turnover rate, there is a problem. The nature of the position or a supervisor could be the issue. Therefore, you need to take a closer look at the position in question and the reasons the employees are leaving.

Do you conduct exit interviews?

- Yes
- No

The purpose of the exit interview is to obtain information on the reasons your employees are leaving in order to improve management practices and employee retention. If you don't know why your employees are leaving, you won't be able to improve your turnover rate.

[Download our Exit Interview Grid here.](#)

In general, what are the main reasons your employees leave?

- Relationship with colleagues
- Relationship with supervisor
- Lack of recognition
- Workload
- Work-life balance
- Reorientation or return to school
- Lack of internal advancement
- Other

Departing employees give you insight into the company, the supervisor, the team and the nature of the position. (* Download our Exit Interview Grid for more details.) It is very important to take the time to discuss with them why they are leaving and to make changes in the company, especially if the reasons for leaving are always the same.



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Do you have clear HR policies on the following?

- Work Conditions Policy
- Compensation Policy
- Vacation Policy
- Remote Work Policy

These policies are very important within a company. They must be clear and communicated to everyone. This prevents a perception of unfairness among employees. The perception of unfairness has a very high correlation on disengagement and intention to leave. .