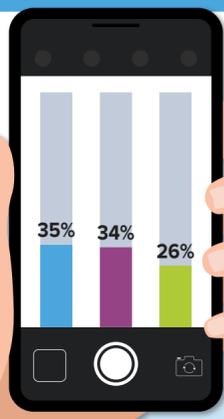


# The State of Employee Retention



In today's competitive landscape, attracting and retaining the right talent has become a top priority for organizations across industries. It's more than just keeping butts in seats. Companies need to ensure their employees are **not just staying but thriving**.

It got us wondering what our members are experiencing in regard to retention and turnover. Are there factors impacting turnover and if so, what are they? What are companies doing to retain team members?



## Here's your Quick Pulse Snapshot

An HCI survey of 306 HR professionals found that compared to last year:

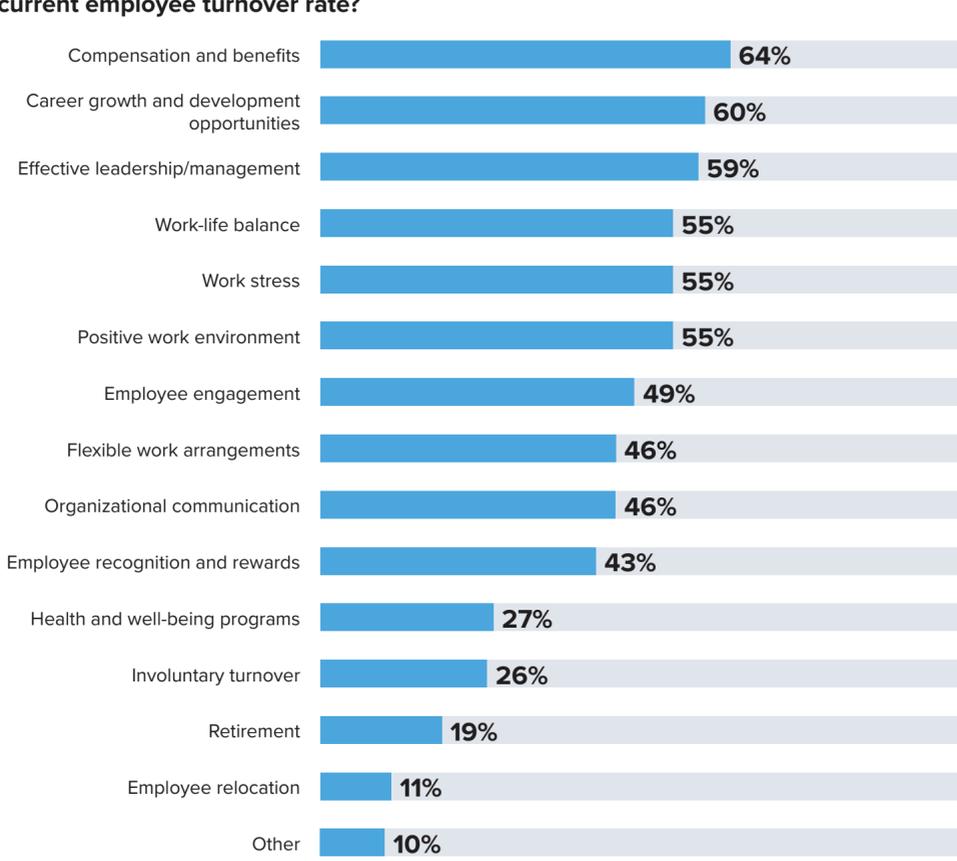


When compared to last year at this time, how has your organization's employee turnover rate changed?



Members said that the top four reasons behind their organizational turnover rate were compensation and benefits (64%), career growth and development opportunities (60%), effective leadership/management (59%), and work-life balance (55%).

### To what extent do you feel each of the factors below are impacting organization's current employee turnover rate?



A positive work environment and health and wellbeing programs were both cited as contributing factors to lower turnover.



#### Positive Work Environment

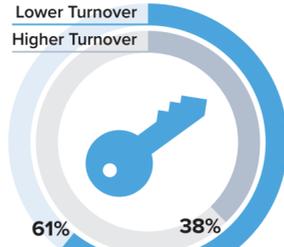
(65% among lower turnover group vs. 49% among the higher turnover group)



#### Health and Well-being Programs

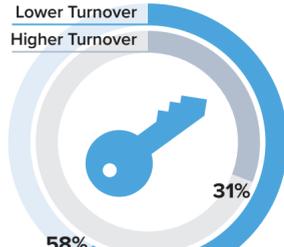
(37% among lower turnover group vs. 21% among the higher turnover group)

## 5 Keys to Lower Turnover



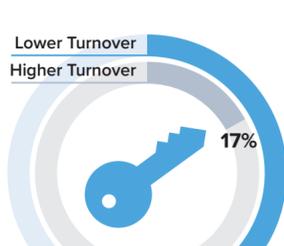
**61%**

of members who reported having lower turnover said they have a system where exit interview data is collected and accessible at any time. They can evaluate reasons for leaving and other critical measures that impact retention (compared to 38% for the higher turnover group).



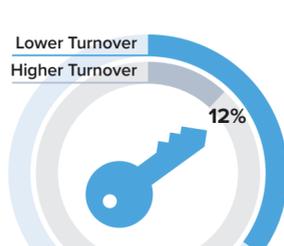
**58%**

of members with lower turnover said they calculate voluntary and involuntary turnover at least monthly and even use a formula to calculate cost of turnover (compared to 31% for those who reported higher turnover).



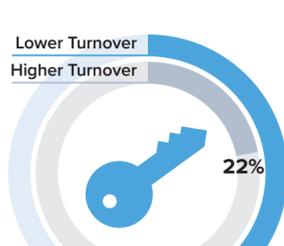
**45%**

of low turnover members reported that they track retention metrics like overall rate, first year, key talent, and voluntary/involuntary turnover, and share that information with key stakeholders at least monthly (compared to 17% for the higher turnover group).



**35%**

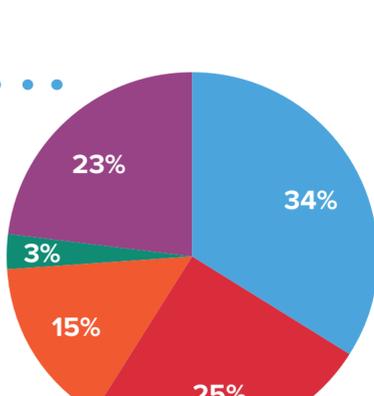
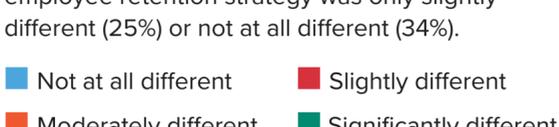
of members who reported lower turnover said that they leverage key retention metrics quarterly to develop 90-day action plans focused on improving retention (compared to 12% for the higher turnover group).



**44%**

of members who reported a lower turnover said they benchmark their turnover rate against competitors in their industry and use it to set goals for improving our employee retention (compared to 22% for the higher turnover group).

When compared to last year at this time, most members reported their organization's current employee retention strategy was only slightly different (25%) or not at all different (34%).



Employee retention and turnover are interesting because so many factors go into retaining employees. Overall, our members were closely split on if retention within their organization has gotten better, worse, or stayed the same in the last year.

Some members reported the best retention rate their organization has seen in years. Others are running into major issues like gaining leadership buy-in and budget concerns. It's clear that the landscape of employee retention is dynamic, and the strategies employed to address it must be equally adaptive and forward-thinking.

**Wherever you sit on the employee retention spectrum, ensuring that employees are not just staying but thriving will always benefit your organization in the long run.**

