



Moore HR

HR STAFF RESOURCING & SUSTAINABILITY CUSTOM BUILT TEMPLATES – STAFF TURNOVER

Defining Your Content

Defining Your Reporting Objectives

26.0	Recommended People Analytics							
26.1	Involuntary staff turnovers (%)				<div>To inform and enable the CEO/SMT/Key Line Managers to objectively evaluate & review the organization's turnover performance to ensure that: -</div> <ul style="list-style-type: none">• Unplanned turnover is maintained at an acceptable level.• Staff replacement costs are effectively managed.• Inherent morale or staff satisfaction issues are detected and proactively addressed.			
26.2	Involuntary staff turnovers – poor performers (%)							
26.3	Voluntary staff turnovers (%)							
26.4	Voluntary staff turnovers – high performers (%)							
26.5	Voluntary staff turnovers – talent pool participants (%)							
26.6	Voluntary staff turnover rate – Baby – Boomer employees (%)							
26.7	Voluntary staff turnover rate – Generation X employees (%)							
26.8	Voluntary staff turnover rate – Generation Y/Millennial employees (%)							
26.9	Voluntary staff turnover rate – Generation Z employees (%)							
26.10	Staff turnovers – Total cost of replacement (\$)							
26.11	Voluntary staff turnovers satisfied with their working conditions/remuneration (%)							
Recommended Reporting Segmentation:		Salaried Staff		X	Wages Staff	X	Combined All Staff	
Casual Employees:		Include		Exclude	X	Recommended Reporting Frequency:	Monthly	



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26.0

Recommended People Analytics

26.12

Voluntary turnovers satisfied with their manager/leadership (%)

26.13

Voluntary turnovers satisfied with their involvement & recognition (%)

26.14

Voluntary turnovers satisfied with their working relationships & inclusion (%)

26.15

Voluntary turnovers who would seek re-employment (%)

26.16

Voluntary turnovers who would recommend the company to a colleague (%)

To inform and enable the CEO/SMT/Key Line Managers to objectively evaluate & review the organization's turnover performance to ensure that: -

- Unplanned turnover is maintained at an acceptable level.
- Staff replacement costs are effectively managed.
- Inherent morale or staff satisfaction issues are detected and proactively addressed.

Recommended Reporting Segmentation:

Salaried Staff

X

Wages Staff

X

Combined All Staff

Casual Employees:

Include

Exclude

X

Recommended Reporting Frequency:

Monthly



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Defining Your Content		Defining Your Reporting Methodology
26.0	Recommended People Analytics	Recommended Periodic Reporting Definitions
26.1	Involuntary staff turnovers (%)	The number of involuntary turnovers during the period being reported divided by the total workforce, multiplied by 100. (I.e., Dismissals, Redundancies)
26.2	Involuntary staff turnovers – poor performers (%)	The number of involuntary turnovers during the period being reported, designated as poor performers, divided by the total number of involuntary staff turnovers, multiplied by 100
26.3	Voluntary staff turnovers (%)	The number of voluntary turnovers during the period being reported divided by the total workforce, multiplied by 100. (I.e., resignations, retirements)
26.4	Voluntary staff turnovers – high performers (%)	The number of voluntary turnovers during the period being reported, designated as high performers, divided by the total number of voluntary staff turnovers, multiplied by 100
26.5	Voluntary staff turnovers – talent pool participants (%)	The number of voluntary turnovers during the period being reported, designated as talent participants, divided by the total number of voluntary staff turnovers, multiplied by 100
26.6	Voluntary staff turnover rate – Baby – Boomer employees (%)	The number of voluntary staff turnovers during the period being reported, designated as Baby-Boomer employees, divided by the total number of voluntary staff turnovers, multiplied by 100
26.7	Voluntary staff turnover rate – Generation X employees (%)	The number of voluntary staff turnovers during the period being reported, designated as Generation X employees, divided by the total number of voluntary staff turnovers, multiplied by 100
26.8	Voluntary staff turnover rate – Generation Y/Millennial employees (%)	The number of voluntary staff turnovers during the period being reported, designated as Generation Y/Millennial employees, divided by the total number of voluntary staff turnovers, multiplied by 100
26.9	Voluntary staff turnover rate – Generation Z employees (%)	The number of voluntary staff turnovers during the period being reported, designated as Generation Z employees, divided by the total number of voluntary staff turnovers, multiplied by 100



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WORKFORCE REPORTING KEY PERFORMANCE INDICATOR TEMPLATE – TURNOVER

Defining Your Content		Defining Your Reporting Methodology
26.0	Recommended People Analytics	Recommended Periodic Reporting Definitions
26.10	Staff turnovers – Total cost of replacement (\$)	The total \$ replacement cost incurred for all terminations during the period being reported calculated utilizing the template costing models
26.11	Voluntary staff turnovers satisfied with their working conditions/remuneration (%)	The total number of voluntary staff turnovers during the period being reported who were satisfied with their working conditions/remuneration, divided by the total number of voluntary staff separations, multiplied by 100
26.12	Voluntary turnovers satisfied with their manager/leadership (%)	The total number of voluntary staff turnovers during the period being reported who were satisfied with their manager/business leadership, divided by the total number of voluntary staff separations, multiplied by 100
26.13	Voluntary turnovers satisfied with their involvement & recognition (%)	The total number of voluntary staff turnovers during the period being reported who were satisfied with their involvement/recognition, divided by the total number of voluntary staff separations, multiplied by 100
26.14	Voluntary turnovers satisfied with their working relationships & inclusion (%)	The total number of voluntary staff turnovers during the period being reported who were satisfied with their working relationships & inclusion, divided by the total number of voluntary staff separations, multiplied by 100
26.15	Voluntary turnovers who would seek re-employment (%)	The total number of voluntary staff turnovers during the period being reported who would seek re-employment with the organization, divided by the total number of voluntary turnovers, multiplied by 100.
26.16	Voluntary turnovers who would recommend the company to a colleague (%)	The total number of voluntary staff turnovers during the period being reported who would recommend the organization to a colleague, divided by the total number of voluntary turnovers, multiplied by 100.