

# PUBLISHED: 02/24/2022

## **TURNOVER SURVEY**







#### **CONFIDENTIAL SURVEY REPORT**

This survey is provided with the understanding that the information will:

- Remain strictly confidential.
- Be restricted to authorized personnel only.
- Not be used in collective bargaining or grievance proceedings.
- Protect, completely, organizational identity.

For a complete list of surveys available from MRA, please visit our website at www.mranet.org. Survey questions can be directed to 800.488.4845, ext. 3508 or Surveys@mranet.org.

© 2022 MRA – The Management Association, all rights reserved. This survey is provided to the recipient to use as an internal compensation resource. Sharing content or publication in written or electronic form outside your organization is prohibited without the written permission of MRA.



#### PARTICIPATION **IT MATTERS!**

Your participation in MRA surveys provides critical survey input for reliable market data to help your organization stay competitive. Our data is the result of our strong partnerships with members like you. By participating, you receive:

- Free survey results for member participants
- MRA's online survey tools—MRAPay and On-Demand Salary Tool
- HRCI credit for recertification or SHRM Professional Development Credit (PDC) for qualifying surveys

#### MRA SURVEYS **RELY ON US**

Since 1901, MRA has produced highquality, trusted surveys that help provide confidence of data-driven decisions within member organizations. Our team of professionals, with expertise in survey design, statistical analysis, compensation, and market research, provide accuracy and insights that help your organization succeed.





### POLICIES, BENEFITS, AND TRENDS DATA

Staying current on policies, benefits, and trends can be daunting. We offer a variety of surveys to help you keep current and compliant.

#### Sacompensation data

We offer compensation data for over 1,000 unique jobs—providing you with accurate data for all areas within your organization.

#### **BUSINESS INSIGHT** & INTELLIGENCE •

What would you like to ask your customers or employees today? We can help provide answers to your most desired questions about your business.



A LANAL AND DALLAND EXTENDED TAXABASA AND A CAN BE REAL AND A



BRIAN KIEFFER Survey Project Manager



BRITTANY RITTERSHAUS Surveys & Graphics Specialist



CHERYL PODLESNIK Survey Data Analyst



ERIC NUELK Senior Survey/ Research Systems Analyst



KAREN ZOLIK Survey/Research Systems Analyst



KRISTIE HAASE Employee Engagement Survey Director



MIKE KOPCZYNSKI Custom Surveys and Business Research Lead



ZACH DAY Director, Surveys, Custom Research, & Analytics

# TURNOVER TABLE OF CONTENTS

#### TURNOVER **TABLE OF CONTENTS**

#### INTRODUCTION

Turnover <b>At a Glance</b>	8
Turnover <b>Conclusion</b>	17

#### **SURVEY DATA**

Overall <b>Profile</b>	18
Overall Data	22
Overall Turnover <b>Rates</b>	22
Turnover Rates for High Performers	27
Turnover Rates by <b>Years of Service</b>	28
Reasons for <b>Turnover</b>	29
Forecast for Attrition	37
Employee <b>Replacement</b>	39
Actions to Reduce <b>Turnover</b>	41
Offset Turnover	44
Economic <b>Outlook</b>	45
Turnover <b>Trends</b>	49

#### **APPENDIX**

Survey Participant List	60
Turnover Calculations	66
Survey Terms & Definitions	67
Employee Turnover <b>Cost</b>	68
MRA Survey Research	69



Wisconsin Minnesota Illinois Iowa



800.488.4845 () www.mranet.org