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TURNOVER SURVEY



2023 TURNOVER



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.*

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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

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Since 1901, MRA has produced high-quality, 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.



COMPENSATION 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 nighttime photograph of a cityscape featuring a prominent skyscraper with a pointed top, a bridge over a river, and various buildings with lights reflecting in the water. The scene is illuminated by streetlights and building lights, creating a vibrant urban atmosphere.

SURVEY DEPARTMENT



BRIAN KIEFFER
*Survey Project
Manager*



BRITTANY RITTERSHAUS
*Surveys & Graphics
Specialist*



CHERYL PODLESNIK
*Survey Data
Analyst*



HILARY HAUSER
*Vice President, HR
Consulting Services*



KAREN ZOLIK
*Survey/Research
Systems Analyst*



KRISTIE HAASE
*Employee
Engagement
Survey Director*



MIKE KOPCZYNSKI
*Custom Surveys
and Business
Research Lead*



TURNOVER

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COST OF EMPLOYEE TURNOVER

Calculating the real cost of employee turnover includes actual and hidden costs that are direct and indirect, no matter how the employee's pay is administered or the level of the employee. The following represents items to be considered and calculated, when determining how much employee turnover costs an organization:

SEPARATION **COSTS**

When an employee leaves, cost can pile up for HR, Payroll, and a manager's time for processing the termination, conducting the exit interview, training employees to temporarily fill responsibilities, and if applicable, separation pay.

VACANCY **COSTS**

Having a gap in a position has additional cost such as; paying employees overtime, filling the job with a temporary replacement, or lost productivity.

REPLACEMENT **COSTS**

Finding the right employee for the job takes time. Replacement costs may include administrative time to update the job description, posting the job, ad placement, recruiting time, and candidate assessments, as well as time spent interviewing candidates by HR, the recruiter, and management. Upon identifying the best candidate, additional costs incurred include reference and background checks, medical exams (drug testing), and much more.

TRAINING **COSTS**

Once you have hired the right employee, it will cost money to train. This can include informational documents (manuals, brochures), formal training (classroom, onsite), informal training (on-the-job training, mentoring), and lost productivity during the learning curve of the employee.

For more information, see our [resource guide](#).

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