

# Predicting Voluntary Turnover – An Art or a Science?

Addressing workforce turnover has long been more of an art than a science. The real drivers that cause employees to leave one company for another have remained elusive despite years of study. But now that is changing.

**12.5 M**  
employees

data from  
**2015/2016**

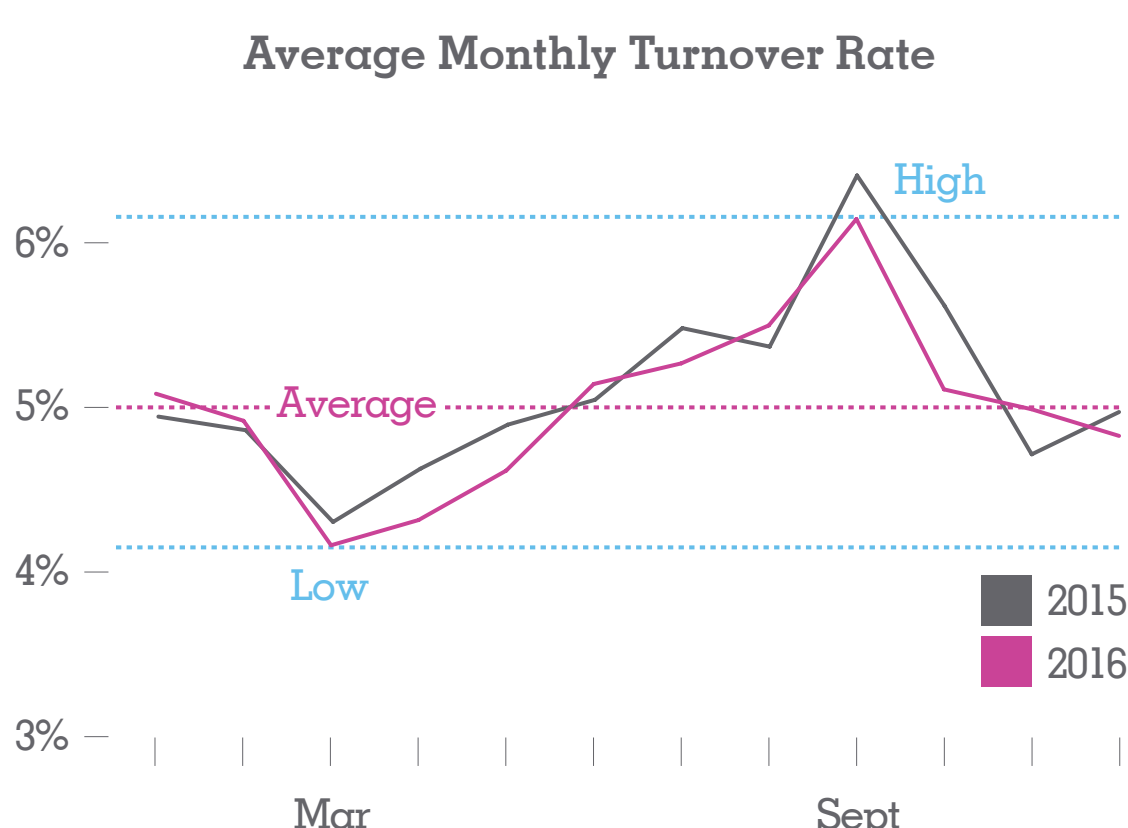
**41,000**  
companies

## Setting the Stage



The average monthly turnover rate is approximately 5% but that varies month to month.

The lowest occurs in March and the highest in September.



## Key Attributes Contributing to Voluntary Turnover

The study identified a set of approximately 40 relevant attributes

### Top Attributes



Pay & Promotion

Overtime

Commute Time

Experience & Tenure

## Applying the Model

Turnover probability model identifies “at risk” employees at a rate 5-6 times higher than guesswork by applying the organization’s historical turnover rate



Across industries, the majority of workers are classified as low predicted turnover probability



Workers with medium or high predicted turnover probability leave at far greater rates than those with a low predicted turnover probability

### Predicted Turnover by Industry

Highest

Retail  
Food Services  
Arts & Entertainment

Lowest

Finance  
Manufacturing  
Real Estate



Want to learn more about the results of the turnover probability model?

**Revelations From Workforce Turnover:  
A Closer Look Through Predictive Analytics**

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