

KPIS FOR TURNOVER

In manufacturing, turnover costs you time and money from recruiting and training to a loss of productivity. These factors can turn into real dollars. For example, if a manufacturing worker earns \$50,000 annually, the turnover cost might be around \$10,000 to \$15,000 per turnover event.

Eastridge works with companies to implement Quarterly Business Reviews that track KPIs related to attrition. Here are some of the factors we leverage to pinpoint causes of turnover and formulate strategies to reduce or eliminate those mitigating factors.

Turnover Timing

This first set of KPIs essential to improving turnover, is to track when it is happening. Turnover early in an assignment can indicate issues with job description and onboard. Turnover later can point more toward management issues, work environment, or pay rates.

Shift/Location/ Department (add shifts per locations as needed)	1 st Day	1st Week	30 day	90 Day

Turnover Reasons

The second set of KPI track the reasons for an employee parting ways. These are indicated by voluntary vs. involuntary separations.

Shift/Location/ Department (add shifts per locations as needed)	Attendance Issues	Job Abandonment	Poor Performance	Higher Pay w/ Another Employer	Work Environment	Shift Conflict	Transportation	Facility Issues	Other

Note: tracking monthly turnover should be used to pinpoint reasons for turnover and implement changes to hiring and managing workers. Annual turnover figures can be used for the purposes of headcount planning.