SNAPSHOT: EMPLOYEE WELL-BEING IMPACTS TURNOVER

Employee well-being data can predict turnover rates

WELL-BEING AND TURNOVER

Employee turnover has a large, often negative business impact that organizations can’t ignore. Replacing an employee is estimated to cost between 90 and 200 percent of an employee’s annual salary.¹

Researchers have studied turnover for decades — but they haven’t deeply explored the relationship between employee well-being programs and turnover. An analysis of 2015 Limeade well-being program data found program participation and turnover are related:

- Turnover rates were four times higher among employees who weren’t registered for a well-being program compared to registered employees
- Turnover rates were two times higher among employees with low levels of participation vs. employees with high levels of participation

EMPLOYEE TURNOVER: THE VOLUNTARY OR INVOLUNTARY DEPARTURE OF AN EMPLOYEE.

TURNOVER RATES WERE 4x HIGHER
for employees NOT REGISTERED IN A WELL-BEING PROGRAM compared to registered employees

TURNOVER RATES WERE 2x HIGHER
for employees with LOW LEVELS OF PARTICIPATION compared to high levels of participation
The Limeade Institute analyzed this data from 539,534 U.S. employees, who came from organizations ranging in size from 1,000 – 20,000 employees in healthcare, retail and technology sectors.

Limeade observed overall well-being data, which included components like growth and engagement. The team also included other data like employee status and program participation. The findings highlight the value of well-being data for leaders who track business results, specifically turnover. They also reinforce the need to support employee well-being to keep people engaged at work.

CAN WELL-BEING PROGRAM DATA PREDICT EMPLOYEE TURNOVER?

Yes.

Leaders can use well-being assessment, participation and program data to predict employee turnover. The prediction won't provide reasons for potential turnover, but it can identify high-risk areas within an organization. HR leaders can then adjust their well-being strategy to positively influence engagement and reduce potential turnover.

For this predictive analysis, the Limeade Institute analyzed 2015 Limeade well-being program data that included 23,051 U.S. employees from employers ranging in size from 1,000 – 20,000 employees in healthcare, retail and technology sectors.

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