

HEALTH WEALTH CAREER

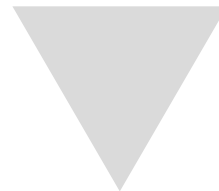
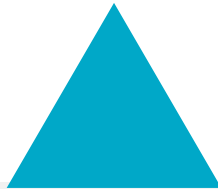
MERCER WEBCAST SERIES

TACKLING TRENDS IN TURNOVER

JUNE 23, 2016

Patrick Gutmann
Principal

Frankfurt, Germany



WELCOME TODAY'S PRESENTER



Patrick Gutmann

Sector Leader Europe
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Questions

To submit a question, use the floating panel on the top of your screen and click the Q&A button:



**CLICK HERE TO ASK A
QUESTION TO "ALL
PANELISTS."**

TRENDS IN EMPLOYEE TURNOVER



What's New

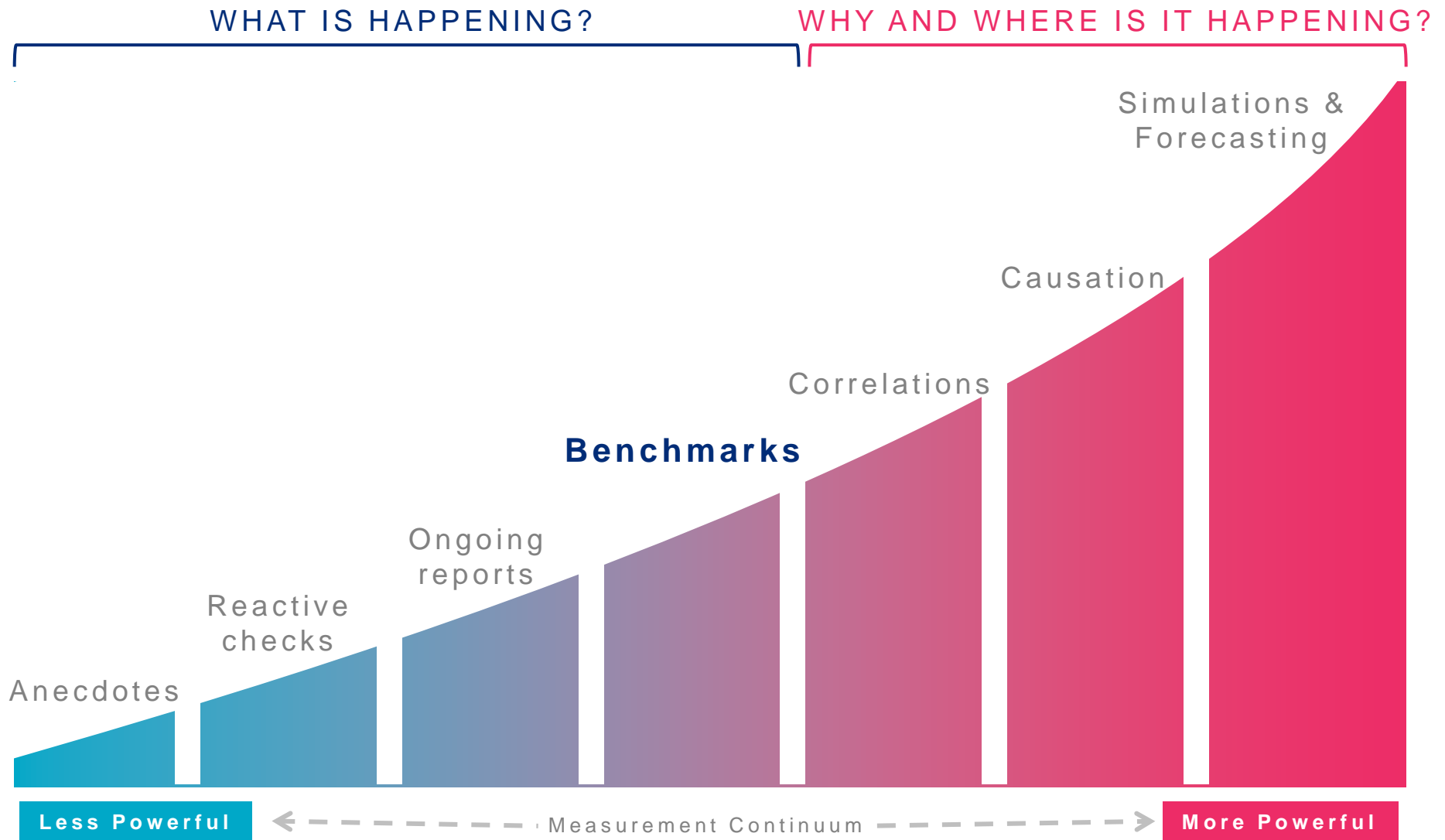


What Can
We Do?



Q&A

THE MEASUREMENT CONTINUUM



DATA FEATURED TODAY

HIGHLIGHTS MERCER | COMPTRYX

Workforce Metrics

On-demand analytics and industry peer benchmarking for **20+ critical metrics** including payroll cost, productivity, organizational leverage and turnover

Labor Cost Modeling

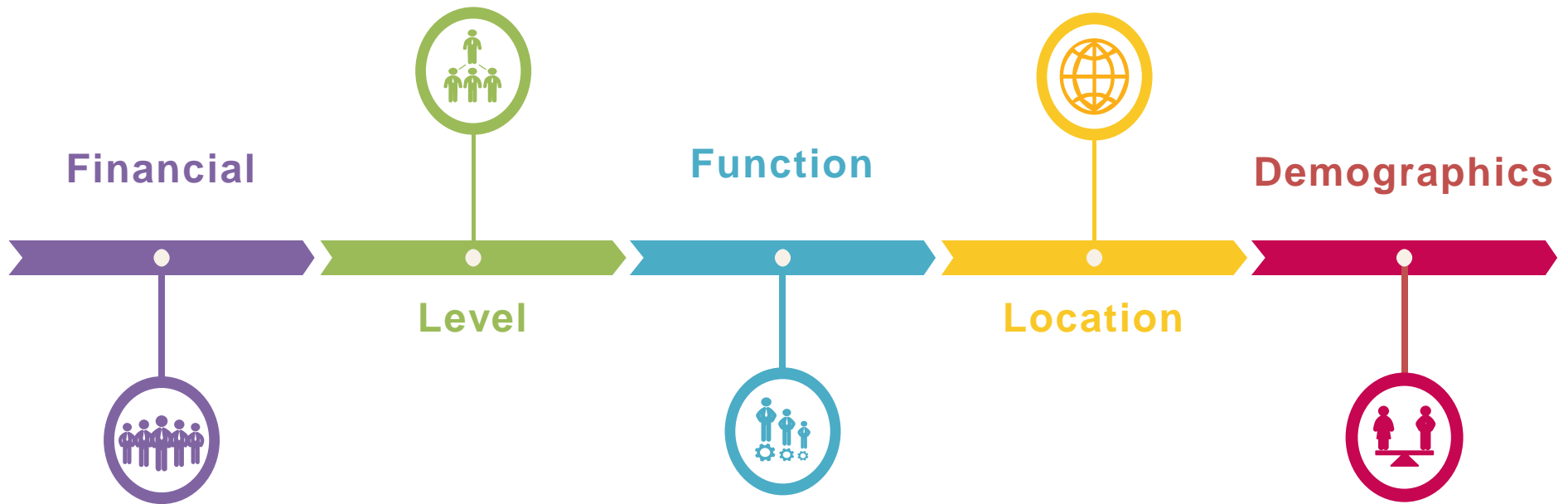
Enables **instant** virtual organization design to **model payroll costs** in **85+ countries** around the world

Global Salary Survey

Global pay data with a database of nearly **3 million** records for **250+ jobs**



Profile your organization against the competition



**FULL ANALYTICAL CAPABILITY
YOU VS. YOUR MARKET**

TURNOVER RATES - "EMPIRICALLY BASED" TOTAL TERMS DIVIDED BY AVERAGE POPULATION"

One of several employment "rate" calculations in Mercer | Comptryx

	P1 - Entry <i>Mkt</i>	P2 - Dvlpng <i>Mkt</i>	P3 - Proficient <i>Mkt</i>	P4 - Mastery <i>Mkt</i>	P5 - Expert <i>Mkt</i>	P6 - Advisory <i>Mkt</i>
- EMPLOYMENT/TERM RATES ?						
Churn Distribution						
Retention Rate	75.30 %	81.82 %	87.19 %	89.90 %	90.44 %	90.99 %
New Hire Rate	32.13 %	21.54 %	13.36 %	10.82 %	9.78 %	9.57 %
Turnover Rate (Total)	20.78 %	16.89 %	13.52 %	10.34 %	10.34 %	9.16 %
Turnover Rate (Voluntary)	14.88 %	11.30 %	8.58 %	6.38 %	6.50 %	5.43 %
Churn Rate (NH + Tot Term)	52.92 %	38.43 %	26.88 %	21.16 %	20.12 %	18.72 %

Average Population = (Beginning + Ending Headcount / 2)

KEY LEARNINGS

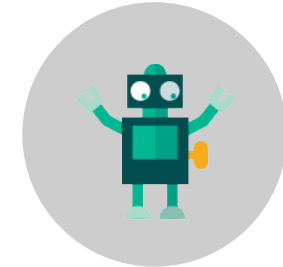
TRENDS IN TURNOVER



**KEEP PEELING
BACK THE
ONION**

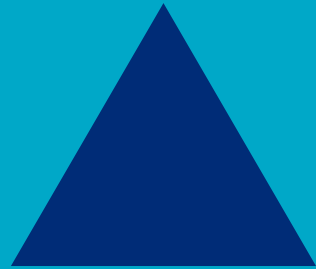


**CONTEXT
MATTERS**

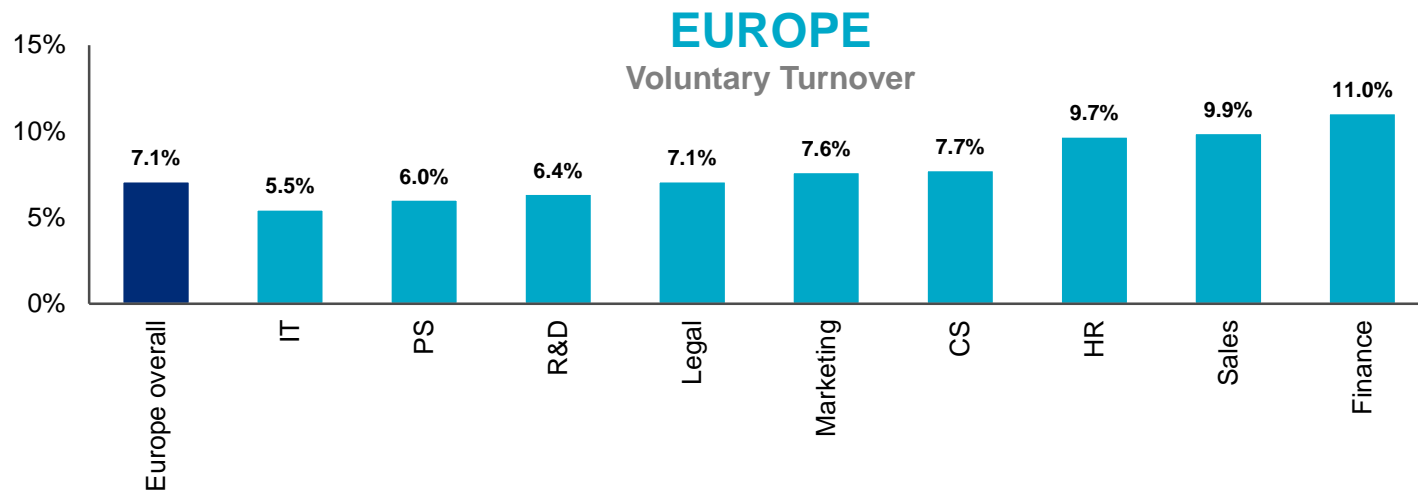
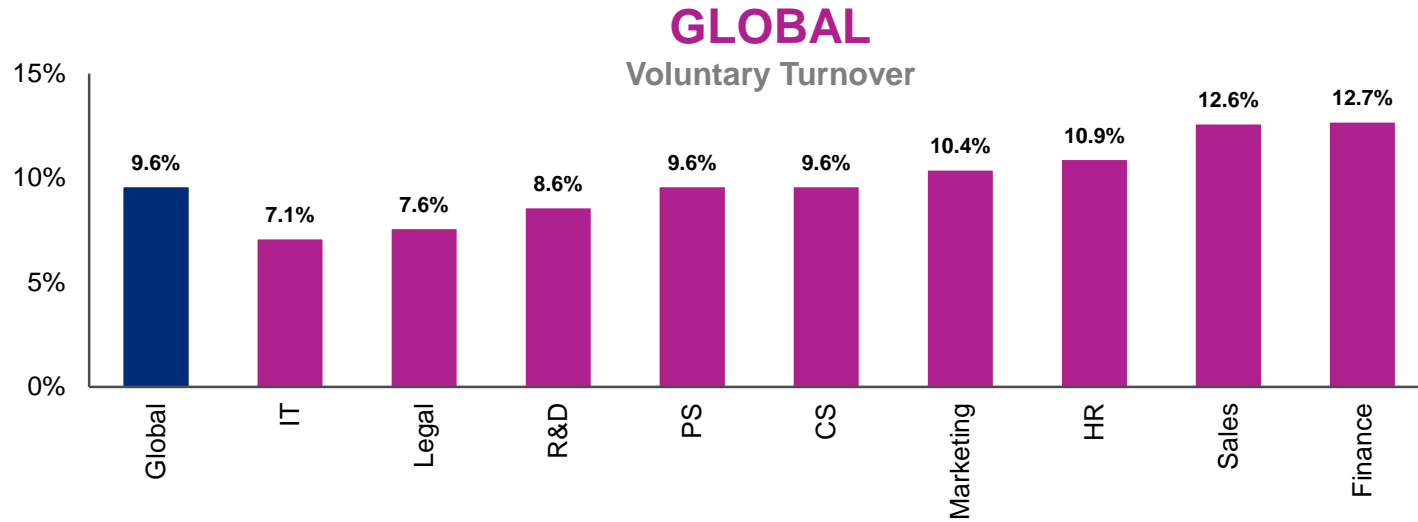


**DON'T FORGET
TOTAL
TURNOVER**

KEEP PEELING BACK THE ONION

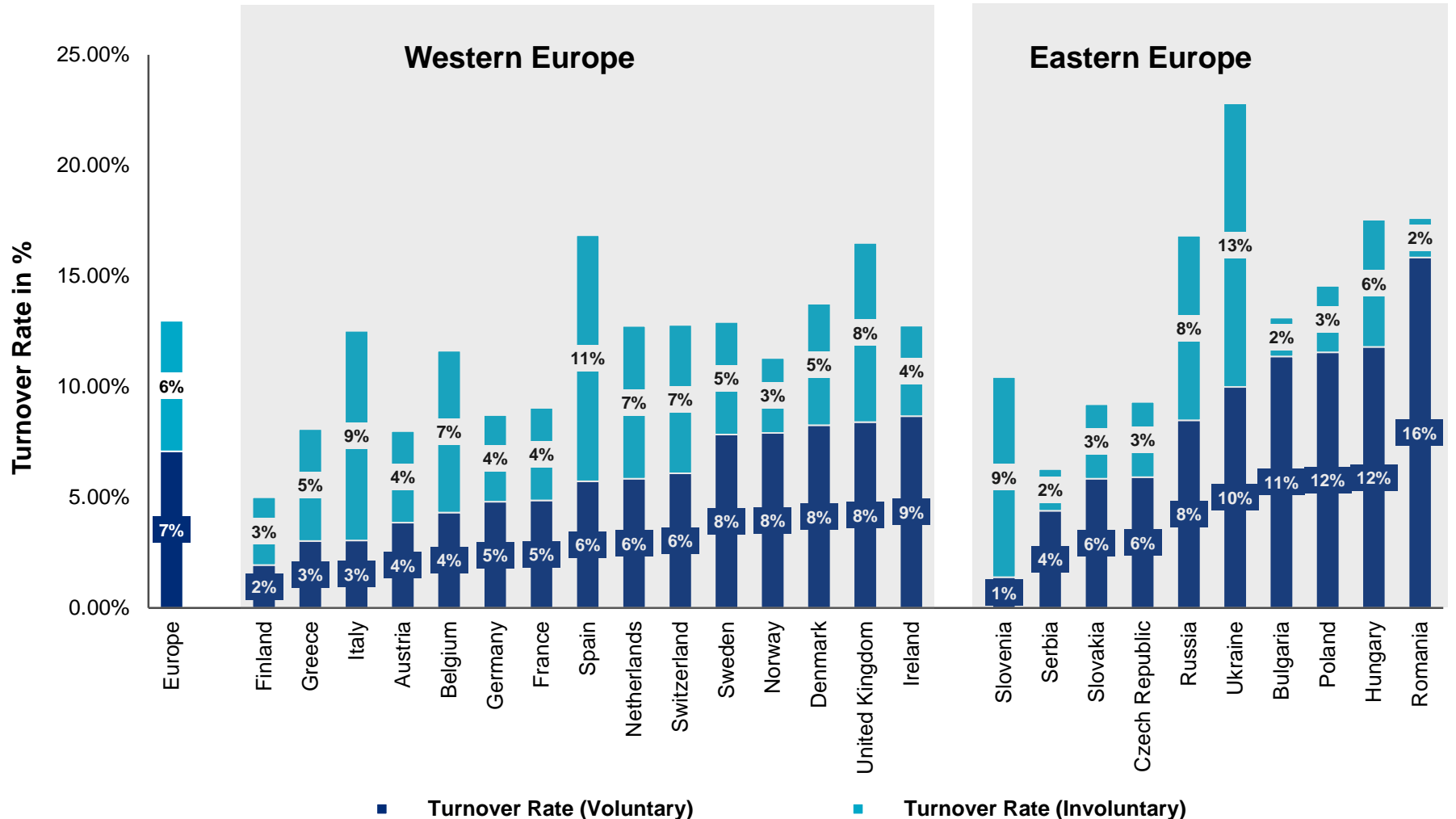


VOLUNTARY TURNOVER BY FUNCTION GLOBAL VS EUROPE



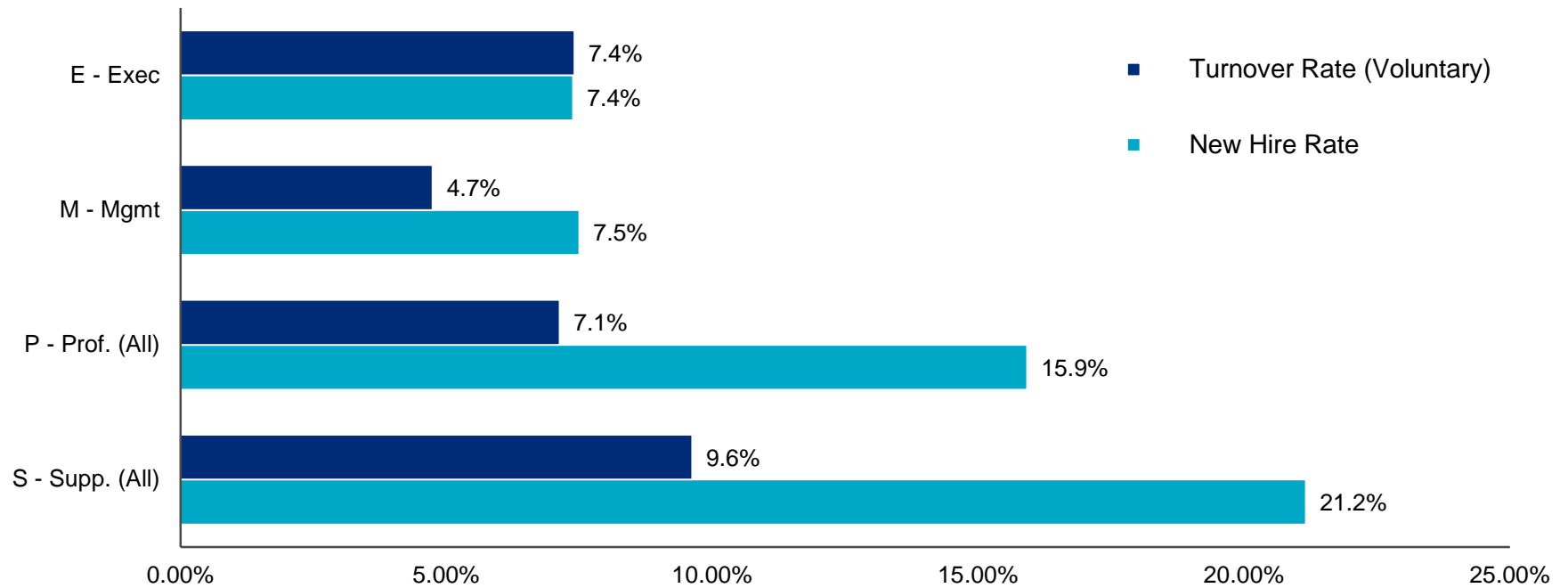
APAC: 13,5%
US: 8,1%

TURNOVER (VOLUNTARY AND INVOLUNTARY) BY LOCATION



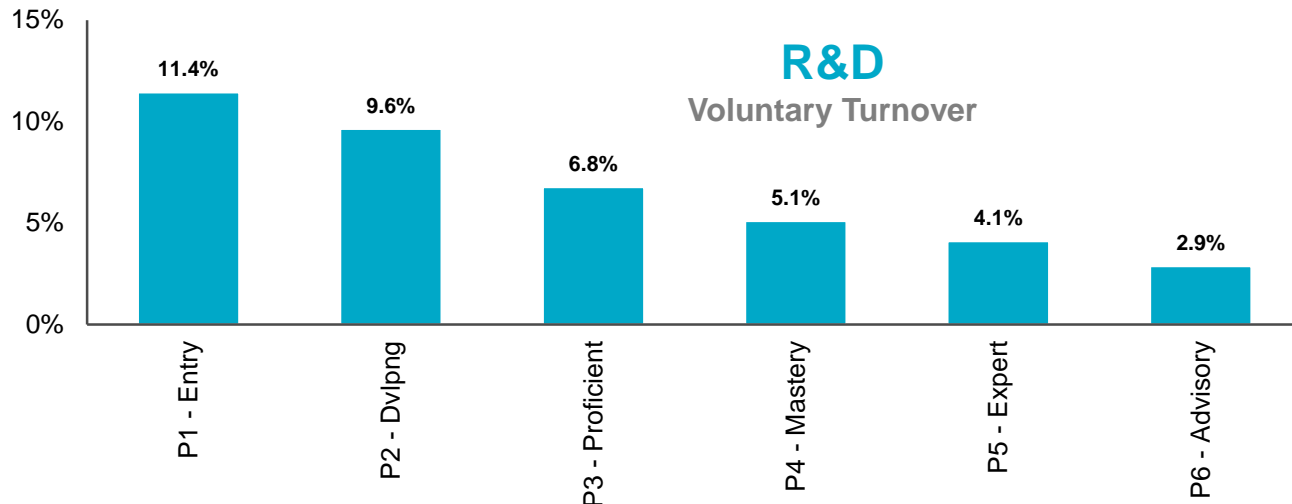
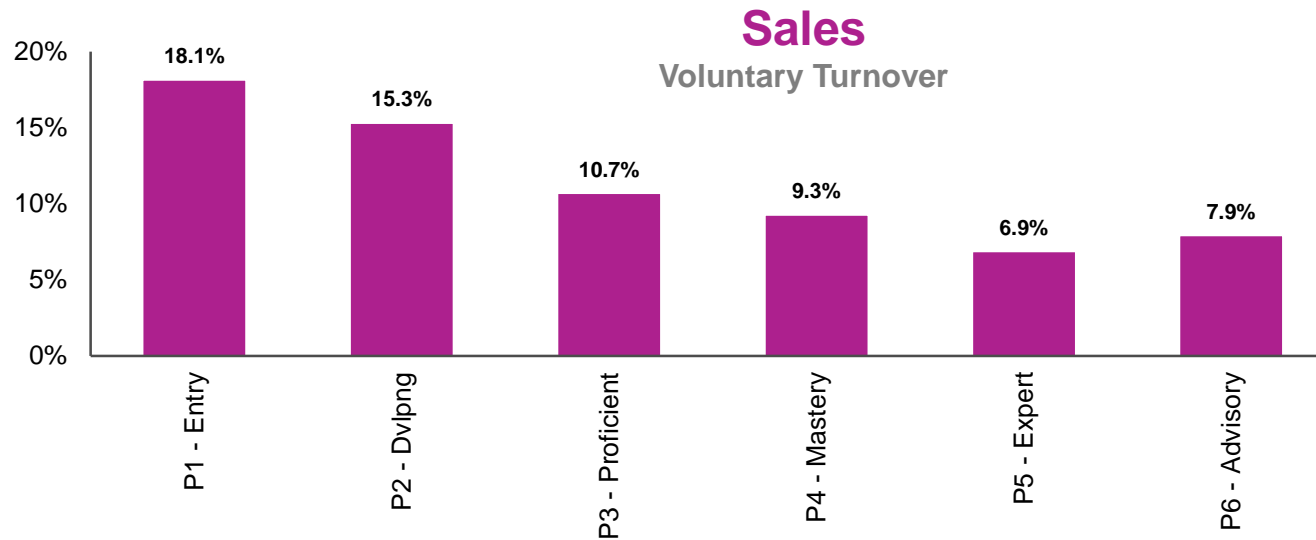
VOLUNTARY TURNOVER BY LEVEL

EUROPE NEW HIRE RATE VS TURNOVER BY LEVEL



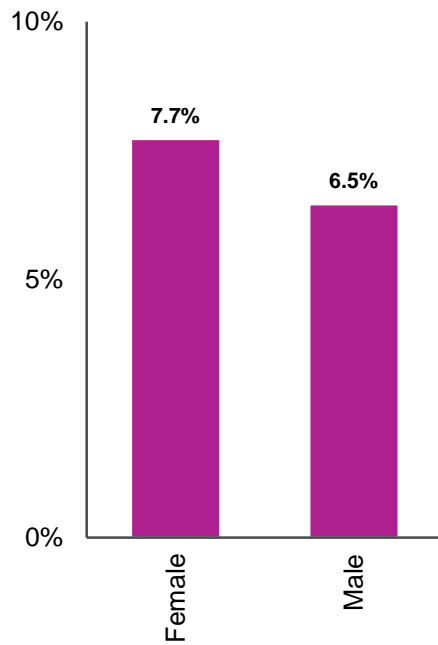
VOLUNTARY TURNOVER BY LEVEL

EUROPE: R&D AND SALES PROFESSIONALS

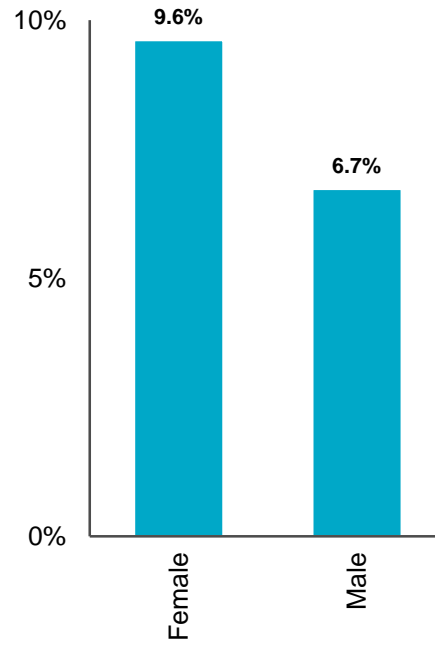


VOLUNTARY TURNOVER BY GENDER EUROPE

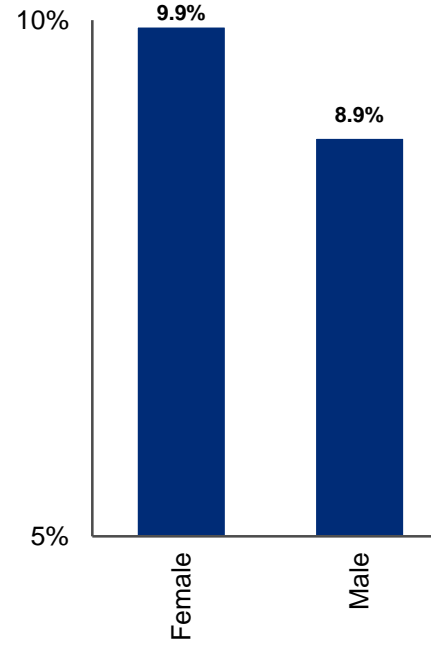
Overall



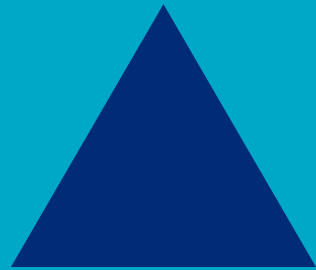
Career Level Support



Sales Function

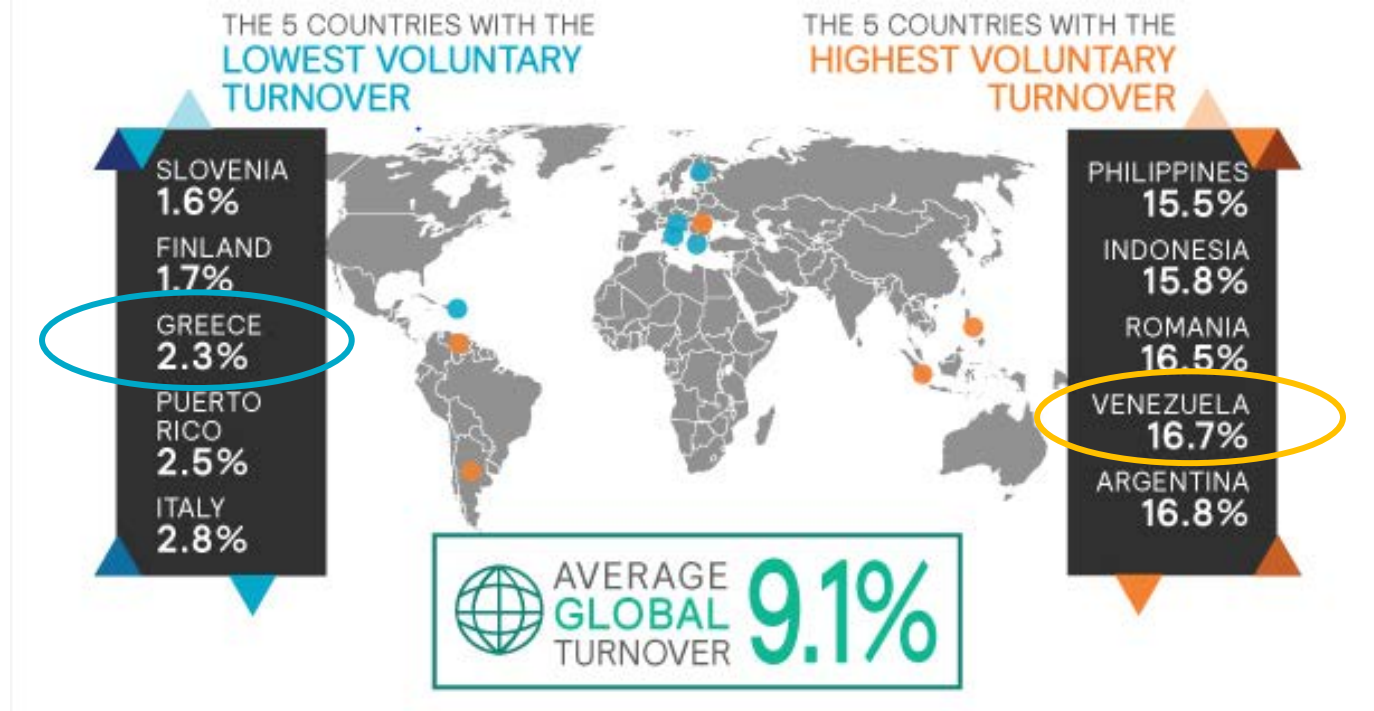


CONTEXT MATTERS



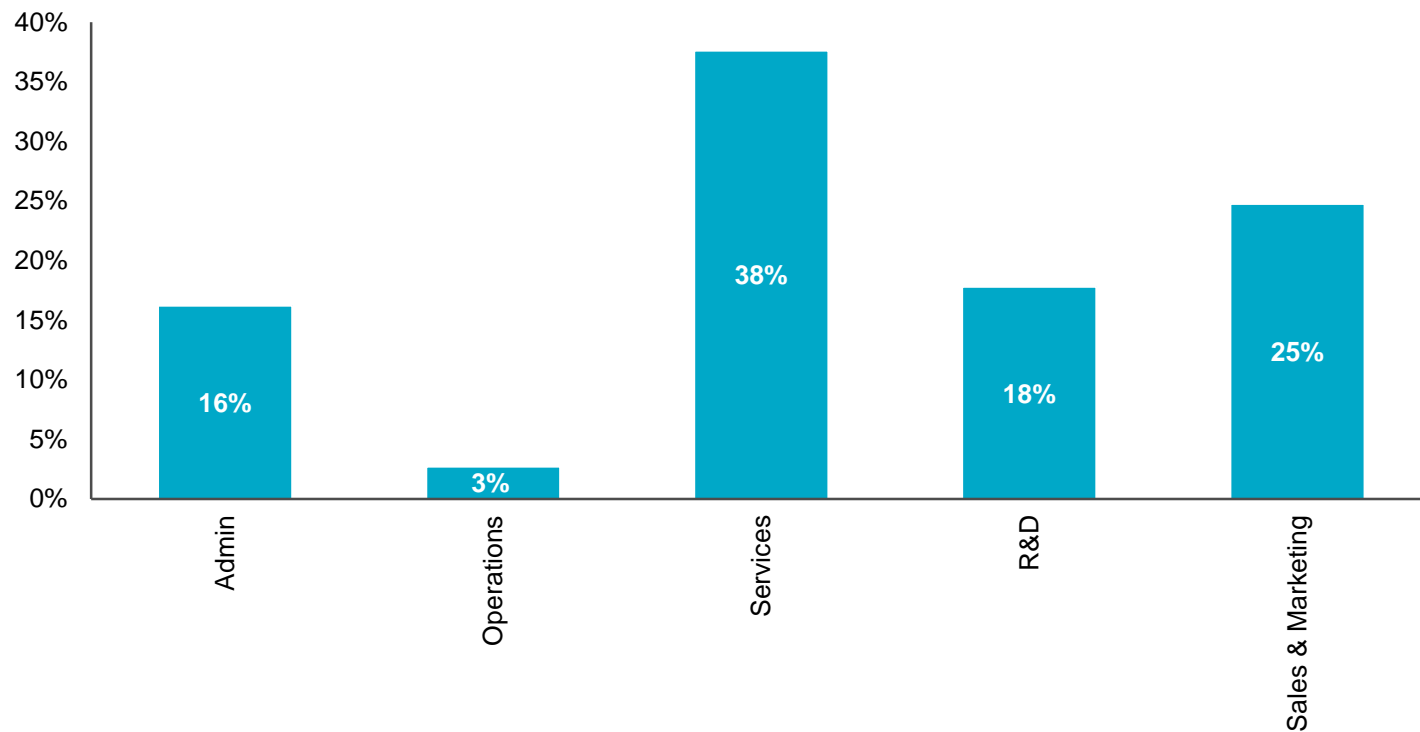
VOLUNTARY TURNOVER AROUND THE WORLD


PROFESSIONAL LEVEL – TECH-FOCUSED INDUSTRY



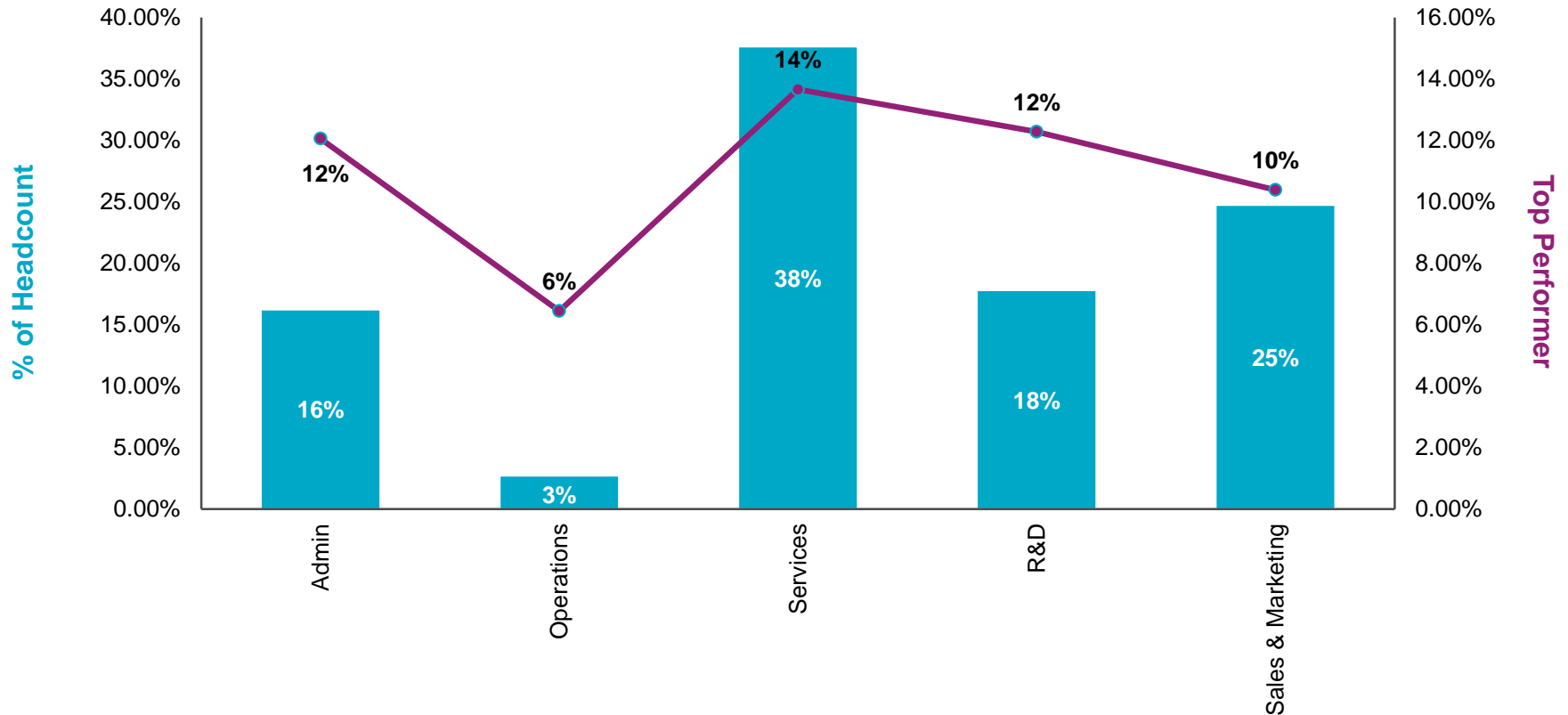
WHAT FUNCTIONS ARE PRESENT AND MOST CRITICAL IN THE UK?

% of Headcount
Professionals UK by Function



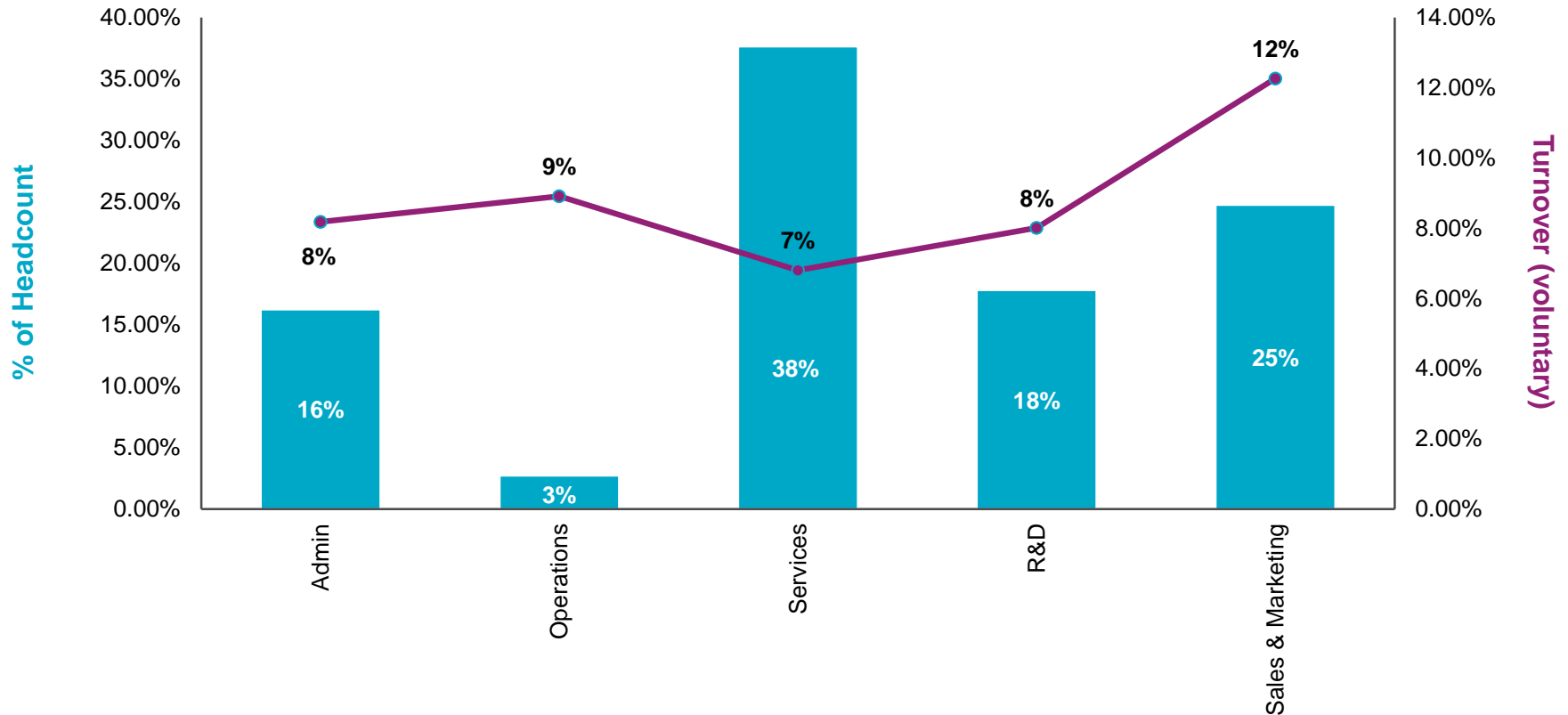
 The analysis indicates that in the UK the majority of the professional headcount is in the Services and the Sales & Marketing Function.

AND WHERE ARE THE TOP PERFORMERS?



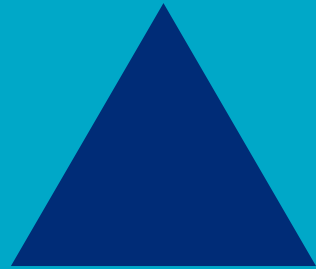
... and most of the Top Performers can be found in Services and R&D and Admin.

FINALLY WHAT FUNCTION IN THE UK SHOWS THE HIGHEST TURNOVER?



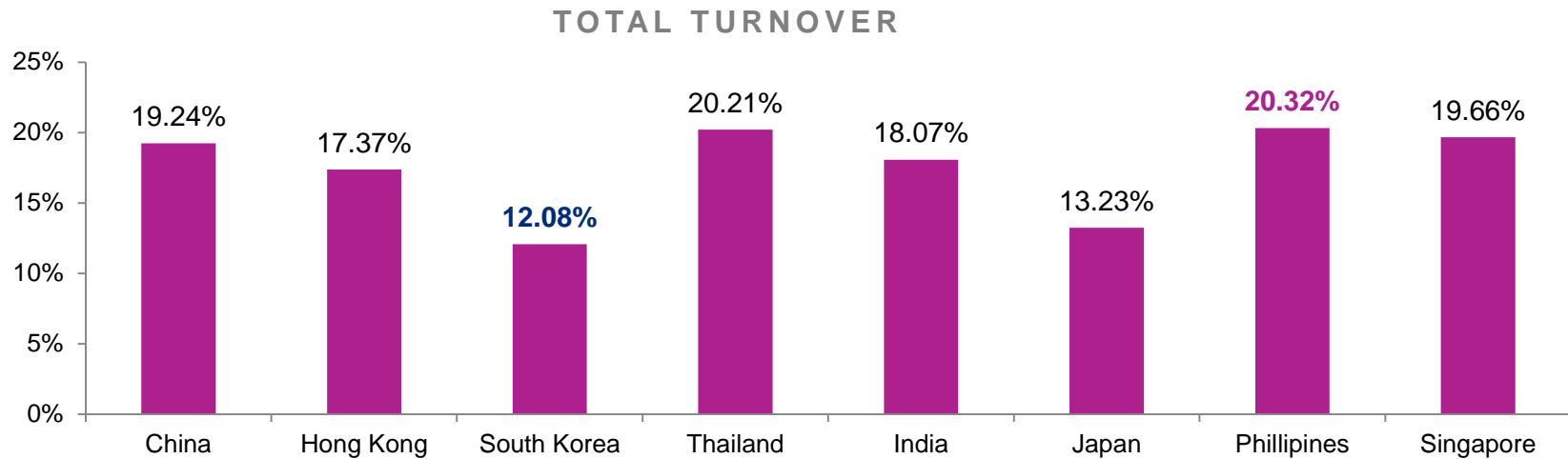
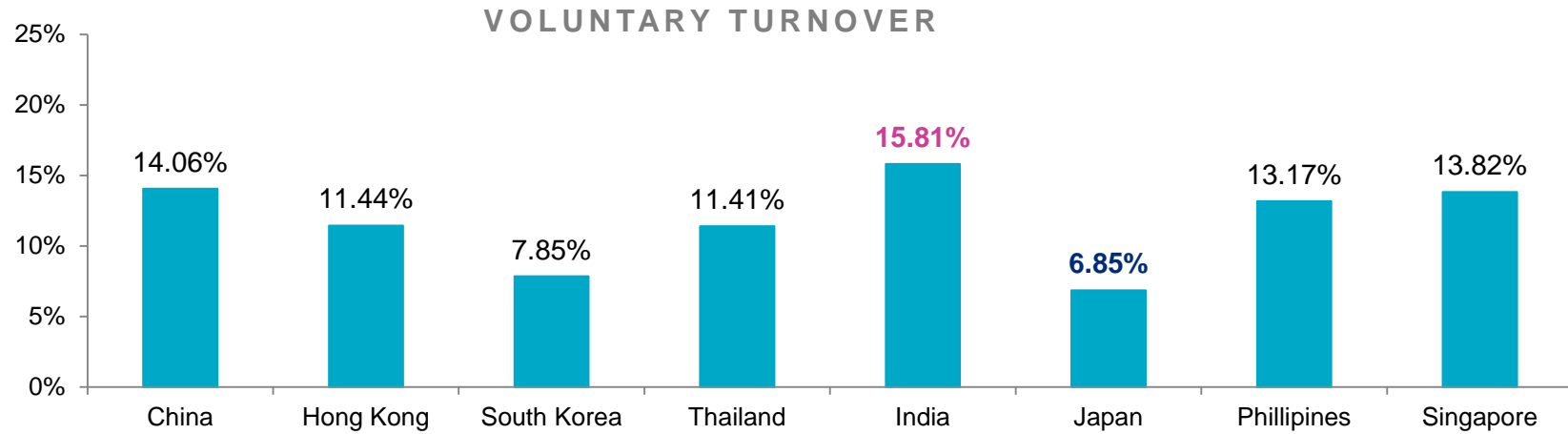
Whereas highest turnover can be found in Sales & Marketing

DON'T FORGET TOTAL TURNOVER



TURNOVER BY LOCATION

VOLUNTARY AND TOTAL TURNOVER



SUMMARY

TRENDS IN TURNOVER



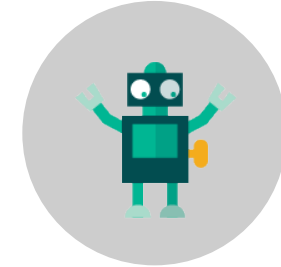
KEEP PEELING BACK THE ONION

Start with the aggregate and drill down to the details through different lenses.



CONTEXT MATTERS

Contrast your turnover data with other factors.



DON'T FORGET TOTAL TURNOVER

Voluntary turnover is just part of the reason why people are leaving.

WHAT NEXT AND WHERE TO GO?

Thursday, 30st June
10 o'clock

Webcast:
Understanding
People Cost

Mercer | Comptryx
Discussion Group

<https://www.linkedin.com/groups/4315619>

Mercer | Comptryx
Website

comptryx.com

QUESTIONS?



Patrick Gutmann
Sector Leader Europe

QUESTIONS

Please type your questions in the Q&A section of the toolbar and we will do our best to answer as many questions as we have time for.

To submit a question while in full screen mode, use the Q&A button, on the floating panel, on the top of your screen.



CLICK HERE TO ASK A QUESTION
TO "ALL PANELISTS"

FEEDBACK

Please take the time to fill out the feedback form at the end of this webcast so we can continue to improve. The feedback form will pop-up in a new window when the session ends.



MERCER

MAKE TOMORROW, TODAY