symplr ASSESSMENTS

Retention Analysis

With ongoing efforts to improve employee retention and reduce turnover, it's important to have the best tools to identify and address any weak points in your organization. symplr Staff Assessment includes an analysis that features a brand-new way of displaying these data points with graphs.

Turnover reporting capabilities have been expanded to include voluntary and involuntary termination datapoints, making it easier than ever to visualize and understand the various factors contributing to turnover. This deeper analysis of first-year retention allows you to work on reinforcing the departments, people, or roles needing it most.
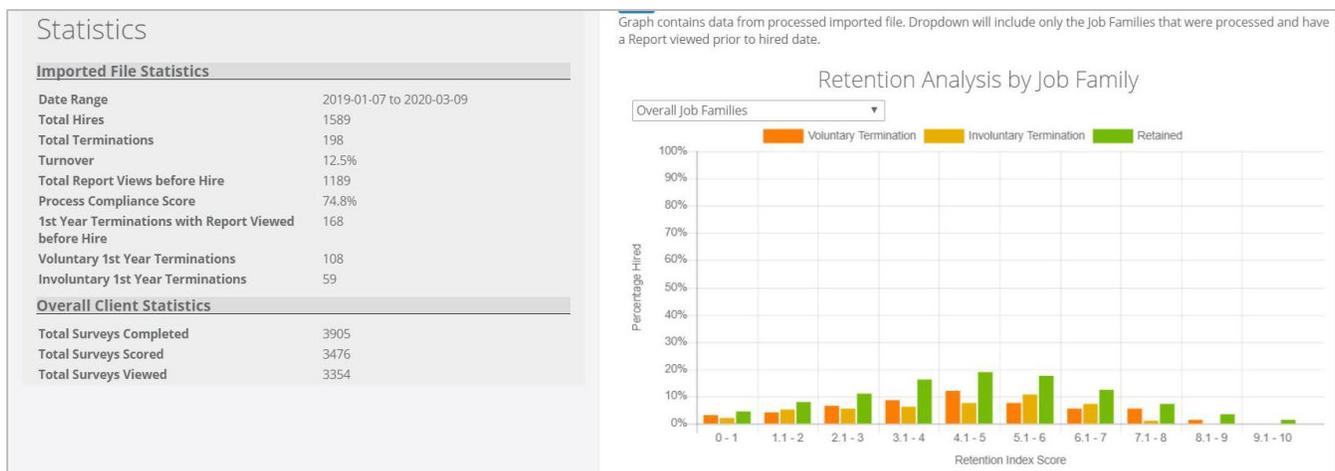
What is it exactly?

Retention analysis provides insight into your staff retention and turnover data by breaking out **Voluntary** and **Involuntary** departures. This information displays in a customizable graph comparing the turnover data to employees' assessment survey scores, allowing you to examine any potential correlations between assessment scores and staff retention. These statistics make use of your already-imported turnover data to provide a more comprehensive representation of who's staying and who's going.

How do I use it?

After enabling this feature by a user-level permission setting, it is accessible from the **Import Retention/Turnover File** page in the Reports section. Users must have completely imported and processed at least one retention/turnover file – this ensures the appropriate data is used to display these graphs exists in the system. After this, the new **Graphs** option displays next to **Generate Summary**.

Selecting **Graphs** displays the **Retention and Turnover Statistics** page. This page features several calculations based on the imported retention data and a graph displaying these data points using colored lines.

While the statistics displaying on the left remain constant, the graph's display changes based on whether you're viewing data from the file you just imported, or the overall details of all assessments completed during a specified date range. Changing the selection in the **Assessment Category** drop-down menu allows you to scrutinize this data from a variety of angles. Additionally, selecting the name of a category toggles its display within the graph, improving readability of overlapping data points.

A printable report is also available that captures the statistics and all graphs for the imported data, making it easy to share this information with your organization.

Hired Status	Total	0 - 1	1 - 2	2 - 3	3 - 4	4 - 5	5 - 6	6 - 7	7 - 8	8 - 9	9 - 10
Hired	188	4	3	13	27	48	42	23	18	7	3
Involuntary	16	0	2	0	1	6	4	2	1	0	0
Voluntary	23	0	0	4	4	7	4	1	2	1	0
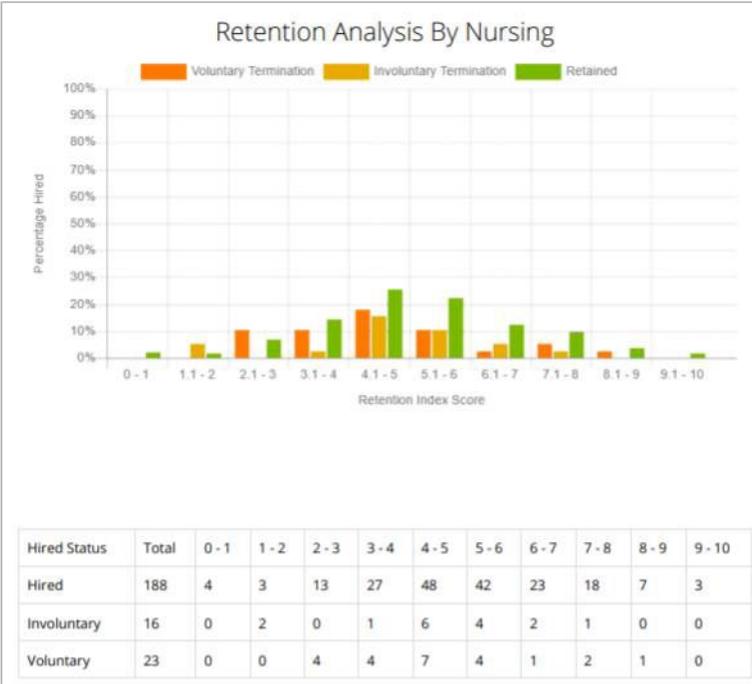
The Fine Print

Nothing to worry about, just some of the finer details you should be aware of regarding this feature.

- Access to this feature is controlled by a user-level permission setting. A user must have access to the Retention/Turnover Dashboard to utilize the new **Graphs** option.

- To activate this feature in your organization, please reach out to a symplr Support specialist by calling 866-323-3030 or emailing **talentsupport@symplr.com**.