

# PREDICTING EMPLOYEE TURNOVER: A BASIC DATA CHECKLIST

## Demographics

- Ethnicity
- Sex
- Age
- Education level
- Region/City/State

## Organization

- Department
- Total time at company
- Time in current job
- Hierarchy level of current job
- Team-level turnover

## Performance

- Individual performance
- Promotions (e.g. last 2 years)
- Departmental performance
- Team-level performance
- Supervisor performance

## Salaries

- Annual salary
- Salary market reference point
- Size of last raise
- Time since last raise
- Bonus/ Retention program

## Survey Data

- Engagement
- Job satisfaction

## External Data

- Region/ County population
- Local labor market

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