

2018 Human Resource Metrics Survey

Participant Profile Report: Sample

Your Results	Your Size Group				All Organizations			
	25th	Average	Median	75th	25th	Average	Median	75th

Turnover and Tenure

Overall Total (Voluntary & Involuntary) Turnover Rate	13.8%	13.0%	14.4%	14.1%	15.5%	12.3%	13.4%	13.7%	14.4%
Overall Voluntary Turnover Rate	11.9%	10.2%	11.3%	10.8%	11.9%	9.6%	10.9%	10.8%	12.3%
First Year of Service Total (Voluntary & Involuntary) Turnover Rate	24.6%	14.8%	20.0%	25.0%	26.5%	17.0%	21.6%	23.1%	26.5%
First Year of Service Voluntary Turnover Rate	21.6%	8.8%	14.9%	15.3%	19.4%	13.1%	17.0%	17.6%	22.2%
RN Total (Voluntary & Involuntary) Turnover Rate	6.9%	11.6%	17.5%	13.7%	16.6%	10.3%	14.3%	12.1%	14.0%
RN Total Voluntary Turnover Rate	5.4%	2.8%	9.2%	11.5%	13.5%	6.3%	9.2%	9.8%	12.9%
RN First Year of Service Total (Voluntary & Involuntary) Turnover Rate	24.0%	11.1%	19.8%	20.5%	29.2%	14.0%	18.4%	16.6%	23.4%
RN First Year of Service Voluntary Turnover Rate	21.7%	8.7%	14.7%	15.6%	25.6%	12.2%	14.4%	14.9%	16.0%
Average Tenure for All Active Employees	8.0	7.3	8.0	7.9	9.0	7.7	8.3	8.0	9.1

Workforce Investment and Productivity

Labor Cost per FTE	\$102,432	\$88,499	\$104,442	\$107,681	\$119,673	\$88,537	\$108,242	\$105,597	\$117,665
Operating Cost per FTE	\$183,237	\$175,314	\$184,492	\$186,489	\$190,761	\$181,317	\$189,291	\$186,734	\$200,998

HR Investment

HR Costs per FTE	\$895	\$822	\$1,298	\$1,081	\$1,516	\$795	\$1,224	\$1,152	\$1,356
HR Costs as a % of Operating Costs	0.6%	0.5%	1.2%	0.8%	1.3%	0.5%	1.0%	0.7%	1.0%

Staffing

Cost per Hire	496	*	*	*	*	*	*	*	*
Average Time to Acceptance	51.4	46.9	61.0	51.7	65.2	47.3	58.7	53.0	65.1
Average RN Time to Acceptance	46.9	42.3	53.4	55.0	56.1	41.6	54.4	55.2	58.6

Workforce Diversity

Diverse Headcount Percent	12.8%	11.8%	24.6%	24.9%	36.6%	12.8%	24.1%	18.1%	33.5%
Diverse Turnover	19.7%	15.6%	18.5%	16.6%	22.4%	15.5%	17.6%	16.4%	22.2%

*Data not shown if fewer than 5 organizations reported base salary, bonus, or pay range data. 25th and 75th percentile data not shown if data reported for fewer than 6 firms.