**The Difference between Turnover rates & Employees Attrition In Human Resources**

The Difference between Employees Turnover &Employees Attrition In human resources, turnover rates and attrition rates are two common metrics used to measure employee movement within an organization.

While they are related, they represent slightly different aspects of employee departures. They both represent the movement of employees out of the organization but for different reasons or lets say in different ways.

Turnover Rate: The turnover rate measures the number of employees who leave an organization over a specific period, usually expressed as a percentage of the total workforce. It includes both voluntary and involuntary separations, such as resignations, retirements, dismissals, and layoffs.

Turnover rate is a broader measure that encompasses all employee departures, regardless of the reason.

Attrition Rate: The attrition rate specifically focuses on voluntary separations, such as resignations or retirements, within an organization. It excludes involuntary separations like dismissals or layoffs. The attrition rate is also expressed as a percentage and is calculated by dividing the number of employees who left voluntarily by the average number of employees during a specific period.

Lets explain it even in more :

For Example: Let's say a company has 200 employees at the beginning of the year and during that year, 20 employees leave the company.

Out of those 20, 10 employees resigned, 5 retired, and 5 were laid off due to downsizing. To calculate the turnover rate:

Turnover Rate = (Number of employees who left / Average number of employees) x 100 Turnover Rate = (20 / 200) x 100 Turnover Rate = 10%

To calculate the attrition rate: Attrition Rate = (Number of voluntary separations / Average number of employees) x 100 Attrition Rate = (10 / 200) x 100 Attrition Rate = 5% In this example, the turnover rate is 10%, indicating that 10% of the total workforce left the company during the year.

The attrition rate is 5%, indicating that 5% of the employees voluntarily resigned during the year. It's important to note that these rates can vary across industries and organizations. High turnover or attrition rates may suggest issues such as poor employee satisfaction, inadequate compensation, or ineffective talent management strategies, while low rates may indicate a stable workforce and positive working environment