Exit Interview Survey Participation

Participation levels and voluntary turnover
Voluntary Turnover

- Approximately 34% of voluntary turnover occurs within the first two years of hire
- Exit interview data helps us to identify areas for improvement
- Typically about one-third of separating employees will complete an exit interview

<table>
<thead>
<tr>
<th>Tenure</th>
<th>FY16</th>
<th>FY15</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt;1 Year</td>
<td>172</td>
<td>169</td>
</tr>
<tr>
<td>1 – 2 Years</td>
<td>137</td>
<td>188</td>
</tr>
<tr>
<td>Overall Voluntary Turnover</td>
<td>885</td>
<td>1,070</td>
</tr>
</tbody>
</table>

¹Qualtrics| Employee Experience – Exit Interviews Accessed March 12, 2017
Exit Interview Participation Rates

Survey Participants vs. Total Voluntary Separations for FY16 and FY15.

- **FY16**
  - Survey Participants: 88
  - Total Voluntary Separations: 885
  - Participation Rate: 9.4%

- **FY15**
  - Survey Participants: 92
  - Total Voluntary Separations: 1070
  - Participation Rate: 8.6%

*Total Voluntary Separations includes both faculty and staff regular, full/part time employees. Survey participants could include temporary staff.*
Ways to Increase Participation

• Ensure the exit interview is a standard part of the off-boarding process

• Administer just before leaving - they are less likely to participate after leaving employment

• Make computer available in Human Resources if needed

• Reassure participants that responses are evaluated by HR and not shared directly with managers / department chairs
If you would be interested in being a part of a focus group discussing changes to the exit survey, reach out to me at sinetra.gandy@emory.edu