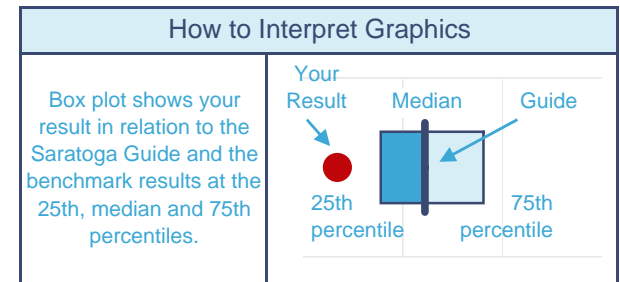
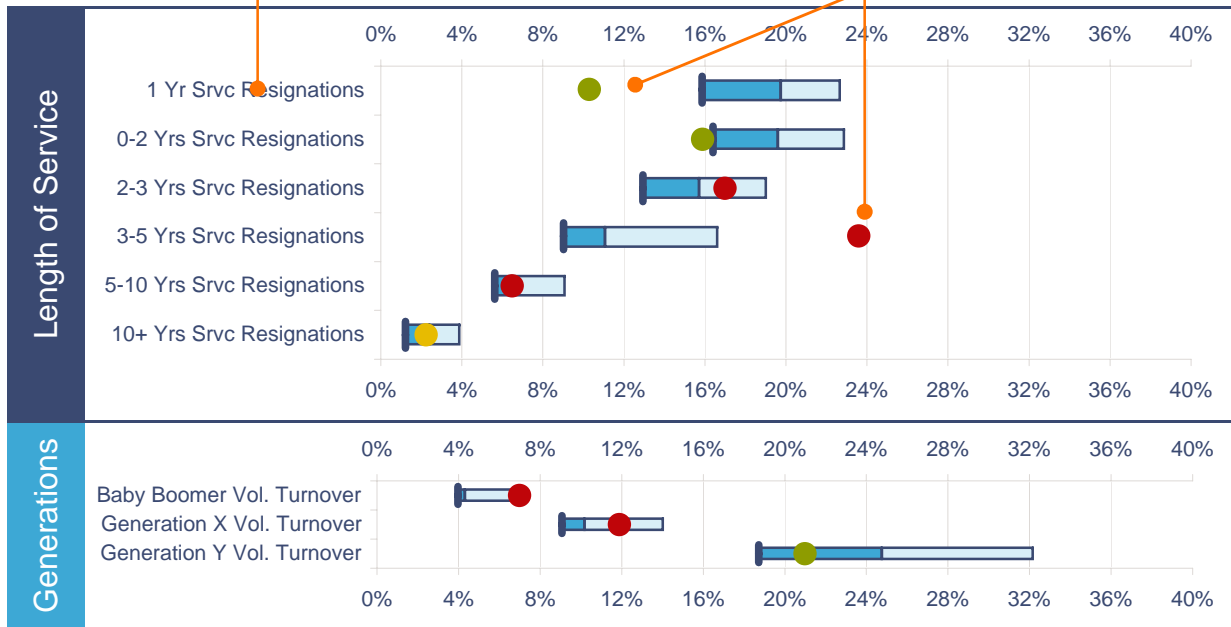


2009 Saratoga Canada Performance Report Analysis - Sample DEMO Company

Metrics clustered in themes – Turnover, Workforce Composition, HR Efficiency, Workforce Planning, etc.

Your results highlighted against the benchmark results and colour coded based on position in relation to the Guide.

Written analysis describes outcomes and relationships between metrics and also highlights any instances where further investigation may be warranted.



- A closer look at turnover by length of service reveals an unusual pattern, with low turnover in the early years of service and a spike at the 3-5 years service band.
- This turnover activity, coupled with a low promotion rate, may indicate that employees are not satisfied with long-term career opportunities.
- Employees in the 3-5 year service band are likely in Generation X, a population segment also experiencing relatively high turnover in comparison to the survey peer group.
- Further investigation into drivers of turnover is warranted, as the organization is particularly strong at retaining employees within the first couple of years of service when the investment in training and on-boarding is most intensive.

Results Table

Metric ID	Metric Name	co. XYZ	2008 Benchmark Results			Guide
			25th Percentile	Median	75th Percentile	
34	1st Yr Svc Resignations	10.3%	15.9%	19.7%	22.7%	25th Percentile
35	0-2 Yrs Svc Resignations	15.9%	16.4%	19.6%	22.9%	25th Percentile
36	2-3 Yrs Svc Resignations	17.0%	12.9%	15.7%	19.0%	25th Percentile
37	3-5 Yrs Svc Resignations	23.6%	9.0%	11.1%	16.6%	25th Percentile
38	5-10 Yrs Svc Resignations	6.5%	5.6%	6.5%	9.1%	25th Percentile
39	10+ Yrs Svc Resignations	2.3%	1.2%	2.4%	3.9%	25th Percentile
43	Baby Boomer Vol. Turnover	7.0%	4.0%	4.3%	6.9%	25th Percentile
44	Gen X Vol. Turnover	11.9%	9.1%	10.2%	14.0%	25th Percentile
45	Gen Y Vol. Turnover	21.0%	18.7%	24.8%	32.2%	25th Percentile

All results in tabular format, including the Saratoga Guide.