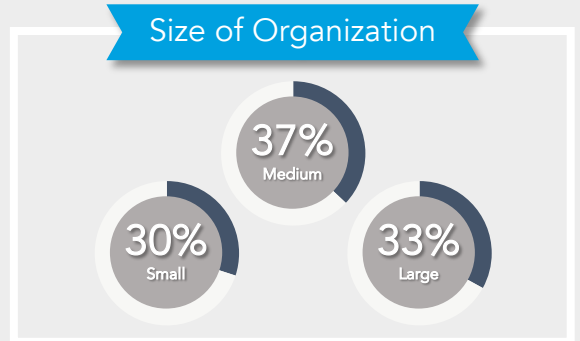
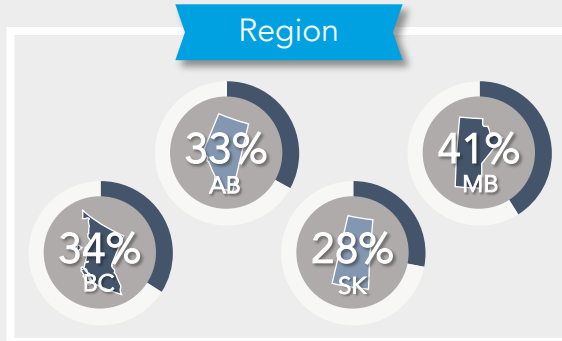
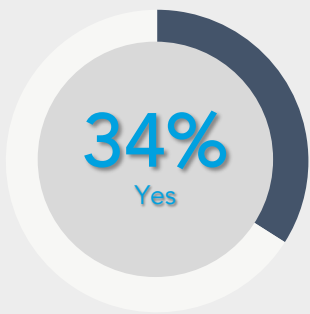


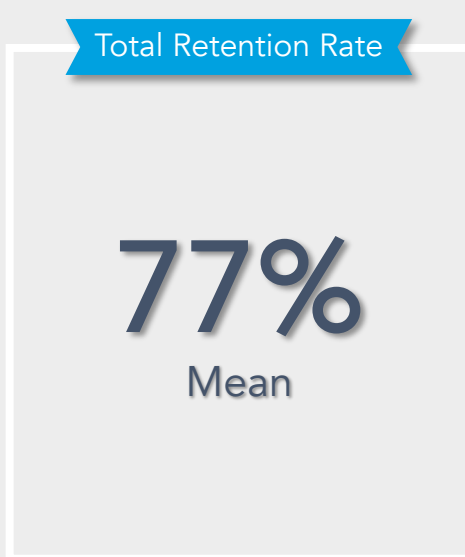
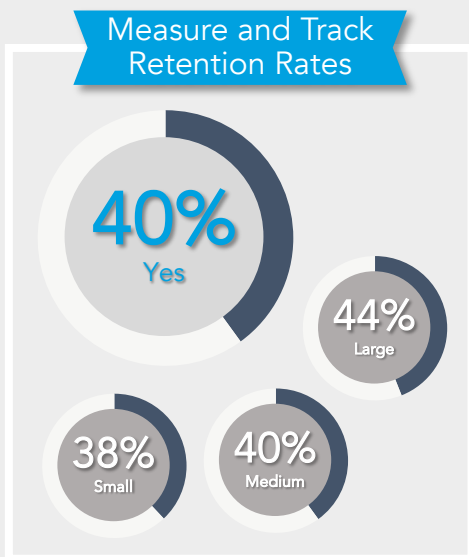
# HR Trends Report

Spring 2020

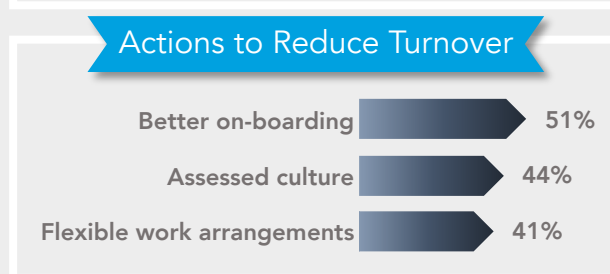
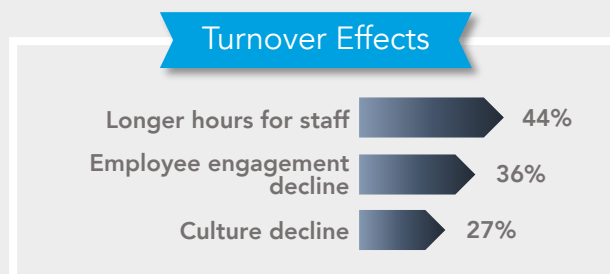
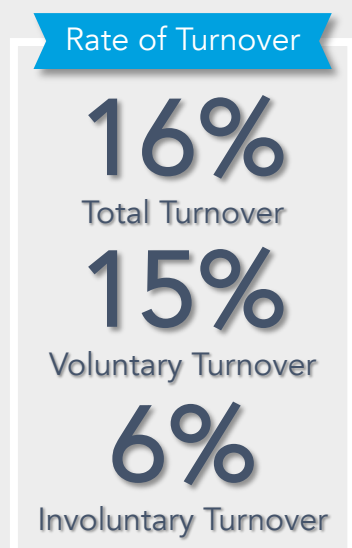
## ORGANIZATIONS CONSIDER EMPLOYEE PERFORMANCE IN HR METRICS



## RETENTION RATES



## TURNOVER



The Spring 2020 wave of this study was conducted by Insights West on behalf of CPHR British Columbia & Yukon, CPHR Alberta, CPHR Saskatchewan, and CPHR Manitoba. The survey was conducted online from November 25<sup>th</sup> to December 16<sup>th</sup>, 2019. A total of 916 human resources professionals participated in the survey, for an overall response rate of 7.25%. Survey responses to individual questions were optional. The margin of error of this survey varies depending on the number of completions each question received. The margin of error for a sample size of 916 (all survey respondents participating) is +/- 3.25%, nineteen times out of twenty.

Read the full report online at [www.cphrab.ca/Western-Canada-HR-Trends-2020](http://www.cphrab.ca/Western-Canada-HR-Trends-2020)

**Contact:**

Dan Boucher  
 Director, Regulatory Affairs & Research  
 CPHR Alberta  
 dboucher@cphrab.ca | 1.888.668.6125