



51 HR
Metrics

Analytics_{in}HR

HR performance metrics			
1	Revenue per employee	Total revenue / total number of employees	More information
2	Revenue per FTE	Total revenue / total number of FTE	More information
3	Profit per employee	Total profit / total number of employees	More information
4	Profit per FTE	Total profit / total number of FTE	More information
5	Overtime per employee	Hours of overtime / total number of hours (contractual hours + overtime) per period	More information
6	Labor cost per employee	Total labor cost / total number of employees	More information
7	Labor cost per FTE	Total labor cost / FTE	More information
8	Labor cost percentage of revenue	Total labor cost / organizational revenue	More information
9	Labor cost percentage of total expenses	Total labor cost / total organizational expenses	More information
10	Absence rate	Number of absence days / total number of working days	More information
11	Absence rate per manager/department	Number of absence days per unit / total number of working days per unit	More information
12	Overtime expense per period	Overtime pay / total pay per period	More information
13	Training expenses per employee	Training expenses / total expenses	More information
14	Training efficiency	Training expenses per employee / training effectiveness	More information
15	Voluntary turnover rate	Employees who left the organization voluntarily / headcount	More information
16	Involuntary turnover rate	Employees who left the organization involuntarily / headcount	More information
17	Turnover rate of talent	Employees who left the organizations and are qualify as high potentials / headcount	More information
18	Turnover rate	Employees who left the organization / headcount	More information
19	Turnover rate per manager/department	Employees who left the organization per unit / headcount per unit	More information
20	Cost of absenteeism	Total cost of absenteeism = Total employee hours lost to absenteeism * hourly pay (including benefits) + Supervisor hours lost in dealing with absenteeism * hourly pay supervisor (including benefits) + other costs (including temporary staff, training, loss of productivity, quality loss, overtime, etc.)	Houtzagers formula
21	Cost of turnover	Total cost of turnover, see Excel (by SHRM)	SHRM Excel sheet
22	HR to employee ratio	FTE working in HR / total number of FTE	More information

23	HR cost per FTE	Total HR cost / total number of FTE	More information
24	Time until promotion	Average time (in months or years) until promotion	More information
25	Promotion rate	Number of employees promoted / headcount	More information
General workforce metrics			
26	Average age	Average age	More information
27	Average length of service	Average length of service	More information
28	Retirement rate	Number of employees retired / total number of employees	More information
29	Average distance from home	Average distance in miles (or km) from home	More information
30	Engagement rate	Number of people who report being engaged / total number of people	More information
31	Satisfaction rate	Number of people who report being satisfied in their job / total number of people	More information
32	Salary hike since last year	(New salary - salary previous year) / salary previous year	More information
Recruitment metrics			
33	Time to fill	Number of days between publishing a job opening and hiring the candidate	More information
34	Time to hire	Number of days between the moment a candidate is approached and the moment the candidate accepts the job	More information
35	Cost per hire	Total cost of hiring/the number of new hires	More information
36	Source of hire	Sourcing channel used to attract the hire	More information
37	First-year resignation rate	Employees who left the organization within 1 year / headcount This number should be 0, just like 38 , 39 and 40 . A percentage higher than zero will be very costly and indicates a bad fit with new recruits and the organization. Organizations should use better selection tools and procedures to prevent this.	More information
38	First-year turnover rate	Employees who left the organization within 1 year / total number of recruits	More information
39	First-month turnover rate	Employees who left the organization within 1 month / headcount	More information
40	First-month turnover rate	Employees who left the organization within 1 month / total number of recruits	More information
41	Hiring manager satisfaction	Number of hires who perform well / total number of hires	More information

42	Candidate job satisfaction	Number of hires who rate themselves as satisfied in their new job / total number of hires	More information
43	Applicants per opening	Total number of applicants / number of job openings	More information
44	Selection ratio	Number of hired candidates / total number of candidates	More information
45	Cost per hire	(Total internal cost + total external cost) / total number of hires	More information
46	Offer acceptance rate	Number of applicants presented with a job offer / number of applicants who accepted a job offer	More information
47	Vacancy rate	Total number of open positions / total number of positions in organization	More information
48	Application completion rate	Total number of people who completed the application / total number of people who started with the application	More information
49	Yield ratio	Number of applicants who successfully completed the stage / total number of applicants who entered the stage. For example: <ul style="list-style-type: none"> • 15:1 (750 applicants apply, 50 CVs are screened) • 5:1 (50 screened CVs lead to 10 candidates submitted to the hiring manager) • 2:1 (10 candidate submissions lead to 5 hiring manager acceptances) • 5:2 (5 first interviews lead to 2 final interviews) • 2:1 (2 final interviews lead to 1 offer) • 1:1 (1 offer to 1 hire) 	More information
50	Sourcing channel effectiveness	Total number of impressions of the channel / number of applications of the channel	More information
51	Sourcing channel cost	Advertisement spending per channel / number of successful applicants per platform	More information

Qualitative performance metrics

Qualitative performance metrics are best quantified on a case by case basis. For more information, click [here](#).