

Benefits Staffing Ratio

Benchmarks, Definition & Measurement Details

**SAMPLE
CONTENT & DATA**



Benefits Staffing Ratio

Definition & Measurement Details



What is Benefits Staffing Ratio?

The number of company-wide employees divided by the total number of employees working in the benefits department at the same point in time. Benefits employees are typically responsible for developing and administering company health plan and retirement program (401k, etc.) benefits.

Why should this KPI be measured?

Benefits Staffing Ratio measures the number of company-wide employees supported by each individual benefits function employee. This metric speaks to the overall staffing level of the benefits function.

How is this KPI calculated?

Two values are used to calculate this KPI: (1) the total number of employees working for the company across all functions within the organization and (2) the total number of employees working in the benefits department.

ABRIDGED CONTENT
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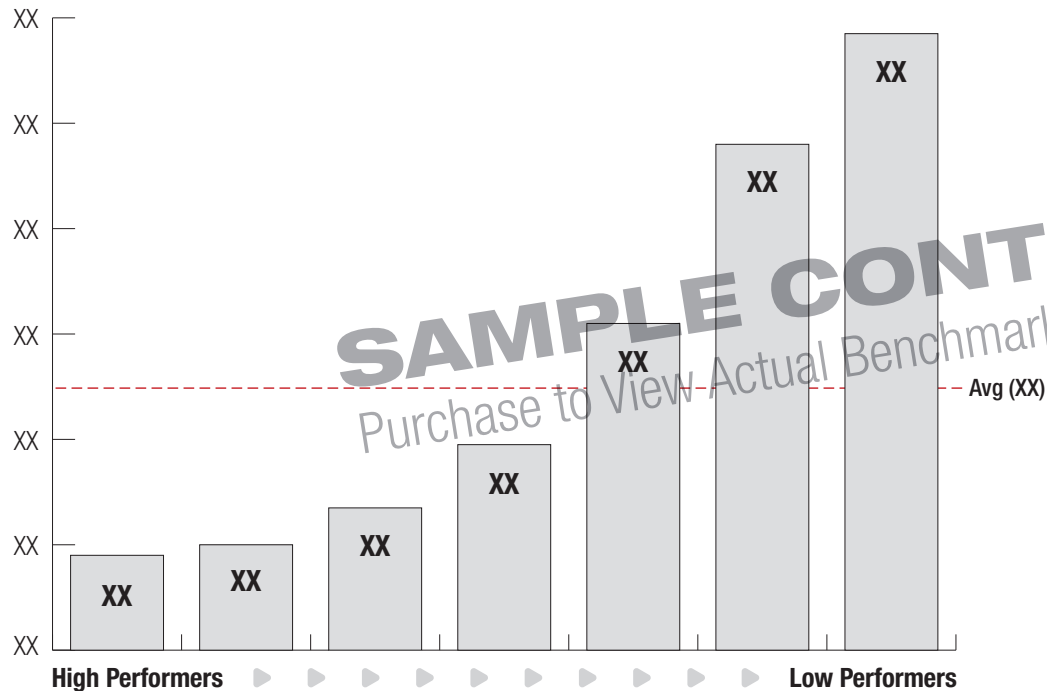
Benefits Staffing Ratio

Benchmarks & Characteristics of High Performers



Benefits Staffing Ratio

Total Number of Employees / Number of Benefits Employees



Characteristics of High Performers

- KPIs are well-defined, tracked and tied to performance reviews
- Robust self-service options for customer

Sample Size: XX

KPI Type: XX

Unit: XX

Is High or Low Best?: XX

How to read this chart: This chart summarizes the performance gaps between high (Top 5%), mid (Median) and low (Bottom 5%) performers for this Key Performance Indicator (KPI). For example, the column labeled "Top 5%" represents a company that outperformed 95% of the peer group observed for this metric.

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