Report Metric Inventory
The 2016 Human Resources Benchmarking Report Contains Data on 30 Metrics

General Human Resources (6)
1. HR Administration Headcount Ratio
2. HR Expense as a Percentage of Total Expense
3. HR Expense per Firm-Wide Employee (Annual)
4. Human Resources Headcount Ratio
5. Span of Control: HR
6. Total Revenue per HR Employee (Annual)

Benefits & Compensation Benchmarks (4)
7. Benefits Headcount Ratio
8. Compensation Headcount Ratio
9. Healthcare Expense per Covered Employee (Annual)
10. Payroll Headcount Ratio

Employee Relations (2)
11. Employee Relations Headcount Ratio
12. Employee Relations Expense per Firm-Wide Employee

Human Capital Management (6)
13. Average Employee Tenure
14. Average Sick Days per Employee
15. Turnover Rate
16. Turnover Rate: First Year of Employment
17. Turnover Rate: Involuntary
18. Turnover Rate: Voluntary

Recruiting & Hiring (9)
19. Cost per Hire
20. Cycle Time: Interview-to-Offer
21. Cycle Time: Offer-to-Accept
22. Cycle Time: Requisition-to-First Interview
23. HR Recruiting & Hiring Expense as a Percentage of Total HR Expense
24. Job Acceptance Rate
25. Recruiting & Hiring Headcount Ratio
26. Recruiting Cost Ratio
27. Time to Fill

Training & Development (3)
29. Training & Development Expense per Firm-Wide Employee (Annual)
30. Training Hours per Employee
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This report contains data from over **75 unique sources** across a range of industries and company sizes. The date range for this data set is 2012-2016.

### Company Sizes (Total = 100%)

<table>
<thead>
<tr>
<th>Company Size</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt; 1,000 Employees</td>
<td>21%</td>
</tr>
<tr>
<td>1,001-10,000 Employees</td>
<td>17%</td>
</tr>
<tr>
<td>10,001-25,000 Employees</td>
<td>15%</td>
</tr>
<tr>
<td>25,001-50,000 Employees</td>
<td>3%</td>
</tr>
<tr>
<td>&gt; 50,000 Employees</td>
<td>44%</td>
</tr>
</tbody>
</table>

### Industries (Total = 100%)

<table>
<thead>
<tr>
<th>Industry</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Banking</td>
<td>40%</td>
</tr>
<tr>
<td>Industrial Products &amp; Appliances</td>
<td>14%</td>
</tr>
<tr>
<td>Insurance</td>
<td>10%</td>
</tr>
<tr>
<td>Government &amp; Education</td>
<td>5%</td>
</tr>
<tr>
<td>Information &amp; Communications Operations</td>
<td>5%</td>
</tr>
<tr>
<td>Energy &amp; Utilities</td>
<td>4%</td>
</tr>
<tr>
<td>Leisure &amp; Hospitality</td>
<td>4%</td>
</tr>
<tr>
<td>Logistics &amp; Transportation</td>
<td>3%</td>
</tr>
<tr>
<td>All Other Industries*</td>
<td>15%</td>
</tr>
</tbody>
</table>

*Other industries include Technology & Software, Wholesale Trade Operations, Healthcare, Consumer Packaged Goods and Retail Sales.

**Where does this data come from?** Our data comes from hands-on consulting research, industry reports and benchmarking surveys. Each data point goes through multiple quality checkpoints before it is uploaded to our database.
Human Resources Headcount Ratio

(Total Number of Company-Wide Employees/Total Number of Human Resources Employees)

**Human Resources Headcount Ratio** – The number of company-wide employees divided by the total number of HR Department employees.
Employee Relations Benchmarks

Employee Relations Headcount Ratio

Employee Relations Headcount Ratio

(Total Number of Company-Wide Employees/Total Number of Employee Relations Employees)

**Employee Relations Headcount Ratio** – The number of company-wide, full-time equivalent employees (FTEs) divided by the total number of Employee Relations employees.
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