

# Compensation Staffing Ratio

*Benchmarks, Definition & Measurement Details*

**SAMPLE  
CONTENT & DATA**



# Compensation Staffing Ratio

## Definition & Measurement Details



### What is Compensation Staffing Ratio?

The number of company-wide employees divided by the total number of employees working in the compensation department at the same point in time. Compensation department employees are typically responsible for developing (analyzing industry compensation levels, etc.) and administering company compensation packages (setup, changes, inquiries, etc.).

### Why should this KPI be measured?

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

### 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

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# Compensation Staffing Ratio

Benchmarks & Characteristics of High Performers



## Compensation Staffing Ratio

Total Number of Employees / Number of Compensation 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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