

Cost per Hire

Benchmarks, Definition & Measurement Details

**SAMPLE
CONTENT & DATA**



Cost per Hire

Definition & Measurement Details



What is Cost per Hire?

The total cost of recruiting and hiring (labor, job postings, travel costs, etc.) for all open positions (front-line or entry-level staff, managers, directors and executives) divided by the total number of positions filled over the same period of time.

Why should this KPI be measured?

Cost per Hire measures the average recruiting expense required to attract, screen and hire a candidate for a single open position within the company. A higher than average value for this KPI is typically associated

How is this KPI calculated?

Calculate the expenses incurred that relate to filling open job requisitions within the organization. This number is then be divided by the total number of new hires.

ABRIDGED CONTENT
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Cost per Hire

Benchmarks & Characteristics of High Performers



Cost per Hire

Total Recruiting Costs / Number of Open Positions Filled



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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