

# Benefits Administration Expense as a Percentage of Total HR Expense

*Benchmarks, Definition & Measurement Details*

**SAMPLE  
CONTENT & DATA**



# Benefits Admin. Expense as a Percentage of Total HR Expense

Definition & Measurement Details



## What is Benefits Administration Expense as a Percentage of Total HR Expense?

The total amount of employee benefits administration and management-related expense incurred by the company over a certain period of time, divided by the total HR department expense incurred over the same period. Benefits administration typically involves the development, implementation and ongoing management of company health plan and retirement program (401k, etc.) benefits.

## Why should this KPI be measured?

Benefits Admin Expense per Employee measures the total cost to manage and maintain the company's benefits programs as a percentage of total company-wide human resources spending over the same

## How is this KPI calculated?

Two values are used to calculate this KPI: (1) the total cost of administering and managing employee benefits programs; and (2) total HR department expense over the same time period.

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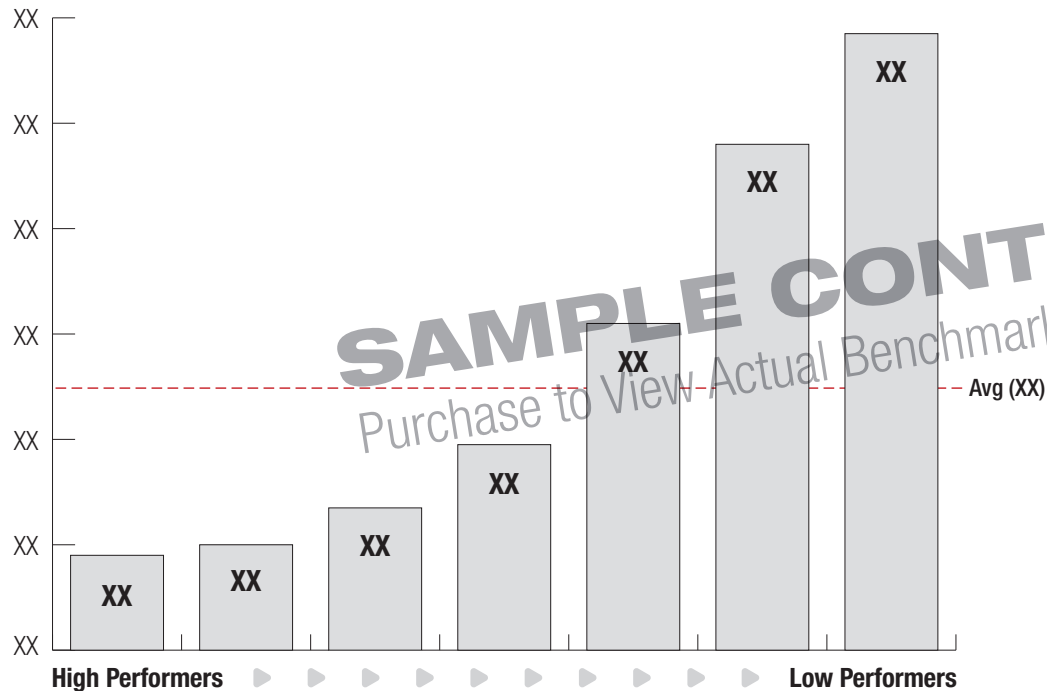
# Benefits Admin. Expense as a Percentage of Total HR Expense

Benchmarks & Characteristics of High Performers



## Benefits Administration Expense as a Percentage of Total HR Expense

$(\text{Total Benefits Administration Expense} / \text{Total Human Resources Expense}) * 100$



### 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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