

HR Expense per Employee

Benchmarks, Definition & Measurement Details

**SAMPLE
CONTENT & DATA**



HR Expense per Employee

Definition & Measurement Details



What is HR Expense per Employee?

The total expense incurred by the Human Resources (HR) Department expense divided by the total number of employees working for the organization over the same period of time. Total HR expense includes labor, technology and other overhead costs related to recruiting, hiring, employee relations, compensation and benefits management/administration, payroll processing, training and development, and strategic human capital management operations.

Why should this KPI be measured?

Human Resources (HR) Expense per Employee measures HR spending on a per employee basis (i.e., average cost per employee). A relatively high value for this metric (i.e., higher than the average or median

How is this KPI calculated?

Two values are used to calculate this KPI: (1) total Human Resources (HR) expense incurred, and (2) the total number of employees working for the organization. Total HR expense should

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HR Expense per Employee

Benchmarks & Characteristics of High Performers



HR Expense per Employee

Total Human Resources Expense / Total Number of 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.

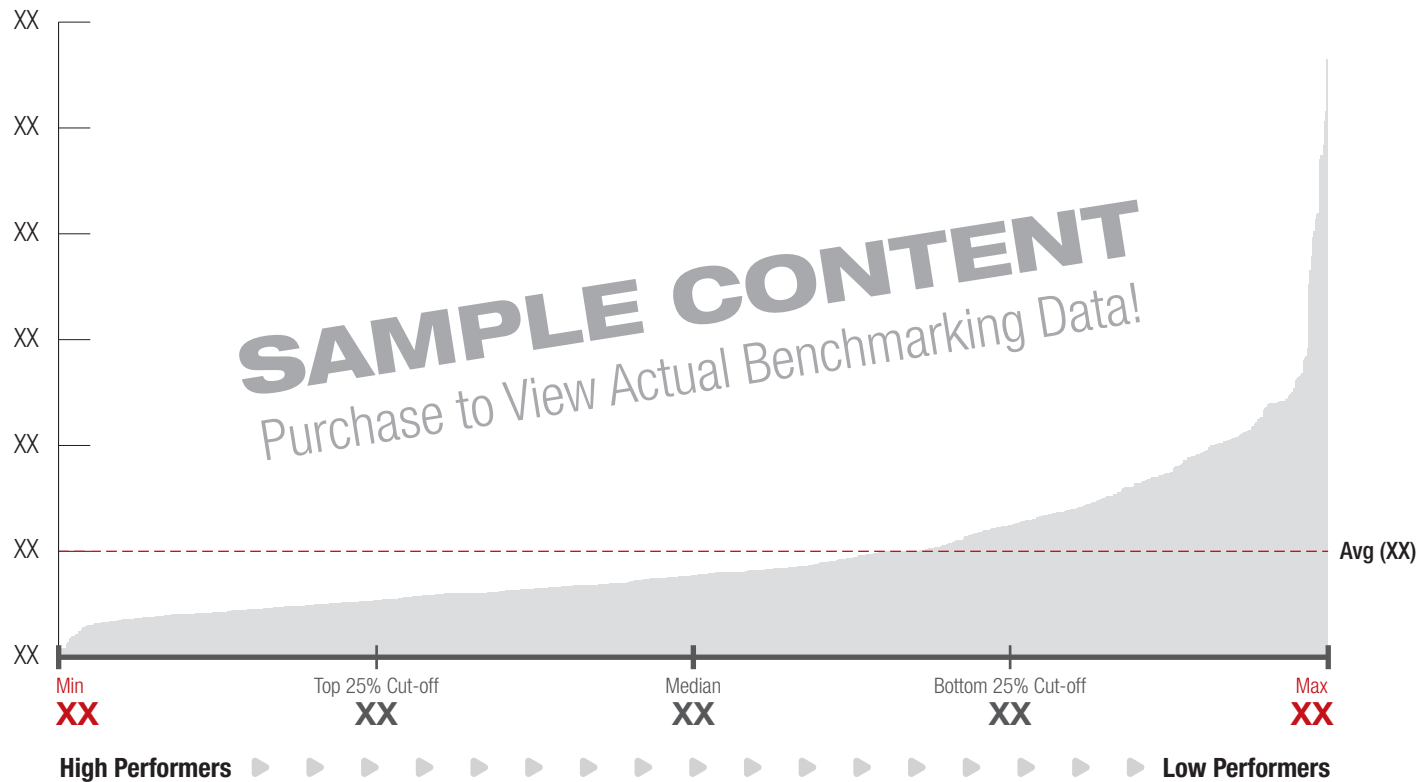
HR Expense per Employee

Benchmarks & "Long Tail" Analysis



HR Expense per Employee

Total Human Resources Expense / Total Number of Employees



How to read this chart: This chart plots all values within the observed population for this KPI. This chart can be useful in analyzing the upper and lower boundaries (i.e., minimum/maximum values) and the amount of the population that falls above/below the average for the KPI, among other things.

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