

HR Recruiting & Hiring Expense as a Percentage of Total HR Expense

Benchmarks, Definition & Measurement Details

**SAMPLE
CONTENT & DATA**



HR Recruiting & Hiring Exp. as a Percentage of Total HR Exp.

Definition & Measurement Details



What is HR Recruiting & Hiring Expense as a Percentage of Total HR Expense?

The total cost related to recruiting and hiring new employees divided by total Human Resources (HR) Department expense over the same period of time, as a percentage. Recruiting and hiring expenses typically include labor (recruiters, hiring managers, etc.), technology, vendor spending and other overhead related to attracting, screening and on-boarding new talent for the organization.

Why should this KPI be measured?

Human Resources (HR) Recruiting & Hiring Expense as a Percentage of Total HR Expense measures the amount spent on attracting, screening and onboarding new talent relative to total HR spending over the same

How is this KPI calculated?

Two values are used to calculate this KPI: (1) the total cost of recruiting and hiring, and (2) total Human Resources (HR) Department expense over the same period of time. The formula for calculating this KPI is:

ABRIDGED CONTENT
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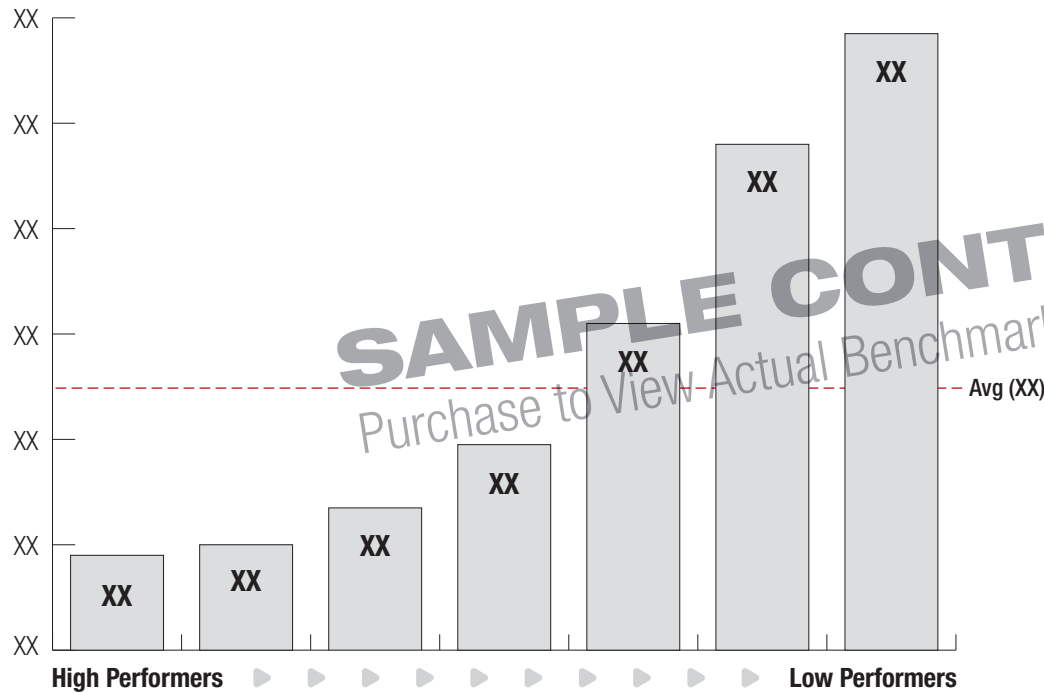
HR Recruiting & Hiring Exp. as a Percentage of Total HR Exp.

Benchmarks & Characteristics of High Performers



HR Recruiting & Hiring Expense as a Percentage of Total HR Expense

$(\text{Total Recruiting \& Hiring Expense} / \text{Total Human Resources Expense}) * 100$



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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