

# Training & Development Expense as a Percentage of Total HR Expense

*Benchmarks, Definition & Measurement Details*

**SAMPLE  
CONTENT & DATA**



# Training & Development Exp. as a Percentage of Total HR Exp.

Definition & Measurement Details



## What is Training & Development Expense as a Percentage of Total HR Expense?

The total cost of employee training and development (labor, third-party vendor expenses, technology, other overhead costs) divided by total Human Resources (HR) Department expense over the same period of time, as a percentage.

### Why should this KPI be measured?

Training & Development Expense as a Percentage of Total Human Resources (HR) Expense measures the cost of developing, implementing and managing employee training programs relative to total HR spending.

### How is this KPI calculated?

Two values are used to calculate this KPI: (1) the total cost of training and development, and (2) total Human Resources (HR) Department expense. The total cost of training and

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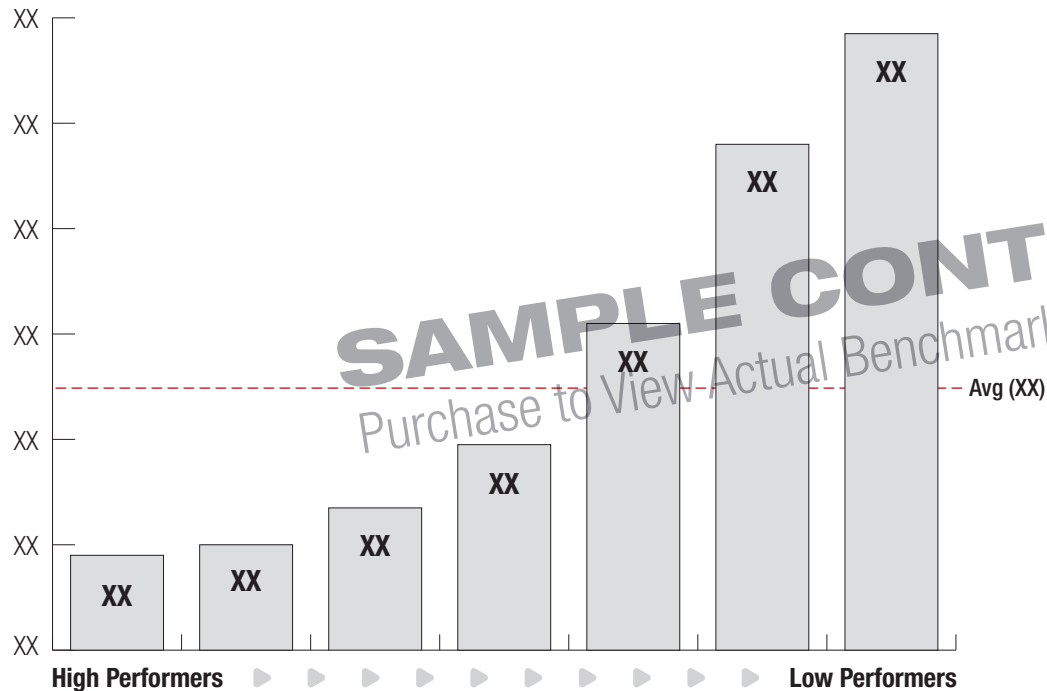
# Training & Development Exp. as a Percentage of Total HR Exp.

Benchmarks & Characteristics of High Performers



## Training & Development Expense as a Percentage of Total HR Expense

$(\text{Training \& Development Expense} / \text{Total Human Resources Expense}) * 100$



### 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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## **OpsDog, Inc.**

1502 Augusta Dr., Suite 200

Houston, TX 77057

Tel: 844-650-2888