

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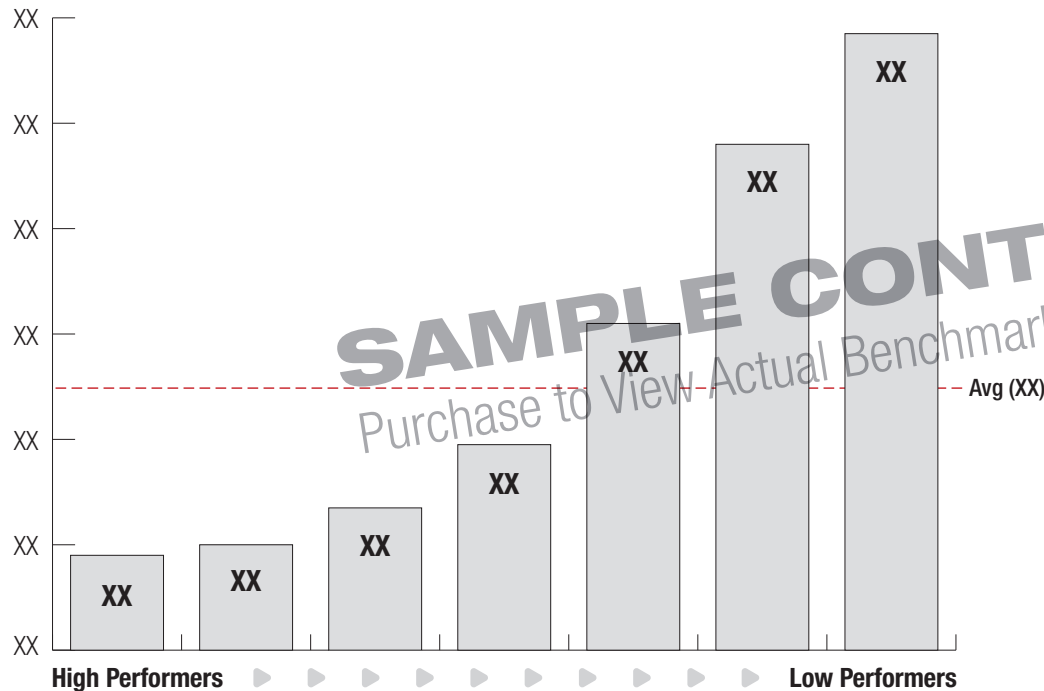
Training & Development Exp. as a Percentage of Total HR Exp.

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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