

# Human Resources (HR) Staffing Ratio

*Benchmarks, Definition & Measurement Details*

**SAMPLE  
CONTENT & DATA**



# Human Resources (HR) Staffing Ratio

Definition & Measurement Details



## What is Human Resources (HR) Staffing Ratio?

The number of company-wide employees divided by the total number of Human Resources (HR) employees working for the company at the same point in time. HR Department employees are typically responsible for 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) Staffing Ratio measures the number of company-wide employees supported by each individual HR function employee. This metric speaks to the overall staffing level of the HR function relative to the company.

## How is this KPI calculated?

Two values are used to calculate this KPI: (1) the total number of Human Resources (HR) Department employees and (2) the total number of company-wide employees. The formula is:  $\text{HR Staffing Ratio} = \frac{\text{Total Number of Company-Wide Employees}}{\text{Total Number of HR Department Employees}}$

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# Human Resources (HR) Staffing Ratio

Benchmarks & Characteristics of High Performers



## Human Resources (HR) Staffing Ratio

Total Number of Employees / Number of HR Department 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.

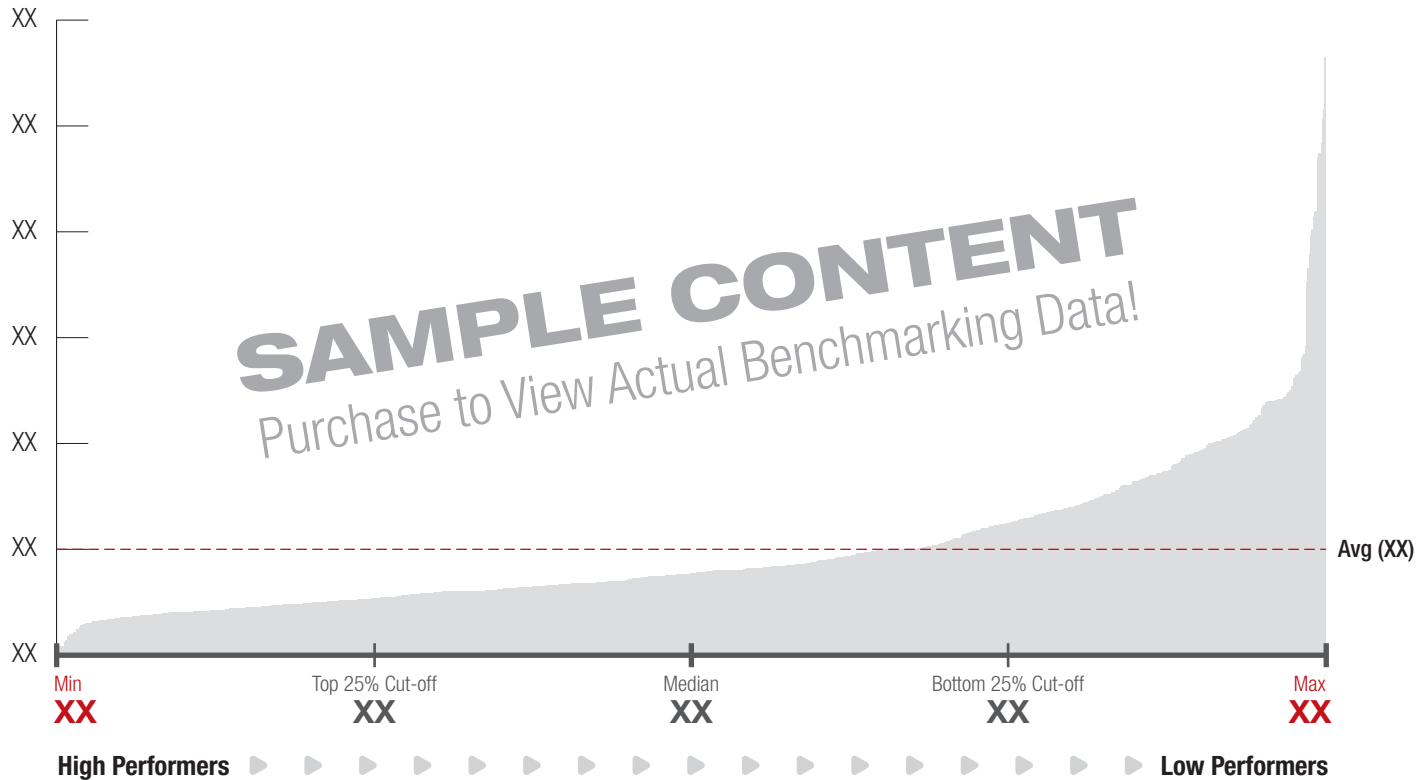
# Human Resources (HR) Staffing Ratio

Benchmarks & "Long Tail" Analysis



## Human Resources (HR) Staffing Ratio

Total Number of Employees / Number of HR Department 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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