



# KPI ENCYCLOPEDIA

A Comprehensive Collection of KPI Definitions for

# HUMAN RESOURCES



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*Human Resources KPI Encyclopedia*

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# Benefits & Compensation

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## Human Resources

Human Resources

**Benefits & Compensation**

Employee Relations

HR Generalists

Human Capital Management

Recruiting & Hiring

Training & Development

*The Benefits and Compensation Group concerns itself with employee compensation (wages, salaries, bonuses) and related benefits such as health insurance, life insurance, 401Ks and other benefits (financial or non-financial). The group compares their company's compensation packages to those of similar firms and adjusts based on those findings. The Benefits and Compensation Group sometimes also manages incentive-based compensation programs.*



# Benefits & Compensation

KPI Encyclopedia

## Cost

- **Healthcare Expense per Covered Employee** – The average amount of health insurance expense incurred by the company, for each employee covered by company health insurance.
- **Healthcare Expense per Covered Employee** – The average health insurance-related expense incurred by the company divided by the total number of employees covered by the company's health insurance plan.
- **HR Benefits Administration Expense per Firm-Wide Employee** – Total HR Benefits Administration-related expense divided by the total number of company-wide employees.
- **HR Benefits Expense as a Percentage of Total HR Expense** – Total HR Benefits Administration-related expense divided by total HR Department expense, as a percentage.
- **HR Compensation Administration Expense per Firm-Wide Employee** – Total HR Compensation Administration-related expense divided by the total number of company-wide employees.
- **HR Compensation Expense as a Percentage of Total HR Expense** – Total HR Compensation-related expense divided by total HR Department expense, as a percentage.
- **Salaries as a Percentage of Operating Expense** – Total company-wide salary expense divided by total company-wide operating expense, as a percentage.
- **Benefits Expense per Firm-Wide Employee** – The total benefits expense incurred by the company over a certain period of time divided by the total number of company-wide employees.
- **Compensation Expense per Firm-Wide Employee** – The total compensation expense incurred by the company over a certain period of time, divided by the total number of company-wide employees.
- **Percent Change in Unit Cost: Enroll in Benefits** – The percent change in unit cost for enrolling in benefits before and after implementing process improvements (such as automation, removal of low-value tasks, etc.).
- **Percent Change in Unit Cost: Request Salary Change** – The percent change in unit cost for requesting a salary change before and after implementing process improvements (such as automation, removal of low-value tasks, etc.).

## Cost (Cont.)

- **Percent Change in Unit Cost: Salary Change** – The percent change in unit cost for performing a salary change before and after implementing process improvements (such as automation, removal of low-value tasks, etc.).
- **Unit Cost: Enroll in Benefits** – The total cost of enrolling employees in benefits programs divided by the total number of employees enrolled in benefits programs over a certain period of time.
- **Unit Cost: Request Salary Change** – The total cost of processing salary change requests divided by the total number of salary changes requested over a certain period of time.
- **Unit Cost: Salary Change** – The total cost of salary changes performed divided by the total number of salaries changed over a certain period of time.
- **Average Base Salary: Sales Support Employees** – The average annual base salary for Sales Support employees working for the company over a certain period of time.
- **Labor Expense as a Percentage of Sales** – The total labor-related expense (wages, employee taxes, benefits, bonuses, etc.) divided by total sales generated over the same period of time, as a percentage.
- **Labor Expense as a Percentage of Total Revenue** – The total employee compensation-related expense divided by the total dollar amount of revenue generated by the company over the same period of time, as a percentage.
- **Employee Health Insurance Expense as a Percentage of Total Revenue** – the total employee health insurance-related expense incurred by the company divided by the total dollar amount of revenue generated over the same period of time, as a percentage.
- **Payroll Taxes as a Percentage of Total Revenue** – The total payroll tax-related expense incurred by the company divided by the total revenue generated over the same period of time, as a percentage.
- **Average Compensation: Administrative Employees** – The average total compensation (salary, bonuses, commissions) for administrative employees over a certain period of time.
- **Average Compensation: CEOs & Presidents** – The average total compensation (salary, bonuses, commissions) for CEOs and Presidents over a certain period of time.



# Benefits & Compensation (Cont.)

KPI Encyclopedia

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## Cost (Cont.)

- **Average Compensation: CFOs** – The average total compensation (salary, bonuses, commissions) for CFOs over a certain period of time.
- **Average Compensation: Compliance Officers** – The average total compensation (salary, bonuses, commissions) for compliance officers over a certain period of time.
- **Average Compensation: COOs.** – The average total compensation (salary, bonuses, commissions) for COOs over a certain period of time.
- **Average Compensation: General Managers** – The average total compensation (salary, bonuses, commissions) for general managers over a certain period of time.
- **Average Compensation: IT Employees** – The average total compensation (salary, bonuses, commissions) for IT employees (excluding managers) over a certain period of time.
- **Average Compensation: IT Managers** – The average total compensation (salary, bonuses, commissions) for IT managers over a certain period of time.
- **Average Compensation: Receptionists** – The average

## Cost (Cont.)

- **Average Base Salary: Compliance Officers** – The average base salary for compliance officers over a certain period of time.
- **Average Base Salary: COOs** – The average base salary for COOs over a certain period of time.
- **Average Base Salary: General Managers** – The average base salary for general managers over a certain period of time.
- **Average Base Salary: IT Employees** – The average base salary for IT employees (excluding managers) over a certain period of time.
- **Average Base Salary: IT Managers** – The average base salary for IT managers over a certain period of time.
- **Average Base Salary: Receptionists** – The average base salary for receptionists, or executive assistants, over a certain period of time.
- **Average Base Salary: Sales Managers & Supervisors** – The average base salary for sales managers and supervisors over a certain period of time.
- **Average Base Salary: Sales Representatives** – The average base salary for sales representatives over a certain period of time.

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