

Non-Salary Compensation per Employee

Benchmarks, Definition & Measurement Details

**SAMPLE
CONTENT & DATA**



Non-Salary Compensation per Employee

Definition & Measurement Details



What is Non-Salary Compensation per Employee?

The total amount of non-salary compensation paid to company employees divided by the total number of employees working for the organization over the same time period. Non-salary compensation typically includes insurance premiums, retirement program benefits, unemployment benefits, gifts/awards, and other non-monetary fringe benefits paid for by the organization.

Why should this KPI be measured?

Non-Salary Compensation Expense per Employee measures the amount of fringe benefit-related cost paid by the company on a per employee basis (i.e., expense per employee). While total compensation costs

How is this KPI calculated?

Two values are used to calculate this KPI: (1) the total amount of non-salary compensation expense incurred by the organization, and (2) the number of employees (i.e., total employees).

ABRIDGED CONTENT
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Non-Salary Compensation per Employee

Benchmarks & Characteristics of High Performers



Non-Salary Compensation per Employee

Total Non-Salary Compensation Expense / Total Number of 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.

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