# Recruiting & Hiring Expense per Employee

Benchmarks, Definition & Measurement Details





# **Recruiting & Hiring Expense per Employee**

Definition & Measurement Details



## What is Recruiting & Hiring Expense per Employee?

The total recruiting and hiring expense incurred divided by the total number of employees working for the organization over the same period of time. Recruiting and hiring expenses typically includes labor, third-party recruiter fees, job advertising costs, technology costs, travel costs, and other overhead related to attracting, screening and onboarding new employees.



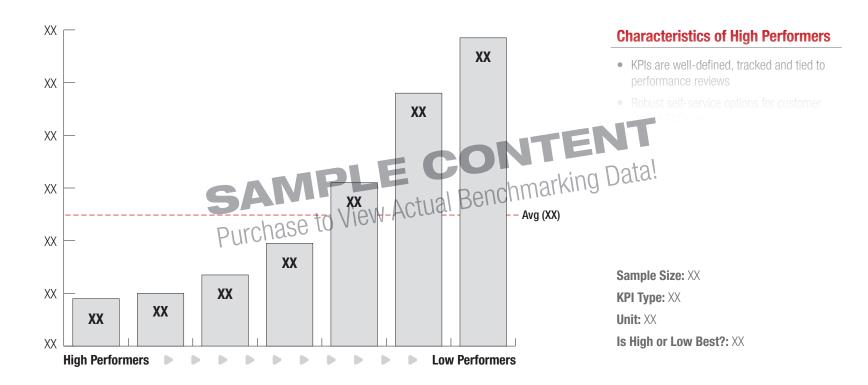
# **Recruiting & Hiring Expense per Employee**

Benchmarks & Characteristics of High Performers



## **Recruiting & Hiring Expense per Employee**

Total Recruiting & Hiring Expense / Total Number of Employees



**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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