

Recruiting & Hiring Expense per Employee

Benchmarks, Definition & Measurement Details

**SAMPLE
CONTENT & DATA**



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.

Why should this KPI be measured?

Recruiting & Hiring Expense per Employee measures the cost of attracting and screening new team members on a per employee basis (i.e. recruiting cost per employee). Not to be confused with Cost per Hire.

How is this KPI calculated?

Two values are used to calculate this KPI: (1) the total cost of recruiting and hiring, and (2) the average number of company-wide employees working during the period of time. The total

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Recruiting & Hiring Expense per Employee

Benchmarks & Characteristics of High Performers



Recruiting & Hiring Expense per Employee

Total Recruiting & Hiring 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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