

# Recruiting Cost Ratio

*Benchmarks, Definition & Measurement Details*

**SAMPLE  
CONTENT & DATA**



# Recruiting Cost Ratio

## Definition & Measurement Details



### What is Recruiting Cost Ratio?

The expense incurred by the Recruiting and Hiring function divided by the total compensation-related expense incurred for the positions filled over the same period of time, as a percentage. Compensation typically includes wages, salaries, commissions, benefits, etc.

### Why should this KPI be measured?

Recruiting Cost Ratio measures the expense incurred by the Recruiting and Hiring function in relation to the total compensation-related expense incurred for the positions filled over the same period of time.

### How is this KPI calculated?

Two values are used to calculate this KPI: (1) the expense incurred by the Recruiting and Hiring function, and (2) the total compensation-related expense incurred for the positions filled over the same period of time.

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# Recruiting Cost Ratio

Benchmarks & Characteristics of High Performers



## Recruiting Cost Ratio

(Recruiting & Hiring Expense Incurred / Total Compensation of Filled Positions) \* 100



### 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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