# **Recruiting Cost Ratio**

Benchmarks, Definition & Measurement Details





# **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.



opsdog-kpi-report.recruiting-cost-ratio.Sample

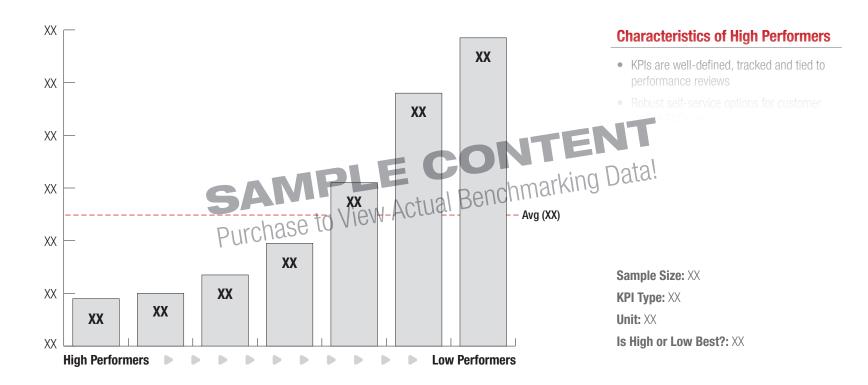
# **Recruiting Cost Ratio**

Benchmarks & Characteristics of High Performers



### **Recruiting Cost Ratio**

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



**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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### OpsDog, Inc.

1502 Augusta Dr., Suite 200 Houston, TX 77057

Tel: 844-650-2888