

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.

ABRIDGED CONTENT
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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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