

HR Span Of Control

Benchmarks, Definition & Measurement Details

**SAMPLE
CONTENT & DATA**



HR Span Of Control

Definition & Measurement Details



What is HR Span Of Control?

The average number of human resources (HR) employees reporting to each HR Department manager at a certain point in time (i.e., direct reports per HR manager/director).

Why should this KPI be measured?

Human Resources (HR) Span of Control, or Management Span, measures the average number of employees that report directly to each individual HR manager or director. Span of Control depends highly on the

How is this KPI calculated?

Two values are used to calculate this KPI: (1) the sum of direct reports (i.e., employees reporting directly to a given HR manager) across all HR managers, and (2) the number of HR managers.

ABRIDGED CONTENT
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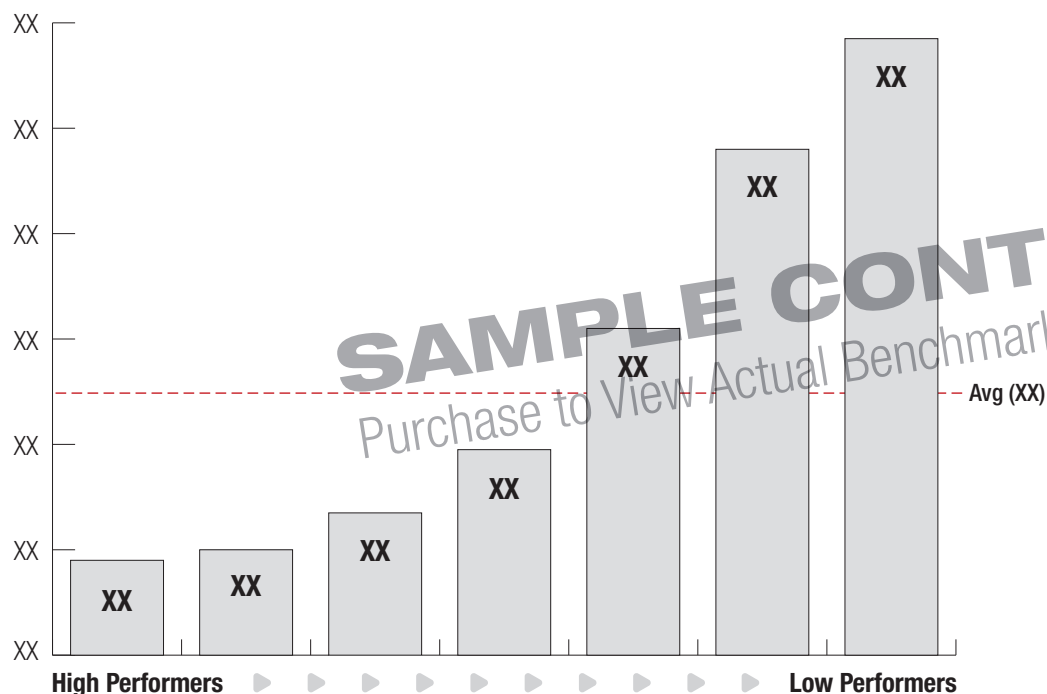
HR Span Of Control

Benchmarks & Characteristics of High Performers



HR Span Of Control

Sum of Direct Reports for All Managers / Number of Managers



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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