



# 51 HR Metrics

**AIHR**  
BLOG & ACADEMY

## HR performance metrics

1	Revenue per employee	Total revenue / total number of employees	<a href="#">More information</a>
2	Revenue per FTE	Total revenue / total number of FTE	<a href="#">More information</a>
3	Profit per employee	Total profit / total number of employees	<a href="#">More information</a>
4	Profit per FTE	Total profit / total number of FTE	<a href="#">More information</a>
5	Overtime per employee	Hours of overtime / total number of hours (contractual hours + overtime) per period	<a href="#">More information</a>
6	Labor cost per employee	Total labor cost / total number of employees	<a href="#">More information</a>
7	Labor cost per FTE	Total labor cost / FTE	<a href="#">More information</a>
8	Labor cost percentage of revenue	Total labor cost / organizational revenue	<a href="#">More information</a>
9	Labor cost percentage of total expenses	Total labor cost / total organizational expenses	<a href="#">More information</a>
10	Absence rate	Number of absence days / total number of working days	<a href="#">More information</a>
11	Absence rate per manager/department	Number of absence days per unit / total number of working days per unit	<a href="#">More information</a>
12	Overtime expense per period	Overtime pay / total pay per period	<a href="#">More information</a>
13	Training expenses per employee	Training expenses / total expenses	<a href="#">More information</a>
14	Training efficiency	Training expenses per employee / training effectiveness	<a href="#">More information</a>
15	Voluntary turnover rate	Employees who left the organization voluntarily / headcount	<a href="#">More information</a>
16	Involuntary turnover rate	Employees who left the organization involuntarily / headcount	<a href="#">More information</a>
17	Turnover rate of talent	Employees who left the organizations and are qualify as high potentials / headcount	<a href="#">More information</a>
18	Turnover rate	Employees who left the organization / headcount	<a href="#">More information</a>
19	Turnover rate per manager/department	Employees who left the organization per unit / headcount per unit	<a href="#">More information</a>
20	Cost of absenteeism	Total cost of absenteeism = Total employee hours lost to absenteeism * hourly pay (including benefits) + Supervisor hours lost in dealing with absenteeism * hourly pay supervisor (including benefits) + other costs (including temporary staff, training, loss of productivity, quality loss, overtime, etc.)	<a href="#">Houtzagers formula</a>

21	Cost of turnover	Total cost of turnover, see Excel (by SHRM)	<a href="#">SHRM Excel sheet</a>
22	HR to employee ratio	FTE working in HR / total number of FTE	<a href="#">More information</a>
23	HR cost per FTE	Total HR cost / total number of FTE	<a href="#">More information</a>
24	Time until promotion	Average time (in months or years) until promotion	<a href="#">More information</a>
25	Promotion rate	Number of employees promoted / headcount	<a href="#">More information</a>
<b>General workforce metrics</b>			
26	Average age	Average age	<a href="#">More information</a>
27	Average length of service	Average length of service	<a href="#">More information</a>
28	Retirement rate	Number of employees retired / total number of employees	<a href="#">More information</a>
29	Average distance from home	Average distance in miles (or km) from home	<a href="#">More information</a>
30	Engagement rate	Number of people who report being engaged / total number of people	<a href="#">More information</a>
31	Satisfaction rate	Number of people who report being satisfied in their job / total number of people	<a href="#">More information</a>
32	Salary hike since last year	(New salary - salary previous year) / salary previous year	<a href="#">More information</a>
<b>Recruitment metrics</b>			
33	Time to fill	Number of days between publishing a job opening and hiring the candidate	<a href="#">More information</a>
34	Time to hire	Number of days between the moment a candidate is approached and the moment the candidate accepts the job	<a href="#">More information</a>
35	Cost per hire	Total cost of hiring/the number of new hires	<a href="#">More information</a>
36	Source of hire	Sourcing channel used to attract the hire	<a href="#">More information</a>
37	First-year resignation rate	Employees who left the organization within 1 year / headcount This number should be 0, just like <b>38</b> , <b>39</b> and <b>40</b> . A percentage higher than zero will be very costly and indicates a bad fit with new recruits and the organization. Organizations should use better selection tools and procedures to prevent this.	<a href="#">More information</a>
38	First-year turnover rate	Employees who left the organization within 1 year / total number of recruits	<a href="#">More information</a>
39	First-month turnover rate	Employees who left the organization within 1 month / headcount	<a href="#">More information</a>

40	First-month turnover rate	Employees who left the organization within 1 month / total number of recruits	<a href="#">More information</a>
41	Hiring manager satisfaction	Number of hires who perform well / total number of hires	<a href="#">More information</a>
42	Candidate job satisfaction	Number of hires who rate themselves as satisfied in their new job / total number of hires	<a href="#">More information</a>
43	Applicants per opening	Total number of applicants / number of job openings	<a href="#">More information</a>
44	Selection ratio	Number of hired candidates / total number of candidates	<a href="#">More information</a>
45	Cost per hire	(Total internal cost + total external cost) / total number of hires	<a href="#">More information</a>
46	Offer acceptance rate	Number of applicants presented with a job offer / number of applicants who accepted a job offer	<a href="#">More information</a>
47	Vacancy rate	Total number of open positions / total number of positions in organization	<a href="#">More information</a>
48	Application completion rate	Total number of people who completed the application / total number of people who started with the application	<a href="#">More information</a>
49	Yield ratio	Number of applicants who successfully completed the stage / total number of applicants who entered the stage. For example: <ul style="list-style-type: none"> <li>• 15:1 (750 applicants apply, 50 CVs are screened)</li> <li>• 5:1 (50 screened CVs lead to 10 candidates submitted to the hiring manager)</li> <li>• 2:1 (10 candidate submissions lead to 5 hiring manager acceptances)</li> <li>• 5:2 (5 first interviews lead to 2 final interviews)</li> <li>• 2:1 (2 final interviews lead to 1 offer)</li> <li>• 1:1 (1 offer to 1 hire)</li> </ul>	<a href="#">More information</a>
50	Sourcing channel effectiveness	Total number of impressions of the channel / number of applications of the channel	<a href="#">More information</a>
51	Sourcing channel cost	Advertisement spending per channel / number of successful applicants per platform	<a href="#">More information</a>

## Qualitative performance metrics

Qualitative performance metrics are best quantified on a case by case basis. For more information, click [here](#).