

# 20 MOST IMPORTANT HR METRICS



## KEY PERFORMANCE INDICATORS

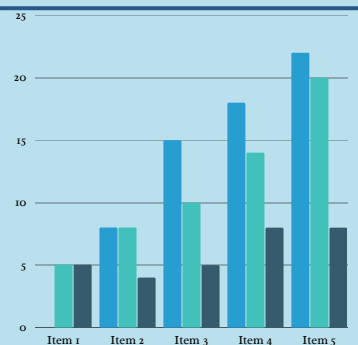


### 1. RECRUITMENT

- > Avg. Recruiting Time
- > Avg. New Hires Performance
- > Avg. Length of Placement
- > Diversity

### 2. TRAINING & DEVELOPMENT

- > Average Training Hours per Employee
- > Productivity Change
- > Employee satisfaction points with training



### 3. PERFORMANCE & CAREER MANAGEMENT

- > Development Plan Execution
- > Coaching Plan Participation
- > Avg. Time at Same Function

### 4. EMPLOYEE RETENTION & PRODUCTIVITY

- > Leave Ratio
- > Profit Per Employee
- > Headcount Per HR Staff
- > Avg. Vacation Days
- > Overtime Hours Ratio
- > Average Salary
- > Average Retirement Age



### 5. BUDGET METRICS

- > Hire Budget Realization
- > Training Budget Ratio
- > Avg. Training Cost Per Person

