

# Hr analytics essay



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The metrics standards are complimented by a glossary which provides a definition for each data point, including specific details on what should be counted in or out of these data points. This combined set of information forms the standards upon which the British Columbia Human Resources Management Association (BC HARM) has developed the HRS Metrics Service. These metrics and the associated descriptions are coded into the survey and detailed reports we provide. Organizations following these standards will have a quick and easy way to link their metrics work to high-quality benchmarking data.

The British Columbia Human Resources Management Association (BC HARM), the Human Resources Institute of Alberta (HAIR) , the Human Resource Management Association of Manitoba (HIRAM), the Human Resources Professionals Association (HARP) (Ontario), and the Saskatchewan Association of Human Resource Professionals (SHARP) have declared this document as the single source of truth for HRS metrics. These standards are also open. The HRS Metrics Service gives permission for people to communicate and share these standards with anyone they wish.

We ask that the standards are not changed and that the HRS Metrics Service is referenced as the source of the material whenever they are used. Should you have any questions regarding the details of this set of standards and glossary please email [email protected] Org. Page 2 of 26

Metric Name	Metric Description
Productivity	The number of dollars of revenue from operations generated per FEET.
Revenue per FEET	
Profit per FEET	
Human Capital Return on Investment	
Absenteeism Rate	
overtime per Uninominal contributor	
Headcount	

The number of dollars of profit generated per FEET. (Based on pre-tax profit)

The rate of return for each dollar invested in employee pay and benefits.

(Based on pre-tax profit) The number of work days missed due to illness per

FEET. The average number of overtime hours worked by each Individual

Contributor. (Based on headcount) Revenue/FEET Formula (Revenue-

operating Cost)/Total FEET  $\{(Revenue - (Operating Cost - Labor Cost))/ Labor$

Cost} - 1 Sick Days/FEET Overtime Hours/languidly Contributor Headcount

page 3 of 26 Compensation

Labor Cost per FEET Labor Cost Revenue Percent Labor Cost Expense

Percent Benefits as Percentage of Total Compensation The average labor

cost to the organization for each FEET. The total labor costs as a percentage

of organizational revenue. The total labor costs as a percentage of total

expenses. The total cost of benefits as a percentage of the total

compensation costs. Labor cost/FEET Labor Costs/Revenue Labor

Cost/Operating Cost Benefits/Labor Costs Page 4 of 26 Recruitment Vacancy

Rate 90 Day Turnover Rate The percentage of positions being actively

recruited for at the end of the reporting period.

The percentage of new employees leaving the organization within 90 days of

starting their employment. The percentage of new employees leaving the

organization on a voluntary Oasis Walton YOU clays AT starting tuner

employment. I nee percentage of new employees leaving the organization on

an involuntary basis within 90 days of starting their employment. The

percentage of employees with less than 1 year of service who left the

organization. The percentage of employees with less than 1 year of service

who resigned. The percentage of employees with less than 1 year of service who left the organization involuntarily.

People hired externally as a percentage of headcount. Executives hired externally as a percentage of Executive headcount. Managers hired externally as a percentage of Manager headcount. Individual Contributors hired externally as a percentage of Individual Contributor headcount. The percentage of people hired externally who self-identify as coming from a diversity category. Count of Vacant Positions/Headcount (Resignations + Retirements + Involuntary terminations) within 0-90 Days of Service / Headcount 90 Days of Service (Resignations + Retirements) within 0-90 Days of Service/ Headcount 90 Days of

Service Involuntary terminations within 0-90 Days of Service/ Headcount 90 Days of Service (Resignations + Involuntary terminations) within 0-1 year of service / Headcount 0-1 Year of Service Resignations within 0-1 Year of Service/Headcount 0-1 Year of Service Involuntary terminations within 0-1 year of service/Headcount 0-1 Year of Service New Hire Total/Headcount New Hire Executive Level Total/Executive Level Headcount New Hire Management Level Total/Management Level Headcount New Hire Individual Contributor Level Total/languidly Contributor Headcount (New

Hires who self-identify as an Aboriginal Person, Person with a Disability, or Member of a Visible Minority)/Total New Hires 90 Day Voluntary Turnover Rate 90 Day Involuntary Turnover Rate 1st Year Turnover Rate 1st Year Resignation Rate 1st Year Involuntary Turnover Rate External Hire Rate External Hire Rate Executive Level External Hire Rate Management Level

External Hire Rate Individual Contributor Level Diversity Hire Ratio page 5 of  
26 Recruitment continued Female Hire Ratio Under 25 Years Hire Ratio 25-29  
Years Hire Ratio 30-34 Years Hire Ratio 35-39 Years Hire Ratio 40-44 Years  
Hire Ratio 45-49 Years Hire Ratio 50-54 Years

Hire Ratio 55-59 Years Hire Ratio 60-64 Years Hire Ratio 65 Years or Older  
Hire Ratio External Time-to-Fill I need percentage AT employees anneal  
externally Ana won are Tamale. I need percentage AT employees hired  
externally who are under the age of 25. The percentage of employees hired  
externally who are between the ages of 25 and 29. The percentage of  
employees hired externally who are between the ages of 30 and 34. The  
percentage of employees hired externally who are between the ages of 35  
and 39. The percentage of employees hired externally who are between the  
ages of 40 and 44.

The percentage of employees hired externally who are between the ages of  
45 and 49. The percentage of employees hired externally who are between  
the ages of 50 and 54. The percentage of employees hired externally who  
are between the ages of 55 and 59. The percentage of employees hired  
externally who are between the ages of 60 and 64. The percentage of  
employees hired externally who are between the ages of 65 and older. The  
average number of calendar days taken to fill a position from outside the  
organization. New Hires who are female/New Hires Total New Hires who are  
under 25/New Hires

Total New Hires who are between 25-29 Years old/ New Hires Total New  
Hires who are between 30-34 Years old/ New Hires Total New Hires who are

between 35-39 Years old/ New Hires Total New Hires who are between 40-44 Years old/ New Hires Total New Hires who are between 45-49 Years old/ New Hires Total New Hires who are between 50-54 Years old/ New Hires Total New Hires who are between 55-59 Years old/ New Hires Total New Hires who are between 60-64 Years/ New Hires Total New Hires who are between 65 Years or older/ New Hires Total External Days to Fill/ External Recruits Page 6 of 26

External Time-to-Fill Executive Level Positions External Time-to-Fill Management Level Positions External Time-to-Fill Individual Contributor Level Positions External Cost per Hire External Offer Acceptance Rate The average number of calendar days taken to fill an Executive position from outside the organization. The average number of calendar days taken to fill a Manager position from outside the organization. The average number of calendar days taken to fill an Individual Contributor position from outside the organization. The average direct costs for external hiring per external hire.

External people accepting positions as a percentage of total external Job offers. External Days to Fill Executive Level Positions/Executive Level External Recruits External Days to Hill Management Level Positions/Management Level External Days to Fill Individual Contributor Level Positions/languidly Contributor Level External Recruits Total External Hiring Costs/External Recruits External Recruits/ Total External Job Offers Extended page 7 of 26 Retention Turnover Voluntary Turnover Rate Executive Voluntary Turnover Rate Management Voluntary Turnover Rate Individual Contributor Voluntary Turnover Rate Cost of

Voluntary Turnover Involuntary Turnover Rate Executive Involuntary Turnover Rate Management Involuntary Turnover Rate Individual Contributor Involuntary Turnover Rate Succession Planning Rate Resignation Rate

Employees who left the organization, either voluntarily or involuntarily, as a percentage of headcount. Employees who left the organization voluntarily as a percentage of headcount. Executives who voluntarily left the organization as a percentage of Executive headcount. Managers who voluntarily left the organization as a percentage of Management headcount.

Individual Contributors who voluntarily left the organization as a percentage of Individual Contributor headcount. The average cost to replace each employee who left voluntarily. Employees who left the organization involuntarily as a percentage of headcount. Executives who left the organization involuntarily as a percentage of Executive headcount. Managers who left the organization involuntarily as a percentage of Manager headcount. Individual Contributors who left the organization involuntarily as a percentage of Individual Contributor headcount. The percentage of Executive roles for which there is a succession candidate.

Employees who resigned from the organization as a percentage of headcount. (Resignation + Retirements + Involuntary Terminations)/Headcount (Resignations + Retirements)/Headcount (Executive Resignations + Executive Retirements)/Executive Headcount (Management Resignations + Management Retirements)/Management Headcount (Individual Contributor Resignations + Individual Contributor Retirements)/Individual Contributor Headcount Projected annual base compensation cost / (Resignations + Retirements) Involuntary

Terminations/Headcount Executive Involuntary Terminations/Executive  
Headcount Management Involuntary

Terminations/Management Headcount Individual Contributor Involuntary

Terminations/languidly Contributor Headcount Number of Succession

Planning Candidates/Executive Level Headcount Resignations/Headcount

Page 8 AT 2 Retention continued First Two Years of Service Resignation Rate

Two to Three Years of Service Resignation Rate Three to Five Years of

Service Resignation Rate Five to Ten Years of Service Resignation Rate More

than Ten Years of Service Resignation Rate Under 25 years Resignation Rate

25-29 Years Resignation Rate 30-34 Years Resignation Rate 35-39 Years

Resignation Rate 40-44 Years Resignation Rate 45-49 Years Resignation Rate

0-54 Years Resignation Rate 55-59 Years Resignation Rate The percentage of

employees with less than two years of service who resigned. The percentage

of employees with between two and three years of service who resigned. The

percentage of employees with between three and five years service who

resigned.

The percentage of employees with between five to ten years of service who

resigned. The percentage of employees with more than ten years of service

who resigned. The percentage of employees under 25 years of age who

resigned. The percentage of employees between the ages of 25 to 29 who

resigned. The percentage of employees between the ages of 30 to 34 who

resigned. The percentage of employees between the ages of 35 to 39 who

resigned. The percentage of employees between the ages of 40 to 44 who

resigned. The percentage of employees between the ages of 45 to 49 who

resigned. The percentage of employees between the ages of 50 to 54 who

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resigned. The percentage of employees between the ages of 55 to 59 who resigned.

Resignations within 0-2 years of service/Headcount 02 Year of Service

Resignations within 2-3 years of service/Headcount 23 Year of Service

Resignations within 3-5 ears of service/Headcount 35 Year of Service

Resignations within 5-10 years of service/Headcount 5-10 Year of Service

Resignations with more than 10 years of service/Headcount 10 Years or more

of Service Resignations of employees 25 years and under/Headcount of

employees 25 years and under Resignations of employees between 25-29

years/Headcount of employees between 25-29 years Resignations of

employees between 30-34 years/Headcount of employees between 30-34

years Resignations of employees between 35-39 years/Headcount of

employees between 35-39 years Resignations of employees between 40-44

years/Headcount of employees teens 40-44 years Resignations of employees

between 45-49 years/Headcount of employees between 45-49 years

Resignations of employees between 50-54 years/ Headcount of employees

between 50-54 years Resignations of employees between 55-59

years/Headcount of employees between 55-59 years Page 9 of 26 HRS

Metrics standards & Glossary 60-64 Years Resignation Rate 65 Years or Older

Resignation Rate Retirement Rate Average Retirement Age The percentage

of employees between the ages of 60 to 64 who resigned. The percentage of

employees aged 65 or older who resigned.

Employees who retired as a percentage of headcount. Average age of

employees who retired. Resignations of employees 60-64 years/Headcount

of employees 60-64 years Resignations of employees 65 years or

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older/Headcount of employees 65 years or older Retirements/Headcount  
Total Retirements Age/Retirements page 10 of 26 HRS Efficiency HRS FEET  
Ratio HRS Headcount Ratio HRS Costs per Employee HRS Costs per FEET HRS  
Turnover The number of FEET per individual HRS FEET. The number of staff  
per individual HRS staff person. The cost HRS for each staff member. (Based  
on headcount) The cost of HRS for each FEET. (Based on FEET) The number  
of HRS staff leaving as a percentage of all HRS staff. FEET/HRS FEET

Headcount/HRS Headcount HRS Costs/Headcount HRS Costs/FEET HRS  
Terminations/HRS Headcount Page 1 1 of 26 Learning & Development  
Learning & Development Investment per FEET Learning & Development Cost  
Revenue Percentage Learning & Development cost Payroll Hours per FEET  
Learning & Development FEET Ratio Percents GE Learning & element The  
number of dollars invested in learning and development per FEET. The total  
costs of learning and development as a percentage of the total revenue from  
operations. The total costs of learning and development as a percentage of  
the total labor costs. The numbers of hours spent on learning per FEET. The  
number of FEET for each FEET working in learning and development.

Learning & Development Cost/FEET Learning & Development Cost/Revenue  
Learning & Development Cost/Labor Costs Learning & Development  
Hours/FEET FEET/Learning & Development FEET page 12 of 26 Workforce  
Demographics Promotion Rate Career Path Ratio Churner Union Percentage  
Female Percent Percentage Female at Executive Level Percentage Female at  
Management Level Percentage Female at Individual Contributor Level  
Diversity Percentage (Visible Minorities, Aboriginal Persons, Disabled  
Persons) Percentage Diversity at Executive Level Percentage Diversity at

Management Level Percentage Diversity at Individual Contributor Level

Management Span of Control Employees promoted as a percentage of headcount. Employees moving upward in the organization as a percentage of all employee movement. Rate of internal movement by employees as percentage of headcount. Employees belonging to a union as a percentage of headcount. Employees who are female as a percentage of headcount. Executives who are female as a percentage of Executive headcount.

Managers who are female as a percentage of Manager headcount. Individual Contributors who are female as a percentage of Individual Contributor headcount. Employees who identify in a diversity category as a percentage of headcount. Executive who identify in a diversity category as a percentage of Executive headcount. Managers who identify in a diversity category as a percentage of Manager headcount. Individual Contributors who identify in a diversity category as a percentage of Individual Contributor headcount.

Average number of employees per Manager [Executive.

$\text{Promotions/Headcount} = \frac{\text{Promotions}}{(\text{Promotions} + \text{Reenters}) + (\text{Promotions} + \text{Demotions} + \text{Rainwater's})}$

$\text{Headcount Union} = \frac{\text{Headcount Female Employees}}{\text{Headcount}}$

$\text{Female Executive Level Employees} = \frac{\text{Executive Level Headcount Female}}$

$\text{Management Level Employees} = \frac{\text{Management Level Headcount Female}}$

$\text{Individual Contributor Level Employees} = \frac{\text{Individual Contributor Level}}$

$\text{Headcount (Employees who self-identify as an Aboriginal Person, Person with a Disability, or Member of a Visible Minority)} = \frac{\text{Headcount (Executive Level employees who self-identify as an Aboriginal Person, Person with a Disability, or Member of a Visible Minority)}}{\text{Total Executive Headcount (Management$

Level employees who self-identify as an Aboriginal Person, Person with Disability, or Member of a Visible Minority)/Total Management Headcount (Individual Contributor Level employees who self-identify as an Aboriginal Person, Person with a Disability, or Member of a Visible Individual Contributor Headcount Headcount/(Management Level Headcount + Executive Level Headcount) page 13 of 26 Workforce Demographics continued Average Age Average Length of Service Part-time Percent Temporary Staff Percentage Average age of organizations' total employee population. Average length of employee service. (Based on headcount) Permanent employees who work part-time as a percentage of headcount.

Non-permanent employees as a percentage of headcount. Total Age of Employees/Headcount Total Length of Service/Headcount Part-time Employees/Headcount (Non-permanent employees + Headcount)/Headcount Page 14 of 26 HRS Metrics Glossary Aboriginal person For the purposes of employment equity, “ aboriginal peoples” meaner persons who are Indian, Intuit or M©its. (From Employment Equity Act, Section 3) Active employee An employee can either be active or inactive. An active employee is one who is not on any leave of absence (short-term disability, maternity leave, jury duty, etc. ) Age group This demographic category is used to identify patterns and trends.

The age groups are: Under 25 years 25-29 years 30-34 years 35-39 years 40-44 years 45-49 years 50-54 years 55-59 years 60-64 years 65 years or older Benefit cost Bennett cost Includes: employer-paid T a l l e Ana Neal n Insurance costs, employer- paid provincial health care plan premium (I. E. MSP/Health Insurance BC or CHIP), employer-paid pension plan or RASP <https://assignbuster.com/hr-analytics-essay/>

payments, retirement payouts, maternity leave top-ups, and perquisites (I. E. Club or professional membership dues, parking or car allowance). Do not include any stock payouts. Demotion A type of internal employee movement in which there is an act of lowering in rank or position; may include a decrease in pay or responsibilities. Diversity group This demographic category is used to identify patterns and trends.

The diversity groups are the four designated group members under the Employment Equity Act (Section 3): Aboriginal peoples Persons with disabilities Members of visible minorities Females page 15 of 26 Employee Any individual with an employment contract with the organization who receives a paycheck from payroll and a TO. For the purpose of the benchmarking revue, “ employee” refers to: permanent employees, and employees on a leave of absence, paid or unpaid The definition does not include: non-permanent employees external consultants who receive payment from Accounts Payable, and employees on a long-term disability.