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Human Resource Metrics Formulas

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List of 11 Human Resource Metrics Formulas

Human Resource Metrics

1) Absenteeism Rate

$$\text{fx } AR = \frac{TUL}{NWD} \cdot 100$$

[Open Calculator !\[\]\(a870788d6ed9b8fd294b7654a8c8526b_img.jpg\)](#)

$$\text{ex } 6 = \frac{15}{250} \cdot 100$$

2) Average Employee Lifetime Value

$$\text{fx } AVG \text{ ELTV} = \left(\frac{AVG_{rev}}{n_E} \right) \cdot Avg_{tenure}$$

[Open Calculator !\[\]\(c50c8b7b2cc2cf9ff925edec0ee94c0d_img.jpg\)](#)

$$\text{ex } 14000 = \left(\frac{2000000}{1000} \right) \cdot 7$$

3) Average Training Hours

$$\text{fx } T_{hrs} = \frac{H}{n_E}$$

[Open Calculator !\[\]\(f60b7a900783ac3fd531bfd9c111be6d_img.jpg\)](#)

$$\text{ex } 1.2 = \frac{1200}{1000}$$



4) Cost Per Hire

$$\text{fx } \text{CPH} = \frac{\text{ERE} + \text{HR}_{\text{exp}}}{\text{SH}}$$

[Open Calculator !\[\]\(cbe80b694ebd74fcfe136a095b608235_img.jpg\)](#)

$$\text{ex } 426.9231 = \frac{550 + 5000}{13}$$

5) Employee Churn Rate

$$\text{fx } \text{ECR} = \left(\frac{\text{Emp}_{\text{left}}}{\text{Emp}_{\text{rem}}} \right) \cdot 100$$

[Open Calculator !\[\]\(3e2231b1ad3ca8da8658228c00dd08e0_img.jpg\)](#)

$$\text{ex } 16.66667 = \left(\frac{75}{450} \right) \cdot 100$$

6) Employee Satisfaction Index

$$\text{fx } \text{ESI} = \left(\frac{\left(\frac{S}{3} \right) - 1}{9} \right) \cdot 100$$

[Open Calculator !\[\]\(0d5ec72f61334709c3fc9450209b754f_img.jpg\)](#)

$$\text{ex } 100 = \left(\frac{\left(\frac{30}{3} \right) - 1}{9} \right) \cdot 100$$



7) Employee Turnover Rate

[Open Calculator !\[\]\(dfbd6b3763a6d1d9afaa974f64e2e4b5_img.jpg\)](#)

$$\text{fx } \text{ETR} = \left(\frac{E_{\text{sep}}}{\text{AVG}_{\text{emp}}} \right) \cdot 100$$

$$\text{ex } 1.5 = \left(\frac{3}{200} \right) \cdot 100$$

8) Hourly Paycheck

[Open Calculator !\[\]\(ec9132f1d27c8919987d92907322654d_img.jpg\)](#)

$$\text{fx } \text{HP} = \text{ID} + (\text{RWH} \cdot \text{WH}) + (\text{OHW} \cdot \text{WPHOH}) - \text{T}$$

$$\text{ex } 110 = 1055 + (8 \cdot 35) + (2 \cdot 5) - 1235$$

9) Human Capital Return on Investment

[Open Calculator !\[\]\(758ebdf4629c903da74c2e079717ae32_img.jpg\)](#)

$$\text{fx } \text{HCROI} = \frac{\text{R} - \text{NHC}_{\text{exp}}}{\text{HC}_{\text{exp}}}$$

$$\text{ex } 7.847826 = \frac{780000 - 58000}{92000}$$

10) Overtime Percentage

[Open Calculator !\[\]\(248b91fcdac4810ffd15cf33fb6aec6f_img.jpg\)](#)

$$\text{fx } \text{O}\% = \left(\frac{\text{O}_{\text{hrs}}}{\text{R}_{\text{hrs}}} \right) \cdot 100$$

$$\text{ex } 22.5 = \left(\frac{900}{4000} \right) \cdot 100$$



11) Quality of Hire

[Open Calculator !\[\]\(bd1a142de767a21e5362c595f844a4ff_img.jpg\)](#)

$$\text{fx } Q_oH = \frac{JPS + R_{ut} + ES + CFS}{I}$$

$$\text{ex } 55 = \frac{85 + 20 + 70 + 45}{4}$$



Variables Used

- **AR** Absenteeism Rate
- **AVG ELTV** Average Employee Lifetime Value
- **AVG_{emp}** Average Number of Employees
- **AVG_{rev}** Average Yearly Revenue
- **Avg_{tenure}** Average Length of Employee Tenure
- **CFS** Cultural Fit Score
- **CPH** Cost Per Hire
- **E_{sep}** Employees Separated
- **ECR** Employee Churn Rate
- **Emp_{left}** Number of Employees Left
- **Emp_{rem}** Total Number of Employees Remaining
- **ERE** External Recruiting Expenses
- **ES** Engagement Score
- **ESI** Employee Satisfaction Index
- **ETR** Employee Turnover Rate
- **H** Total Training Hours
- **HC_{exp}** Human Capital Expenses
- **HCROI** Human Capital Return on Investment
- **HP** Hourly Paycheck
- **HR_{exp}** Internal Human Resource Expenses
- **I** Number of Indicators
- **ID** Income Till Date
- **JPS** Job Performance Score



- **n_E** Number of Employees
- **NHC_{exp}** Non Human Capital Expenses
- **NWD** Number of Working Days
- **$O\%$** Overtime Percentage
- **O_{hrs}** Overtime Hours
- **OHW** Overtime Hours Worked
- **QoH** Quality of Hire
- **R** Revenue
- **R_{hrs}** Regular Hours
- **Rut** Ramp Up Time Score
- **RWH** Regular Working Hours
- **S** Total Score Value of 3 Questions
- **SH** Successful Hires
- **T** Taxes
- **T_{hrs}** Average Training Hours
- **TUL** Total Unplanned Leave
- **WH** Wages Paid per Hour
- **$WPHOH$** Wages Paid per Hour from Overtime Hours



Constants, Functions, Measurements used



Check other formula lists

- **Human Resource Metrics Formulas** 

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