

Sample HR Metrics Leaders Care About

- Turnover during the first 30, 60, 90 days & first year of employment and turnover by department
- New hire feedback on their experience in their first 7, 30, 60, 90 days and first year
- Employee engagement statistics – segregated by tenure of employee (7, 30, 60, 90 days, 1 year, 2 years, 30 months, 90 months, etc.)
- Employee time to fill open positions & cost per new hire
- Absenteeism trends by department
- Time from hire to fully functional productivity – by department
- Revenue per employee / Billable hours per employee
- Number of people seeking and working towards in-house job change or a promotion
- Effectiveness of production flows as perceived by employees and also the managers
- Effectiveness of HRIS in supporting individualized employee support
- Effectiveness of team meetings in achieving outcomes and making good use of team time
- Effectiveness of team gatherings in enhancing team connections, trust, and culture
- Number of employees who believe they have regular, meaningful, and helpful conversations with their supervisor(s)/manager(s)
- Number of employees who believe their supervisor(s)/manager(s) want them to be a part of the team and to succeed
- Number of employees with performance goals tied to their department goals
- Number/% of employees participating in company/department/team social events
- Number/% of employees participating in volunteer education opportunities: Lunch & Learns, book clubs, training, etc.
- Number/% of employees *successfully* completing required job-skills training
- Number/% of non-managers leading team/project meetings
- Number of managers pro-actively developing team talent and depth
- Number of negative employee actions
- Number of staff counseling sessions
- Number of reported team conflicts
- Number/% of team members being coached intentionally and regularly
- Number of employees fully cross-trained
- Number of employees with no back-up/one-deep scenarios

This list is just a start. However, using metrics is critical to the success of the HR function – and all leaders. Facts add credibility, and credibility contributes to your success as an HR Professional.



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