

Important Human Resource Metrics Formulas PDF



Formulas Examples with Units

List of 11 Important Human Resource Metrics Formulas

1) Absenteeism Rate Formula ↻

Formula

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

Example

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

Evaluate Formula ↻

2) Average Employee Lifetime Value Formula ↻

Formula

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

Example

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

Evaluate Formula ↻

3) Average Training Hours Formula ↻

Formula

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

Example

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

Evaluate Formula ↻

4) Cost Per Hire Formula ↻

Formula

$$CPH = \frac{ERE + HR_{exp}}{SH}$$

Example

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

Evaluate Formula ↻

5) Employee Churn Rate Formula ↻

Formula

$$ECR = \left(\frac{Emp_{left}}{Emp_{rem}} \right) \cdot 100$$

Example

$$16.6667 = \left(\frac{75}{450} \right) \cdot 100$$

Evaluate Formula ↻

6) Employee Satisfaction Index Formula ↻

Formula

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

Example

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

Evaluate Formula ↻



7) Employee Turnover Rate Formula

Formula

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

Example

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

Evaluate Formula 

8) Hourly Paycheck Formula

Formula

$$HP = ID + (RW\% \cdot WH) + (OH\% \cdot WPHOH) - T$$

Example

$$110 = 1055 + (8 \cdot 35) + (2 \cdot 5) - 1235$$

Evaluate Formula 

9) Human Capital Return on Investment Formula

Formula

$$HCROI = \frac{R - NHC_{\text{exp}}}{HC_{\text{exp}}}$$

Example

$$7.8478 = \frac{780000 - 58000}{92000}$$

Evaluate Formula 

10) Overtime Percentage Formula

Formula

$$O\% = \left(\frac{O_{\text{hrs}}}{R_{\text{hrs}}} \right) \cdot 100$$

Example

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

Evaluate Formula 

11) Quality of Hire Formula

Formula

$$QoH = \frac{JPS + Rut + ES + CFS}{I}$$

Example

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

Evaluate Formula 



Variables used in list of Human Resource Metrics Formulas above

- **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



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