

6 PEOPLE METRICS YOUR CEO CARES ABOUT



How does human resources impact the bottom line? By having the right metrics, your HR team and CEO can make data-informed decisions and take the right actions to grow the success of your company.

1

Revenue per Total Human Capital Spend (THCS)

- Aligns the costs associated with human capital to the company's productivity.
- An increase in this ratio indicates greater efficiency and productivity due to an increase in output that is being produced per dollar spent on human capital.
- Generally includes wages, benefits, independent contractors, temporary employees and other HR program costs.



2

Benefit Participation Rate

- Percentage of employees participating in a certain benefit plan or program.
- Calculated by dividing the number of employees enrolled in a benefits plan by the number of employees eligible. Then, multiply by 100.
- Your CEO cares about this number, as unused funds can be distributed elsewhere to support other areas of the company.



3

Total Compensation Spend Rate (TCSR)

- Calculated by adding up all the costs associated with total compensation spend, such as salaries, overtime, benefits and bonuses and comparing it to the company's total operating costs.
- Gives your CEO insight into the largest categories of human capital costs, which is super helpful in budgeting, workforce planning and compensation strategy development.



4

EEO Compliance

- Extends to all employment practices and decisions, such as hiring, promoting, training, etc. It prohibits discrimination based on race, sex, national origin, religion, age, disability, genetic information, reprisal, and more.
- Your CEO cares about this data, as it provides information about the composition of the organization's work force, applicants and candidates, and degree to which the organization is in compliance with EEO regulations.



5

Internal Pay Equity

- Pay equity refers to the comparison of roles within your business to ensure fair/equal compensation.
- Ensures there are no pay inequalities between employees based on gender, race, ethnicity and more. CEO's value internal pay equity, as it may improve company morale and employee loyalty.



6

HR-to-Employee Staffing Ratio

- HR-to-Employee and HR-to-Worker ratios give your CEO visibility into how HR staffing levels across and within organizations stack up.
- These represent the number of HR staff per 100 employees/workers in the organization.

