

HR Metrics

Every HR Business Partner Needs to Know

01

Absence Rate and Cost

Absences can significantly affect productivity and workforce planning. By monitoring these rates and their costs, HRBPs can implement policies or programs to reduce unnecessary absences and manage their impact.

02

eNPS (Employee Net Promoter Score)

An HRBP often acts as a bridge between employees and upper management. By monitoring eNPS, HRBPs can get a sense of overall employee satisfaction, inform leadership, and initiate programs to improve morale and engagement.

03

Turnover Rates

Retention is a key responsibility for HRBPs. High turnover rates can signal issues in job fit, management, compensation, or company culture. By keeping a close eye on this KPI, HRBPs can implement targeted interventions to boost retention.

04

Training Effectiveness

HRBPs are often involved in the development and implementation of training programs. Monitoring training effectiveness helps them ensure that these initiatives are improving employees' skills, increasing productivity, and contributing to organizational goals.

05

Training ROI

HRBPs need to justify their budgets and demonstrate the business impact of their training and development initiatives. By measuring the ROI of training programs, HRBPs can show how these investments lead to tangible business outcomes.

06

Quality of Hire

The quality of hire KPI can help HRBPs assess their recruiting strategies and make necessary adjustments to ensure they're bringing in talent that will contribute positively to the organization's goals.

07

Promotion and Progression Rates

HRBPs play a pivotal role in creating and maintaining an inclusive culture. By tracking these rates by different demographic groups, they can identify and address potential systemic inequities.