

aractech

Global Learning for Operational Leaders



HUMAN RESOURCES AND TRAINING | HRT-057

Human Resources KPIs Benchmarking HR Performance (HR KPIs)

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Course content

Why Attend

HR leaders are increasingly expected to demonstrate measurable value, improve workforce performance, and support strategic decisions through reliable data. Key Performance Indicators (KPIs) help organizations monitor recruitment, productivity, retention, wellbeing, and overall HR effectiveness. This course provides participants with practical tools to design meaningful HR KPIs, benchmark performance, interpret trends, and present insights that drive business results.

Course Methodology

- This course uses an interactive and practical approach through presentations, case studies, KPI design workshops, dashboard exercises, group discussions, benchmarking activities, and real workplace examples.

Course Objectives

- Understand the role of KPIs in measuring HR success
- Distinguish between metrics, measures, and strategic KPIs
- Build SMART and business-focused HR indicators
- Analyze recruitment, performance, and retention data
- Use dashboards and scorecards for decision-making
- Apply benchmarking techniques to compare HR performance

Target Audience

- HR Professionals
- HR Managers
- HR Analysts
- Talent Management Specialists

Course outline

Detailed course outline

Day-by-day outline for Human Resources KPIs Benchmarking HR Performance (HR KPIs).

Day 1 - Foundations of HR KPIs

- Importance of KPIs in modern HR management
- Difference between measures, metrics, and KPIs
- Characteristics of SMART and effective indicators
- Main categories of HR KPIs
- Common KPI design and reporting mistakes
- Aligning HR KPIs with business priorities

Day 2 - Recruitment and Workforce Planning KPIs

- Measuring hiring performance and recruitment efficiency
- Time-to-fill, cost-per-hire, and quality-of-hire indicators
- Offer acceptance and sourcing effectiveness measures
- Workforce planning KPIs such as vacancy rate and availability
- Internal mobility and succession readiness metrics
- Talent pipeline and capability indicators

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Day 3 - Performance and Productivity KPIs

- KPIs for performance management systems
- Goal achievement and performance distribution metrics
- High performer retention and coaching activity measures
- Productivity indicators such as output per employee
- Absenteeism, presenteeism, and overtime cost measures
- Engagement and workplace culture indicators

Day 4 - Reward, Retention, and Wellbeing KPIs

- Compensation ratio and pay progression indicators
- Pay equity and reward efficiency measures
- Voluntary turnover and regrettable loss metrics
- Retention risk and turnover cost analysis
- Wellbeing indicators such as stress absence and burnout signals
- Benefits utilization and reward competitiveness analysis

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Day 5 - Integrated Reporting and Strategic Decision-Making

- Designing integrated HR KPI dashboards
- Internal trend analysis and external benchmarking methods
- Industry comparisons and standards
- Evidence-based decisions using HR KPI insights
- Role of advanced analytics in future HR strategy
- Presenting KPI findings to senior leadership

Seminar dates

Available seminar dates

Live dates and pricing for Human Resources KPIs Benchmarking HR Performance (HR KPIs) generated from the course details page.

Date	Location	Format	Fee
1 - 5 June 2026	Barcelona	Classroom	€2,975
8 - 12 June 2026	Istanbul	Classroom	€2,695
15 - 19 June 2026	Frankfurt	Classroom	€2,275
6 - 10 July 2026	London	Classroom	€2,695
20 - 24 July 2026	Munich	Classroom	€2,975
3 - 7 August 2026	Amsterdam	Classroom	€2,940
10 - 14 August 2026	London	Classroom	€2,975

Live online option

Online delivery is available at €1,250.