

Metric Description

Calculation Formula

Actual Voluntary Employee Turnover Rate 2025 (%)

(Number of voluntary leavers in 2025 / Average number of Employees during 2025) x 100

Expected Employee Turnover Rate 2026 (%)

(Expected number of voluntary leavers in 2026 / Expected Average number of Employees during 2026) x 100

Actual Salary Increase 2025 (%)

(Total actual salary increase 2025 / Total salary cost) x 100

Planned Salary Increase 2026 (%)

(Planned Total salary increase 2026 / Total salary cost) x 100

Actual Absence Rate 2025 (%)

(Total number of absence days 2025 / (Average number of Employees x workdays 2025)) x 100

Certified Absence Rate 2025 (%)

(Days lost to certified absence 2025 / Total days lost to absence 2025) x 100

Uncertified Absence Rate 2025 (%)

(Days lost to uncertified absence 2025 / Total days lost to absence 2025) x 100

Short-Term Absence Rate 2025 (%)

(Days lost to short-term absence 2025 / Total days lost to absence 2025) x 100

Long-Term Absence Rate 2025 (%)

(Days lost to long-term absence 2025 / Total days lost to absence 2025) x 100

Expected Absence Rate for 2026 (%)

(Expected Total number of absence days 2026 / (Average number of Employees x workdays 2026)) x 100

Actual Average Time to Fill 2025 (days)

(Total number of days from internal job requisition approval to offer acceptance 2025 / Total number of hires 2025)

Actual Offer Acceptance Rate 2025 (%)

(Number of job offers accepted (2025) / number of job offers made (2025)) x 100

New Hires Retained for at Least 12 Months 2025 (%)

(Number of new hires staying at least 12 months / Total new hires) x 100

Average Training Days per Employee 2025 (days)

(Total training days completed 2025 / Average number of Employees 2025)

Employees with a Formal Development Plan 2025 (%)

(Number of Employees with a documented development plan / Total number of Employees) x 100

Actual Investment in Learning and Development as a % of Payroll 2025 (%)

(Actual Learning and Development Expenditure 2025 / Total Payroll Cost) x 100

Planned investment in Learning and Development as a % of Payroll 2026 (%)

(Planned Learning and Development Budget 2026 / Total Payroll Cost) x 100