



ASHHRA
American Society for Health Care
Human Resources Administration

2021 HR Metrics Tool with New Metrics!

<p>Retention and Separations</p> <ul style="list-style-type: none"> • Turnover Rate • Voluntary Separation Rate • Bedside Nurse Voluntary Separation Rate • First Year of Service Turnover Rate • Bedside Nurse First Year of Service Voluntary Separation Rate • Average Tenure • Physician Turnover Rate • Ethnically Diverse Employee Voluntary Separation Rate 	<p>Workforce Productivity and Profitability</p> <ul style="list-style-type: none"> • Workforce Employees Operating Cost per FTE • Labor Cost Expense Percent • Nurse Overtime Pay Percent • Percent of Employees on Leave of Absence 	<p>Staffing and Hiring</p> <ul style="list-style-type: none"> • Internal Hires Percent • Cost per Hire (excluding relocation) • Time to Accept • Nurse Time to Accept • Vacancy Rate • Bedside Nurse Manager Span of Control
<p>Workforce Diversity</p> <ul style="list-style-type: none"> • Ethnically Diverse Headcount Percent • Ethnically Diverse External Hiring Percent • Female Headcount Percent • Black or African American Headcount Percent • Female Executive Headcount Percent • Ethnically Diverse Executive Headcount Percent • Ethnically Diverse Employee Promotion Rate 	<p>HR Cost and Structure</p> <ul style="list-style-type: none"> • HR Costs per Employee • HR Headcount Ratio • Learning & Development Investment per Employee 	<p>Compensation & Benefits</p> <ul style="list-style-type: none"> • Labor Cost per FTE • Average Benefits per Employee • Healthcare Costs per Active Employee

Register Now!

Contact us at: saratoga@pwc.com

