



# What is the efficiency of managing your HR compared to the best companies on the market?

HR Controlling 2021 provides a comprehensive analysis and comparison of key HR indicators. Study also serves as a platform for your internal HR Controlling implementation.



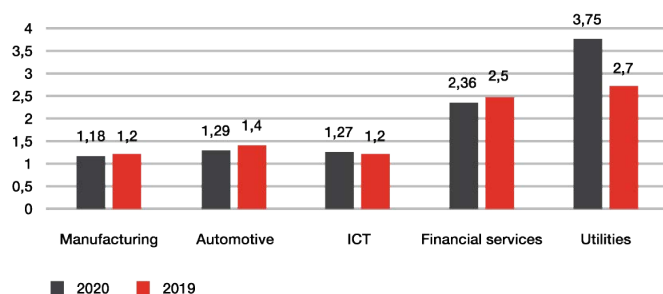
## **PwC Saratoga**

Through the acquisition of Saratoga, PricewaterhouseCoopers gained one of the largest databases containing valuable information on key indicators of human capital performance.

## Comparison of return on investment in human capital (HC ROI) between 2019 and 2020.

Source: The results of HR Controlling study

HC ROI - Return on investments to HC in €



### The study contains

#### 1. HR Controlling Report

A complete analysis of more than 90 HR indicators according to the following categories:

- Sector
- Entire Slovak market
- Company size
- Company turnover

#### 2. HR Dashboard

- Allows the individual comparison of your internal set-up of the HR management system to market results
- Includes selected indicators and serves as the main report on HR management for the top management

### Indicators breakdown and their specific examples

#### Organisational Structure

Indicators regarding the composition of the organizational structure (e.g. number of employees per manager).

#### Financial impact and productivity

Indicators dealing with the relationships between financial results and human capital (e.g. return on investment in human capital).

#### Compensation and Benefits

Indicators relevant for the structure of the reward package (basic salary, variable and performance pay, benefits).

#### Organisational Behaviours

Indicators on employee behaviour. They inform about the employees' level of engagement (e.g. rate of absence and fluctuation).

#### Resourcing

Includes changes in staff structure, recruitment and employee selection indicators (e.g. time it takes to accept a job offer).

#### Talent Management

Measuring the effectiveness of working with talents and key employees in the company (e.g. promotion rate).

#### Learning and Development

Indicators focusing on cost, time, level and type of learning commitment (e.g. number of training hours per FTE).

#### Support Functions

The ratio of all employees to employees from support departments.



Every year we award companies with the most effective management of human capital.



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