

Measurement Framework

TEMPLATE

Measurement Framework // Recap

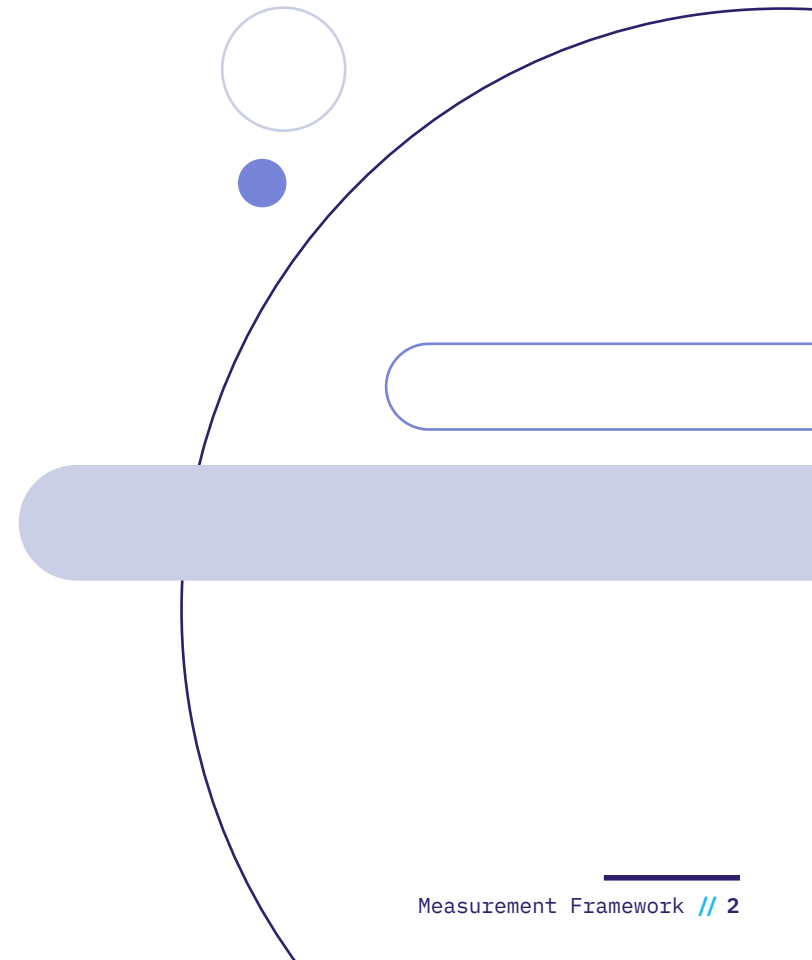
In this resource, you'll find the **Measurement Framework** template to track your metrics across the phases of the employee lifecycle according to each category. For each of these five categories, note down what you would measure in each phase.

Remember, when you're working with HR data, one of the biggest traps is defaulting to what's easiest to measure, rather than what's most meaningful.

By organizing your data into the cost, time, quantity, quality, and experience categories, you gain two strategic advantages:

- You **balance your reporting**, showing what you're doing and how well it works.
- You build a **multidimensional story**, helping leadership see progress, patterns, and blind spots at a glance.

Remember, the goal isn't to count things but to choose the right metric that best reflects what you want to measure.



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Metric category	Attracting	Recruiting	Onboarding	Developing	Engaging	Retaining	Offboarding
Cost Measures money spent to run a process <i>Examples: cost per hire, learning spend per FTE</i>							
Time Measures duration or speed <i>Examples: time to productivity, average tenure</i>							
Quantity Measures volume or frequency <i>Examples: number of internal promotions, hires per recruiter</i>							
Quality Measures effectiveness or success <i>Examples: offer acceptance rate, % of top performance ratings</i>							
Experience Measures perception and sentiment <i>Examples: onboarding satisfaction, eNPS, candidate experience</i>							