

# HR DEPARTMENT BENCHMARKS AND ANALYSIS 2015 2016

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**What is the HR ratio in Bloomberg BNA?** According to Bloomberg's HR Department Benchmarks and Analysis report, annual survey results revealed the median HR-to-employee ratio is 1.4 full-time HR professionals per 100 employees.

**What is the HR FTE ratio for SHRM?** According to SHRM's 2022 Human Capital Benchmark Report, the average HR staff to employee ratio is 1.7 per 100.

**How big should an HR department be?** The HR-to-employee ratio is an expression of the number of HR employees needed to support 100 full-time employees. It is used to provide a roadmap on when to scale the HR team along with the company workforce. A good rule of thumb to start is 2.5 HR employees per 100 full-time employees.

**What is the market ratio in HR?** This number reveals how far an employee's pay is from the market midpoint (think "fair-market rate"). If an employee has a compa-ratio of 100%, their salary is right "at market." But if their compa-ratio is in the 50th percentile, it's pretty low by industry standards.

**What does Bloomberg BNA stand for?** Bloomberg Industry Group (formerly known as Bloomberg BNA, The Bureau of National Affairs, Inc., and BNA) is an affiliate of Bloomberg L.P. and a source of legal, tax, regulatory, and business news and information for professionals.

**What is HR to employee ratio at Deloitte?** The average HR-employee ratio is 1:275, where the size of the company is a crucial factor. A majority of the companies surveyed have a HR-employee ratio of 1:250-350 employees. Most companies

organise their teams in both processes and client groups.

**What is a normal HR ratio?** A normal resting heart rate for adults ranges from 60 to 100 beats per minute. Generally, a lower heart rate at rest implies more efficient heart function and better cardiovascular fitness. For example, a well-trained athlete might have a normal resting heart rate closer to 40 beats per minute.

**What is ratio analysis in HR?** Ratio analysis in HR planning involves using quantitative techniques to evaluate various aspects of human resources within an organization <sup>1 5</sup>. It aids in decision-making by providing insights into workforce efficiency, productivity, and structure <sup>2</sup>.

**What is the HR FTE ratio?** The HR FTE Ratio is a metric used to determine the efficiency, effectiveness, and relative cost of an organization's HR department. It reports the ratio of the total number of full-time equivalent employees (FTEs) in the organization to the number of HR FTEs.

**What are HR metrics?** HR metrics are quantitative measures used to track and assess the efficiency and effectiveness of human resource management practices within an organization. These metrics cover a wide range of areas, including recruitment, retention, training, employee satisfaction, performance, and productivity.

**How do you determine HR department size?** You can use a ratio, which should be proportional to the employees in a company. For example, a company with 100 employees may have a team of five HR professionals, while a company with 1,000 employees may have a team of 10-15 HR professionals.

**What is the HR productivity ratio?** As the name already indicates, the HR to employee ratio is the number of HR professionals divided by the number of people working at the organization. This metric provides a ratio that is indicative of the efficiency of HR.

**What is the best HR to employee ratio and why?** If your company wants to expand its workforce while maintaining the efficiency of its HR services, a ratio lower than 1.7 could be ideal. Alternatively, if your company is not actively hiring but intends to keep a good employee experience, a ratio between 1.5 and 2.5 could make sense, depending on other factors.

**What is HR turnover ratio?** The employee turnover rate is a way to measure how often employees leave a company and are replaced by new ones. It is calculated by dividing the number of employees who leave during a specific period by the average number of employees in the company during that same time.

**What does BMC mean in Bloomberg?** Bloomberg Market Concepts (BMC) is a self-paced, e-learning course that provides an interactive introduction to the financial markets using the power of the Terminal.

**Did Bloomberg buy BNA?** Bloomberg. under the Hart-Scott-Rodino Act. Government and the Bloomberg Professional service.”

**Who owns BNA?** Nashville International Airport is publicly owned and is operated by the MNA. The Authority operates separately from local government without the benefit of local tax dollars.

**What is Bloomberg Relative Strength index?** It compares the strength of up days with the strength of down days during a specific trading period. The RSI can fluctuate between 0 and 100, but in most cases, will remain in the 20-30 to 70-80 area, with the low end being oversold and the high end being overbought.

**What is Bloomberg High Yield index?** Index Description The Bloomberg U.S. Corporate High Yield Bond Index measures the USD-denominated, high yield, fixed-rate corporate bond market. Securities are classified as high yield if the middle rating of Moody's, Fitch and S&P is Ba1/BB+/BB+ or below.

**What is the ESG score in Bloomberg?** Bloomberg ESG scores measure a company's management of financially material ESG issues. Financial materiality is defined as the issues that can have a negative or positive impact on a company's financial performance, such as revenue streams, operating costs, cost of capital, asset value and liabilities.

**What is the interest rate forecast for Bloomberg?** The upper boundary of the Federal Reserve's target range for its benchmark interest rate, currently 5.5%, will fall only to 4% by the end of 2025, according to the latest Bloomberg monthly survey. That's a half percentage point higher than respondents expected just a month ago.

## The Story of Chhatrapati Shivaji Maharaj for Kids

Chhatrapati Shivaji Maharaj was a legendary Maratha warrior king who founded the Maratha Empire in the 17th century. His story is full of bravery, leadership, and strategic brilliance.

**Early Life** Shivaji was born in 1630 in the hill fort of Shivneri. His father, Shahaji Bhonsle, was a Maratha general, and his mother, Jijabai, was a devout woman. From a young age, Shivaji showed signs of great intelligence and leadership.

**Rise to Power** In 1656, at the age of 26, Shivaji started his revolt against the Adilshahi dynasty of Bijapur. He captured several hill forts and established his independent kingdom. Shivaji's guerilla warfare tactics and strategic alliances made him a formidable opponent.

**Maratha Empire** By 1674, Shivaji had become the undisputed ruler of a vast territory known as the Maratha Empire. He established a strong navy, introduced a just and efficient system of administration, and promoted education and culture. Shivaji's empire extended from Salsette Island in the west to Jinji in the south, making him one of the most powerful rulers of his time.

**Legacy** Shivaji Maharaj is remembered as a great warrior, leader, and visionary. He inspired Maratha warriors for centuries to come. His kingdom became a symbol of Maratha pride and strength. Today, Shivaji Maharaj is revered as a national hero in India and his legacy continues to inspire generations.

### Questions and Answers

- **Q: When and where was Shivaji Maharaj born?** A: 1630, Shivneri hill fort
- **Q: Who were Shivaji Maharaj's parents?** A: Shahaji Bhonsle and Jijabai
- **Q: How did Shivaji Maharaj establish his kingdom?** A: By capturing hill forts and forming alliances
- **Q: What is Shivaji Maharaj known for?** A: Bravery, leadership, and strategic brilliance
- **Q: What is Shivaji Maharaj's legacy?** A: Inspiring Maratha warriors and becoming a national hero

## **Windows of the Mind Level 5 by Frank Brennan: Q&A**

### **What is Windows of the Mind Level 5?**

Windows of the Mind Level 5 is an advanced meditation program developed by Frank Brennan. It aims to enhance brain function, increase focus and productivity, and reduce stress and anxiety. The program consists of five levels, with Level 5 being the most advanced.

### **What are the benefits of practicing Windows of the Mind Level 5?**

Practicing Windows of the Mind Level 5 has numerous benefits, including:

- Improved memory and concentration
- Enhanced creative thinking and problem-solving skills
- Increased emotional balance and resilience
- Reduced stress and anxiety
- Better sleep quality

### **How does Windows of the Mind Level 5 work?**

The program uses a combination of meditation techniques, including mindfulness, visualization, and brainwave entrainment. By guiding participants through various mental exercises, Level 5 helps to entrain the brain into optimal states for learning, focus, and relaxation.

### **What does the program involve?**

Windows of the Mind Level 5 consists of a series of guided audio meditations. Each level has its own unique focus, with Level 5 designed to cultivate higher states of consciousness. The program recommends regular practice for best results.

### **How long does it take to see results?**

Results can vary depending on the individual. Some may experience noticeable benefits within a few weeks of regular practice, while others may require more time. Consistency is key to maximizing the outcomes of the program.

## **The Beatles Complete Chord Songbook: A Guide to Mastering the Fab Four's Music**

The Beatles Complete Chord Songbook is a comprehensive collection of guitar chords for every song recorded by the legendary rock band, from their early hits like "Love Me Do" to their later psychedelic masterpieces like "Strawberry Fields Forever." With over 200 songs in total, this songbook is an indispensable resource for any aspiring musician looking to play the music of the Beatles.

### **Q: What is the format of the songbook?**

A: The songbook is organized alphabetically by song title, and each song includes the following information:

- Complete lyrics
- Guitar chords for both acoustic and electric guitar
- Chord diagrams
- Tablature for difficult or iconic solos

### **Q: Is it suitable for all skill levels?**

A: Yes, the songbook is designed to be accessible to guitarists of all levels. The chords are clearly explained and the tablature makes it easy to learn even the most complex songs.

### **Q: Are there any additional features in the songbook?**

A: Yes, the songbook includes a number of additional features, such as:

- Historical notes about each song
- Tuning charts for different guitar types
- A glossary of guitar terms

### **Q: What makes this songbook different from others?**

A: The Beatles Complete Chord Songbook is unique in several ways:

- It is the most comprehensive collection of Beatles chord songs available.
- It provides clear and accurate chords for both acoustic and electric guitar.
- It includes tablature for difficult or iconic solos.
- It is written by experienced guitarists who have a deep understanding of the Beatles' music.

**Q: How can I order the songbook?**

A: The Beatles Complete Chord Songbook is available for purchase from a variety of online retailers, including Amazon and Hal Leonard.

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