





FORMULA types

Formula Type	Description		Sample Measures
<p><i>Rate</i></p> <p>Proportion of one or more parts to a whole of 100%</p>		<p><u>Part</u> Whole</p>	<ul style="list-style-type: none"> • Staffing Rate – Managerial • Separation Rate • Performance Appraisal Participation Rate
<p><i>Ratio</i></p> <p>One number relative to another, often expressed as a reduced fraction</p>		<p><u>Apple</u> <u>Orange</u></p>	<ul style="list-style-type: none"> • HR Staffing per FTE • Span of Control • Market Compensation Ratio
<p><i>Composition</i></p> <p>Breakdown of a whole into its parts, showing the number or percentage allocated to each</p>		<p>All Parts of a Whole</p>	<ul style="list-style-type: none"> • Length of Service Analysis • Performance Rating Distribution • Separation by Reason Code • Workforce Demographic Distribution
<p><i>Index</i></p> <p>Weighed combination of disparate data into one number relative to a scale or anchor</p>		<p>Combination or Created Scale</p>	<ul style="list-style-type: none"> • Employee Engagement Index • Training Program Satisfaction Index • Customer Contact Satisfaction • New hire Satisfaction Report

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