

HR Staffing Levels Benchmarking Checklist

Evaluate your current HR staffing plans against current benchmarks based on responses to Brandon Hall Group™'s The HR Playbook Study.

How to Use:

- Identify the range that contains your total HR staffing. Survey data does not define this category so assume that it includes all typical HR functions.
- Compare your current HR staffing levels against the response percentages to the right. One set of data represents employees with fewer than 10,000 employees and one set represents companies with 10,000 or more.
- Percentages represent the percentage of respondents whose organizations have HR staffing in the ranges indicated.

	OUR CURRENT STAFFING	UNDER 10,000 EMPLOYEES	OVER 10,000 EMPLOYEES		OUR CURRENT STAFFING	UNDER 10,000 EMPLOYEES	OVER 10,000 EMPLOYEES
1-20	<input type="checkbox"/>	29%	0%	251-500	<input type="checkbox"/>	4%	11%
21-50	<input type="checkbox"/>	12%	16%	501-1,000	<input type="checkbox"/>	2%	15%
51-100	<input type="checkbox"/>	18%	8%	1,000+	<input type="checkbox"/>	27%	42%
101-250	<input type="checkbox"/>	8%	8%				

Projected Changes

- The second set of data indicates the percentage of responses who indicate what kind of change they anticipate with their staffing levels over the next 12 months.
- Based on what you know now, locate the bucket on the left that best matches your organization’s planned change.
- Compare to the data on the right hand side.

	PLANNED CHANGE	DATA		PLANNED CHANGE	DATA
Decrease by more than 25%	<input type="checkbox"/>	16%	Increase by 1-5%	<input type="checkbox"/>	15%
Decrease by 11-25%	<input type="checkbox"/>	3%	Increase by 6-10%	<input type="checkbox"/>	11%
Decrease by 6-10%	<input type="checkbox"/>	4%	Increase by 11-25%	<input type="checkbox"/>	3%
Decrease by 1-5%	<input type="checkbox"/>	4%	Increase by more than 25%	<input type="checkbox"/>	6%
No change planned	<input type="checkbox"/>	38%			

These benchmarks can help you understand if your HR staffing lines up with industry trends overall. This may be useful in workforce planning efforts as well as building the business case for increasing staffing. As you evaluate your own staffing plans keep in mind the pace of change and growth in your organization so that your staffing is future focused and not only reactive to current needs.

In response to ongoing challenges, staffing is healthy. Also somewhat surprising is the fact that about one-third of organizations are planning some level of increase to their HR staffing levels over the next 12 months. In an era that has been marked by a lot of staffing corrections and reductions in response to tighter financial circumstances, seeing organizations increasing HR staffing is an encouraging sign.

For further research:

[The Definitive Guide to Enterprise Human Resources: Everything Fortune 1000 Human Resource Leaders Need to Know \(Guide\) - Brandon Hall Group](#)

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