



TDRp Talent Measures Library

Outcome	Key Talent Process or Supporting Process	TDRp Category	Subcategory	Metric Tier	Measure Name	Description	Formula	Demographic splits	Defined By	Identical To	Similar To	Comments
Total Rewards		Efficiency	Compensation	2	Compensation Expense Percent (CE)	Compensation expense percent	Total compensation / Total operating expense		JF page 134			
Total Rewards		Efficiency	Compensation	2	Employee Cost Factor (ECF)	Average salary per FTE	Total compensation / FTE		JF page 126			
Total Rewards		Effectiveness	Compensation	2	Salary Range Exception Factor	Percentage of employees over salary grade maximum	Number of employees over max / Average number of employees		JF page 118			Inconsistent definition. Is it total compensation or just salary?
Total Rewards		Effectiveness	Compensation	3	Requests for Salary Adjustment	Requests for Salary Adjustment	Count		JF page 119			
Total Rewards		Effectiveness	Compensation	2	Percentage of Employees Making Requests for Salary Adjustment	Requests for Salary Adjustment	Requests for Salary Adjustment / Headcount		KA			