

HR KPIs to Prioritize for Success in 2025



Impact

Executing HR functions efficiently to have the greatest impact.

With resources and budgets under pressure, HR efficiency is vital to organizational success, enhancing productivity by streamlining processes like recruitment, training, payroll, and benefits. This enables HR to focus on high-impact initiatives that drive overall performance.



Experience

Providing a positive employee experience and supporting employer wellbeing.

To ensure long-term viability, organizations must embrace a people-first culture by transforming talent and business processes, with HR driving and monitoring these efforts through key performance indicators.



Upskilling

Upskilling the workforce.

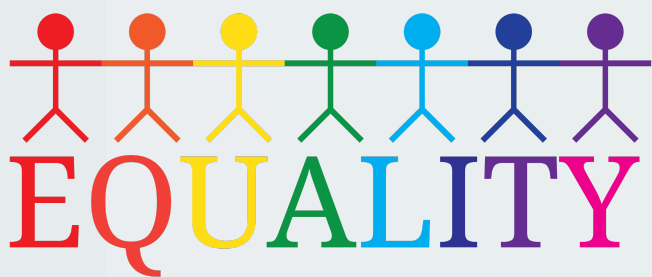
Upskilling is a key priority, with 83% of HR leaders, 79% of business leaders, and 77% of frontline workers agreeing that skills-based training is essential for retention. (EN Study) Amid higher inflation, HR must balance controlling costs while maximizing the value of training investments.



Talent

Attracting and retaining talent.

A Mercer study on 2024 global talent trends found that 55% of HR and business leaders plan to enhance employee experience to help attract and retain top talent in 2024. Keeping track of the costs and effectiveness of recruitment efforts is one of the most important KPIs for HR.



DEI&B

Fostering diversity, equity and inclusion.

Despite some pushback, DEI remains critical for organizational success, with only 3% of executives planning to scale back efforts, according to a Conference Board survey. While DEI is a C-suite priority, HR plays a key role in executing strategies and gathering data on underrepresented groups.



Succession

Developing the next generation of leaders.

Succession planning for key positions is essential for ensuring business continuity, higher employee retention, and improved engagement. Key performance indicators already tracked can be adapted to focus on critical roles and employees in the succession talent pool.



Measure. Optimize. Thrive.