TECHNICAL SPECIFICATION

ISO/TS 30432

First edition
2021-03

Human resource management — Workforce productivity metrics cluster

Management des ressources humaines — Indicateurs de mesure de la productivité de la main-d'œuvre

iTeh Standards
(https://standards.iteh.ai)
Document Preview

ISO/TS 30432:2021
https://standards.iteh.ai/catalog/standards/iso/45f30477-87e2-47dc-aa75-62c787f0bb1e/iso-ts-30432-2021

Reference number
ISO/TS 30432:2021(E)

© ISO 2021

iTeh Standards
(https://standards.iteh.ai)
Document Preview

ISO/TS 30432:2021
https://standards.iteh.ai/catalog/standards/iso/45f30477-87e2-47dc-aa75-62c787f0bb1e/iso-ts-30432-2021

COPYRIGHT PROTECTED DOCUMENT

© ISO 2021

All rights reserved. Unless otherwise specified, or required in the context of its implementation, no part of this publication may be reproduced or utilized otherwise in any form or by any means, electronic or mechanical, including photocopying, or posting on the internet or an intranet, without prior written permission. Permission can be requested from either ISO at the address below or ISO's member body in the country of the requester.

ISO copyright office
CP 401 • Ch. de Blandonnet 8
CH-1214 Vernier, Geneva
Phone: +41 22 749 01 11
Email: copyright@iso.org
Website: www.iso.org

Published in Switzerland

© ISO 2021 – All rights reserved

Contents

Page

Foreword ..... **iv**
Introduction ..... **v**
1 Scope **1**
2 Normative references **1**
3 Terms and definitions **1**
4 EBIT, revenue, turnover, profit per employee: for-profit organizations **1**
4.1 General 1
4.2 Purpose 1
4.3 Formula 1
4.4 Contextual factors 2
4.5 Predictive factors 3
5 EBIT, revenue, turnover, profit per employee: Non-government organizations (NGOs) and not-for-profit organizations **3**
5.1 General 3
5.2 Purpose 3
5.3 Examples of productivity metrics for NGOs and not-for-profit organizations 3
5.4 Contextual factors 4
5.5 Predictive factors 4
6 Human capital RoI **4**
6.1 General 4
6.2 Purpose 5
6.3 Formula 5
6.4 Example 5
6.5 Contextual factors 6
6.6 Predictive factors 6
7 Additional measures for consideration **6**
7.1 General 6
7.2 Revenue per employee 7
7.2.1 General 7
7.2.2 Formula 7
7.2.3 Description 7
7.3 Profit per employee 7
7.3.1 General 7
7.3.2 Formula 7
7.3.3 Description 7
7.4 EBIT per employee 7
7.4.1 General 7
7.4.2 Formula 7
7.4.3 Description 7
Bibliography **8**

iTeh Standards
(https://standards.iteh.ai)
Document Preview
ISO/TS 30432:2021
https://standards.iteh.ai/catalog/standards/iso/45f30477-87e2-47dc-aa75-62e787f0bb1e/iso-ts-30432-2021

© ISO 2021 – All rights reserved

Foreword

ISO (the International Organization for Standardization) is a worldwide federation of national standards bodies (ISO member bodies). The work of preparing International Standards is normally carried out through ISO technical committees. Each member body interested in a subject for which a technical committee has been established has the right to be represented on that committee. International organizations, governmental and non-governmental, in liaison with ISO, also take part in the work. ISO collaborates closely with the International Electrotechnical Commission (IEC) on all matters of electrotechnical standardization.

The procedures used to develop this document and those intended for its further maintenance are described in the ISO/IEC Directives, Part 1. In particular, the different approval criteria needed for the different types of ISO documents should be noted. This document was drafted in accordance with the editorial rules of the ISO/IEC Directives, Part 2 (see www.iso.org/directives).

Attention is drawn to the possibility that some of the elements of this document may be the subject of patent rights. ISO shall not be held responsible for identifying any or all such patent rights. Details of any patent rights identified during the development of the document will be in the Introduction and/or on the ISO list of patent declarations received (see www.iso.org/patents).

Any trade name used in this document is information given for the convenience of users and does not constitute an endorsement.

For an explanation of the voluntary nature of standards, the meaning of ISO specific terms and expressions related to conformity assessment, as well as information about ISO's adherence to the World Trade Organization (WTO) principles in the Technical Barriers to Trade (TBT), see www.iso.org/iso/foreword.html.

iTeh Standards
(https://standards.iteh.ai)
Document Preview

This document was prepared by Technical Committee ISO/TC 260, *Human resource management*.

Any feedback or questions on this document should be directed to the user's national standards body. A complete listing of these bodies can be found at www.iso.org/members.html.

ISO/TS 30432:2021
https://standards.iteh.ai/catalog/standards/iso/45f30477-87e2-47dc-aa75-62c787f0bb1e/iso-ts-30432-2021

 © ISO 2021 – All rights reserved

Introduction

ISO 30414 highlights guidelines on the following core human capital reporting areas or “clusters”:

— compliance and ethics;

— costs;

— diversity;

— leadership;

— organizational culture;

— organizational health, safety and well-being;

— productivity;

— recruitment, mobility and turnover;

— skills and capabilities;

— succession planning;

— workforce availability.

ISO 30414:2018, 4.7.8, describes productivity in organizations.

iTeh Standards
(https://standards.iteh.ai)
Document Preview

The following metrics are included in this document:

a) earnings before interest and taxes (EBIT), revenue, turnover, profit per employee

   — for-profit organizations;

   — non-government organizations (NGOs).

ISO/TS 30432:2021
https://standards.iteh.ai/catalog/standards/iso/...477-87e2-47dc-aa75-62c787f0bb1e/iso-ts-30432-2021

b) human capital return on investment (RoI).

This document describes the following components for each of the above metrics:

— description;

— purpose;

— formula;

— how to use;

— intended user(s);

— contextual factors;

— predictive factors.

It is recognized that employees, as well as workforce representatives, work councils and labour union representatives, where they exist, can be consulted on issues of productivity and its measurement.

© ISO 2021 – All rights reserved

iTeh Standards
(https://standards.iteh.ai)
Document Preview

ISO/TS 30432:2021
https://standards.iteh.ai/catalog/standards/iso/45f30477-87e2-47dc-aa75-62c787f0bb1e/iso-ts-30432-2021