



Comparative Analytics: BAI Talent Management Benchmarking



Make Smarter Business Decisions

Use BAI Talent Management Benchmarking to get answers to these questions:

- How effective is my organization's talent acquisition and management strategy relative to my peers in the industry?
- Are my diversity and inclusion initiatives performing effectively, relative to my peers?
- Am I losing more or less of my high performers, compared to my peers?
- How can I continuously improve retention, acquisition and diversity strategies?
- Where should I be investing to improve my organization's talent acquisition and management?

The Industry's Most Actionable Insights for Human Resources Managers

As a nonprofit, independent organization, BAI empowers leaders to make smart decisions, drive positive change and move the financial services industry forward.

Hiring and managing the mix of talent within your organization is a cost of doing business. But how do you evaluate whether you're managing human resources more efficiently than others in the industry? How do you determine if your diversity and inclusion initiatives are working relative to your peers? Now, Human Resources management can be quantified, analyzed, and acted upon with confidence – with BAI Talent Management Benchmarking, a comprehensive guide to understanding diversity, inclusion, acquisition, retention and turnover relative to your peers.

Make Decisions with Clarity and Confidence



Create a Clear
Picture of Your
Organization's
Talent

BAI benchmarking begins with the collection of crucial data regarding hiring, retention, diversity, inclusion, and turnover from participating organizations. Data is collected then standardized so that comparisons can later be made in an apples-to-apples format.



Make Meaningful
Comparisons to
Your Competitors

Once data is received, the data is aggregated. The information is analyzed, then reports are generated and disseminated to participants, keeping all participant information anonymous.



Leverage
Data to Inform
Better Strategies

With the insights acquired from BAI benchmarking, your organization can increase confidence in strategies for acquiring and retaining top talent, have greater clarity about your competitive position, and help improve HR and talent acquisition and management.



BAI Talent Management Benchmarking

Powerful Metrics for Increased Talent Management Effectiveness



HR Efficiency

- Number of employees per HR FTE and HR Generalists, HR and training cost per employee

Diversity and Inclusion

- Minority and female employees

Hiring

- Percentage fills that are external vs. internal

Recruiting

- Cost per hire and time to fill for retail-only jobs

Additional Retention Metrics

- Mortgage Underwriter and Mortgage Processor

Additional Metrics include:

- Total Turnover
- Voluntary and Involuntary Turnover
- First-Year Retention
- High-Performer Retention
- Average Time to Fill
- Percentage of High Performers

Data is segmented and provided by line of business and functional role:

- Retail Bank
- Commercial Bank
- Small Business
- Wealth Management
- Mortgage
- Call Center



Study Timing

BAI Talent Management Benchmarking reports are prepared and presented annually using calendar year-end data.



For More Information

Learn more about how BAI can use the industry's best insights to help you make smart business decisions. **Please contact us by e-mail at BAIResearch@bai.org or call 800-224-9889.**

