



human resources

OKR EXAMPLES



about this guide

When you're building a company culture of success, using Human Resources OKRs is a great way to provide focus and align priorities with the rest of your company.



If you're looking for a basic introduction to OKRs, check out our [Complete Guide to OKRs](#).



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HUMAN RESSOURCES

OKR examples for compensation & benefits



OBJECTIVE 1

Improve salary competitiveness



KEY RESULTS

1. Have clear salary levels for 70% of employees
2. Use of 3 additional industry salary reports for comparison
3. 70% of employees have salaries on par with industry rates



OBJECTIVE 2

Increase benefits satisfaction



KEY RESULTS

1. 50% improvement in 'benefits' category of employee satisfaction survey
2. Benchmark current employee benefits with current industry standards
3. Reduce employee health care expenses by 10%

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HUMAN RESSOURCES

OKR examples for culture



OBJECTIVE 1

Improve employee engagement



KEY RESULTS

1. Increase employee satisfaction by 20% as reflected in quarterly engagement survey
2. Implement 20% additional employee engagement activities
3. Managers double positive feedback received from employees



OBJECTIVE 2

Demonstrate work-life balance



KEY RESULTS

1. Achieve 100% participation in company organized activities
2. Increase health days taken by 10% as documented
3. Increase corporate social responsibility initiatives to once a quarter

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HUMAN RESSOURCES

OKR examples for employee retention



OBJECTIVE 1

Increase average employee tenure



KEY RESULTS

1. Average tenure of employees extended from 2 to 3 years
2. 10% increase in positive feedback through anonymous employee surveys
3. Internal promotion rate increase from 10% to 25%



OBJECTIVE 2

Improve employee retention



KEY RESULTS

1. Reduce voluntary employee termination by 20%
2. Conduct exit interviews with 100% of voluntary termination employees
3. Identify 10% of at risk employees during performance review process

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HUMAN RESSOURCES

OKR examples for hiring



OBJECTIVE 1

Improve recruiting process



KEY RESULTS

1. Reduce average time to fill job vacancy by 7 days
2. Increase competency interview questions by 10%
3. Decrease cost per hire by 10%



OBJECTIVE 2

Hire top talent



KEY RESULTS

1. 10% increase in job offer acceptance rate
2. 100% pass rate for new hire probations
3. Reduce contractors to 5% of workforce

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HUMAN RESSOURCES

OKR examples for performance



OBJECTIVE 1

Improve performance of new hires



KEY RESULTS

1. Shorten onboarding process by 1 week
2. Reduce new hire performance review cycle time
3. Improve mentor to new hire ratio to 1:3



OBJECTIVE 2

Boost employee productivity



KEY RESULTS

1. Reduce employee absenteeism by 20%
2. 80% completion on average of employee KPIs/OKRs/MBOs
3. 100% participation on weekly employee progress check-in

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HUMAN RESSOURCES

OKR examples for staffing & training (SEO)



OBJECTIVE 1

Successfully implement OKR methodology



KEY RESULTS

1. 100% participation in OKR implementation training
2. 70%+ positive employee feedback after 3 months of implementation
3. Shorten OKR training process for new hires by 1 week



OBJECTIVE 2

Boost staff career development



KEY RESULTS

1. 20% increase participation in voluntary career mapping exercise
2. Boost internal promotion rate by 5% over the quarter
3. Complete implementation of new career mentoring initiative

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about Paycor

Paycor Talent Development is a performance management software that empowers employees to better achieve goals, get recognized and receive continuous feedback in an engaging social environment using OKRs.

We help organizations focus on engaging people by improving goal visibility and enhancing company culture to achieve long-term sustainable growth.

Paycor Talent Development is for organizations that are innovating the traditional performance management process; partnering with their people to unleash the human spirit at work.