PwC Saratoga Benchmarking brings workforce data to the hands of business leaders to help you make informed talent decisions.

Our PwC Saratoga benchmarking program analyzes talent trends in the market. You will have access to a community forum for examining unique challenges and sharing ideas with others regarding key workforce topics.

Our Benchmarking Survey measures 300+ metrics related to areas such as organizational effectiveness, turnover, staffing efficiencies, and HR costs and structures – comprising the largest database of workforce-related benchmarks across industries.

**Join the Revolution: HRIS Workflows!**

Using de-identified employee-level data files exported directly from your HRIS solution, our new Saratoga HRIS Workflows will automatically calculate your results. These workflows can enable us to provide additional benefits, such as:

- Monthly/quarterly benchmarks
- Benchmarks for a detailed job architecture
- Benchmarks by operating location
- Benchmarks by geography e.g., metro area

And all of this will be delivered with little effort for your team!

**Sample metrics**

- Bedside Nurse First Year of Service Turnover Rate
- Bedside Nurse Manager Span of Control
- Bedside Nurse Turnover Rate
- Bedside Nurse Vacancy Rate
- Bedside Nurse Voluntary Separation Rate
- Cost per Hire (Excluding Relocation)
- Ethically Diverse Employee Voluntary Separation Rate
- First Year of Service Turnover Rate
- HR Costs per Employee
- HR Headcount Ratio
- Labor Cost per FTE
- Mobility Rate
- Overtime Pay Percent
- Physician Average Tenure
- Promotion Rate
- Time to Start
- Vacancy Rate
- Voluntary Separation Rate

**Sample members**

- Atrium Health
- Children’s Health System of Texas
- City of Hope
- Cleveland Clinic
- Geisinger Health System
- Indiana University Health
- Inova Health System
- Moffitt Cancer Center
- NewYork-Presbyterian Hospital
- Ohio Health Corporation
- Saint Francis Health System
- Saint Luke’s Health System
- Southern Ohio Medical Center
- Sutter Health
- Temple University Health
- Texas Health Resources
- Valley Health System
- Winthrop-University Hospital

Take advantage of our HRIS Workflows and user-friendly online tool to submit data based on our standard definitions and view comparisons of your results against benchmarks.

**Peer group comparisons** provide you with the ability to evaluate your organization’s performance against others – based on attributes such as industry, headcount size, and revenue size.
Benefits of your Saratoga membership include:

- Participation in the annual hospital HR/workforce benchmarking survey, focusing on over 50 hospital-related metrics
- Industry-leading benchmarking services, reports, and data specific to the hospital industry
- Standardized instructions for each data element
- PwC Saratoga’s proprietary web-based data collection and reporting tool and HRIS Workflows for easy data entry
- Participation in PwC’s Health and Wellness Benchmarking Survey (covering health benefits, pharmaceutical costs, and wellness programs)
- Experts and resources to support your data collection and reporting questions

PwC Saratoga Benchmarking Program
Participate in the PwC Saratoga US benchmarking survey and receive standardized scorecards and reports

Industry Consortia
Participate in a consortium focusing on a sector such as hospitals, utilities, insurance, banking, consumer packaged goods, pharmaceuticals, and semi-conductors

‘Next Gen’ Metrics
Metrics addressing topics relating to the future of work e.g., digital experience, well-being, gig economy, employee impact, social network platforms

Answers on Demand
Launch mini research projects that are personalized and will help you answer unique talent management question

Surveys on Demand
Create at least one pulse survey of member organizations each year

Contact us to discuss becoming a Saratoga® Benchmarking Member!
Inquire to learn more about our other services such as dashboards, HR assessments, workforce surveys, advanced talent/predictive analytics, and people analytics capability development

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