

# Top 10 HR Calculators - How They are Useful

Every HR department has a lot of specific tasks to manage. To successfully pull off important HR roles like recruitment, accounting, and management, a great capacity for [HR planning](#), recording, and tracking is required. And that's where [HR calculators](#) come in. Those are tools used for calculating metrics, scores, and data to measure employee performance, daily rates, work time rendered, and more. Lastly, what makes these calculators so useful is the fact that its increased capacity for accuracy is unsurpassed by the limitations of humans.

Before you start looking at just any calculator, you need to learn the specifics of HR calculators. With that said, here are overviews of the top ten variants:

## Free Cost Per Hire Calculator

While it isn't given much thought, [hiring new employees](#) also costs money. When you think about it, there has to be an allotted budget for the advertisements needed to draw them in, as well as sign-in bonuses, travel expenses, etc. With a cost per hire calculator, the HR department can figure out how much budget they will need for their recruiting endeavors. Since company money is involved here, there should be no room for human error. That is why using a cost per hire calculator is much more preferable than having the HR staff manually calculate it.

**COST PER HIRE CALCULATOR**

(Name of Company) [Date]  
(Address Line 1)  
(Address Line 2)  
(Contact Number) No. of Candidates 9

Internal Recruiting Cost	
1 Recruiting Teams expenses	\$1,000.00
2 Applicant Tracking System in Detail	\$850.00
3 Recruiting Learning and Development	\$1,300.00
4 Employee Referral Fee	\$5,000.00
5 Fixed Cost such as physical infrastructure	\$3,250.00
6 Interview Cost	\$900.00
7 Reference Checking Cost	\$800.00
<b>Total</b>	<b>\$13,350.00</b>

External Recruiting Cost	
1 Advertising and Marketing Expenses	\$3,500.00
2 Campus Recruiting and job agencies, Job Fairs Expenses	\$2,500.00
3 Travel Expenses of Recruiter and Candidates	\$4,000.00
4 Background Checks and Eligibility to Work Expenses	\$1,500.00
5 Recruiting Process Outsourcing Fees	\$4,000.00
6 Recruiting Learning and Development Expenses	\$3,200.00
<b>Total</b>	<b>\$18,700.00</b>

**Total Cost Per Hire :** **\$3,561.11**

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## Free Holiday Entitlement Calculator

Every employee deserves a break from work; not only does it help them de-stress, but it can also give a boost in [employee engagement](#). An employee is entitled to a holiday break, but it all varies with the company's operations schedules and their place of work. All HR departments, however, keep a holiday entitlement calendar to accurately calculate the holidays all the employees are entitled to. That way, HR can determine the frequency of the employees leaving and take the right measures in dealing with the continuity of workflow in the office.

Employee Name	Emp ID	Designation	Join Date	Emp Type	Yrs Work	Holiday Allowed/Yr	Holiday Entitlement/Week
Jackson	LB-8287	Product Engineer	3/10/2020	Full Time	8	12	1
Smith	LB-7860	System Admin	3/11/2020	Part Time	3	16	1.3
Danny	LB-8763	Software Engineer	7/13/2020	Full Time	3	14	1.2
Lucifer	LB-3214	Technical Assistant	5/13/2020	Full Time	4	18	1.5
Shawn	LB-7410	Marketing Manager	2/14/2020	Full Time	8	15	1.25
Richard	LB-8520	Operational Manager	6/15/2020	Full Time	1	14	1.2
Abigail	LB-9630	Support Engineer	7/16/2020	Full Time	3	12	1
Saura Hamrah	LB-1204	Accountant	9/17/2020	Part Time	2	13	1.08
Gary Anderson	LB-4562	Product Manager	3/18/2020	Full Time	4	15	1.25
Wynn Ambos	LB-8906	Sales Manager	10/19/2020	Full Time	1	16	1.3

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## Leave Calculator

The leave calculator calculates the payment of employees while taking their vacation leaves into account. The amount of leaves granted to an employee varies greatly from one company to another. A paid leave entails the same as the daily rate of the employee. And as the name suggests, unpaid leaves mean there is a deduction equal to the daily rate as well. With a leave calculator, HR can determine how much the employee has earned for their payoff by taking the days they were present for work, along with their paid and unpaid leaves into account. This enables the company to fairly [reward](#) the employee for the exact amount of work they have done for a particular cutoff period.

## Time Calculator

An employee gets paid based on the number of hours they did work. With a time calculator, this enables the HR team to calculate accurately the number of hours rendered by the staff during office hours. Using this, HR can analyze the timesheet of employees, calculate the work hours they have rendered. They also use this to accurately determine how long an employee took their lunch break and other personal breaks. With the time calculator's features, HR can determine the salary with ease, and figure out if any deductions or additions are needed, suppose the employee did under time or overtime, respectively.





SALARY CALCULATOR

(Name of Company)

(Address Line 1)

(Address Line 2)

(Company Contact Number)

Friday, March 12, 2021

Emp ID	Employee Name	Designation	Basic Salary	DA (15%)	HRA (10%)	Grat Salary	PF (12%)	Tax Deducted	No. of Leaves	Leave's Deduction	Net Salary
10174	Raymond King	Admin	\$1,000.00	\$150.00	\$100.00	\$6,150.00	\$738.00	\$100.00	3	\$174.00	\$1,876.00
10145	Thomas	Accountant	\$1,000.00	\$150.00	\$100.00	\$6,150.00	\$738.00	\$100.00	1	\$150.00	\$1,800.00
10121	Wynn Lee	Sales Manager	\$4,750.00	\$712.50	\$475.00	\$5,937.50	\$712.50	\$400.00	2	\$275.00	\$5,262.50
10132	Smith	Support Tech	\$1,000.00	\$150.00	\$100.00	\$6,150.00	\$738.00	\$204.30	2	\$274.00	\$1,271.00
10121	Kempston	Manager	\$1,000.00	\$150.00	\$100.00	\$6,150.00	\$738.00	\$473.00	1	\$150.00	\$4,794.00
10143	Mathew	Engineer	\$1,000.00	\$150.00	\$100.00	\$6,150.00	\$738.00	\$477.00	0	\$0.00	\$4,573.00
10174	Kenneth Stewart	Branch Manager	\$1,000.00	\$150.00	\$100.00	\$6,150.00	\$738.00	\$174.20	-2	\$0.00	\$1,425.00
10141	Jovanovic	Software	\$1,000.00	\$150.00	\$100.00	\$6,150.00	\$738.00	\$363.00	4	\$300.00	\$1,851.00
10174	Marie Gao	Product Manager	\$1,000.00	\$150.00	\$100.00	\$6,150.00	\$738.00	\$463.50	2	\$274.00	\$4,400.00
10142	Devine	Designation-1	\$1,000.00	\$150.00	\$100.00	\$6,150.00	\$738.00	\$382.20	1	\$150.00	\$1,568.00
10154	Richard	Designation-2	\$1,000.00	\$150.00	\$100.00	\$6,150.00	\$738.00	\$174.00	2	\$274.00	\$1,876.00
10143	Kendall	Designation-3	\$1,000.00	\$150.00	\$100.00	\$6,150.00	\$738.00	\$377.00	5	\$412.00	\$1,261.00
10155	Baronnet	Designation-4	\$1,000.00	\$150.00	\$100.00	\$6,150.00	\$738.00	\$243.00	1	\$150.00	\$1,450.00
10157	Polkard	Designation-5	\$1,000.00	\$150.00	\$100.00	\$6,150.00	\$738.00	\$434.20	4	\$300.00	\$1,851.00
10148	Daniel	Designation-6	\$1,000.00	\$150.00	\$100.00	\$6,150.00	\$738.00	\$346.00	5	\$450.00	\$1,250.00

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# Labor Cost Calculator

Labor Cost refers to the total cost of all the labor used in a business. This includes the annual payroll taxes and other expenses used by the company. This is one of the important costs that a business has to handle, so it is very important that the numbers are all calculated without any human error. That is why a labor cost calculator is much preferable to utilize when dealing with the total labor cost.



### REDUNDANCY PAYMENT CALCULATOR

[Insert Company Logo]  
 [Insert Company Name]  
 [Insert Company Address]  
 [Insert Contact No]  
 [Insert Company Website]

Employee Name : Wynn John Marker      Position : Assistant Manager  
 Department : Technical      Emp No : AD5-3847

EMPLOYMENT DETAILS	
Start Date of Employment	March 23, 2022
Date of Termination Notice	March 24, 2023
End Date of Employment	April 10, 2023
Weekly Gross Wage	\$650.00
Wage Ceiling Prevailing At the Time	\$700.00

CALCULATION OF STATUTORY SERVICE	
Years Service to Company	0
Total Number of Working Days	225
	Start Date : 3/23/2022
	End Date : 3/23/2026
Breaks in Service 2	Reason : Parental Leave
	Days Reasonable : 98
	Days Non Reasonable : 312
Number of Years in Service	0.65
Week Due	1.5
Plus Bonus Week	1
Total Weeks	2.5

REDUNDANCY ENTITLEMENT	
Statutory Entitlement	\$1,625.00
Rebate Amount Due to Employer	Employer Rebate No Longer Applies

Prepared By  
 [Signature]  
 [Insert Name]

Approved By  
 [Signature]  
 [Insert Name]



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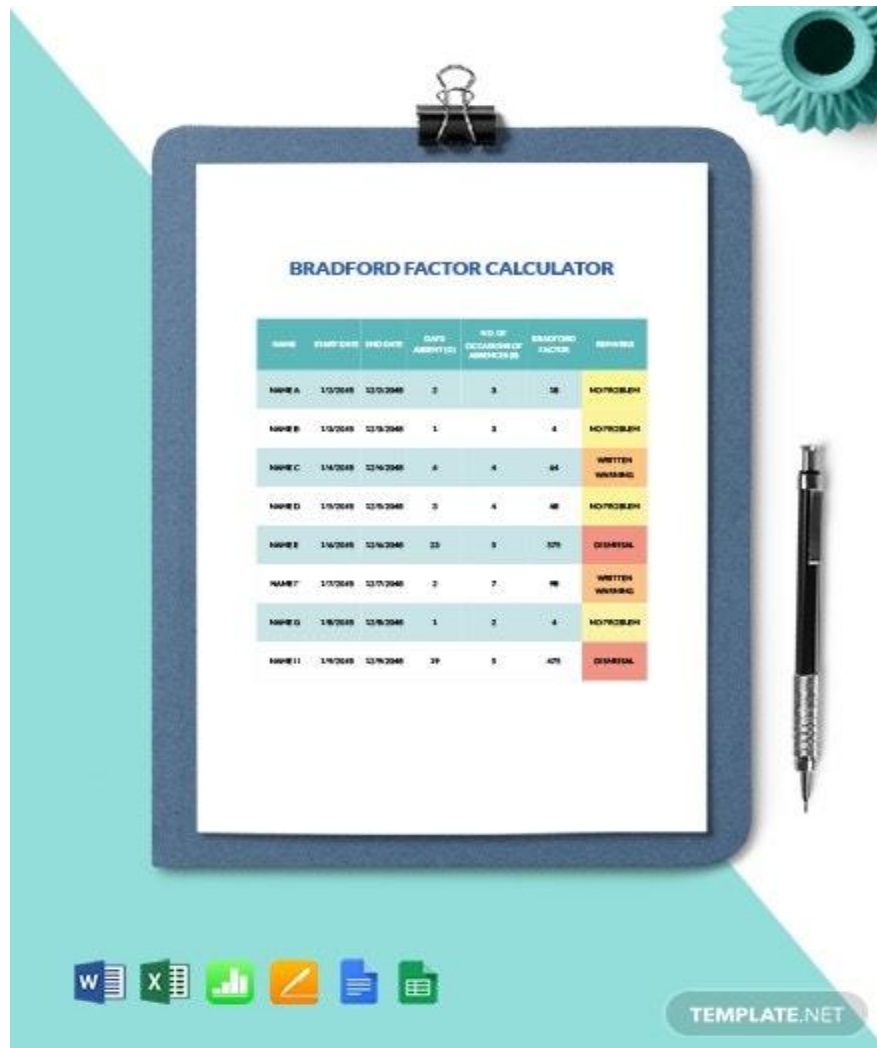
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## Bradford Factor Calculator

There are days when employees don't show up to work, and there are a lot of reasons to explain that. With the Bradford Factor calculator, HR can measure the absenteeism of an employee, and determine how much will be deducted in their payout. All in the interest of fairly paying for how much work the employee renders.





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# Employee Productivity Calculator

A productive workplace is a good thing for the whole company. When a lot of work gets done, people feel accomplished and satisfied. To keep track of that, HR uses an employee productivity calculator to put it all in numbers so that both employees and management can see whether their performance is up to the company's standards of productivity.



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With a lot of HR calculators being utilized, the HR department can have an accurate and reliable way to keep track of where the company is in terms of all the aspects mentioned above. The reason why an HR calculator is useful is that, at the end of the day, the numbers don't lie.