



TDRp Talent Measures Library

| Outcome | Key Talent Process or Supporting Process | TDRp Category | Subcategory | Metric Tier | Measure Name | Description | Formula | Demographic splits | Defined By | Identical To | Similar To | Comments |
|---------|--|---------------|--------------------|-------------|-----------------------------|--|--|----------------------------------|---------------|------------------------------|------------|----------|
| | Capability Management | Effectiveness | Career Development | 3 | Employees Transferred | Employees Transferred | Count | Division/Dept/BU, Role, Location | HCMI page 464 | | | |
| | Capability Management | Effectiveness | Career Development | 3 | Employees Promoted | Employees Promoted | Count | Division/Dept/BU, Role, Location | HCMI page 463 | | | |
| | Capability Management | Effectiveness | Career Development | 2 | Career Path Ratio (CPR) | Career promotion ratio | Employees Promoted / (Employees Transferred + Employees Promoted) | Division/Dept/BU, Role, Location | JF page 207 | HCMI | | |
| | Capability Management | Effectiveness | Career Development | 2 | Career Transfer Ratio (CTR) | Career transfer ratio | Employees Transferred / (Employees Transferred + Employees Promoted) | Division/Dept/BU, Role, Location | JF page 207 | | | |
| | Capability Management | Effectiveness | Career Development | 1 | Career Movement Percentage | Percentage of employees making a career move during the period | (Employees Transferred + Employees Promoted) / Average headcount during period | Division/Dept/BU, Role, Location | JF page 207 | HCMI: Internal Mobility Rate | | |