

55 HUMAN RESOURCES KEY TERMS | A Guide From SSON

ACQUISITION

H2R
Hire-to-Retire

TA
Talent Acquisition

EVP
Employee Value Proposition

RTW
Right to Work

EXPERIENCE

EX
Employee Experience

UX
User Experience

ELC
Employee Life Cycle

ATS
Applicant Tracking System

DEI&B
Diversity, Equity, Inclusion, and Belonging

EEO
Equal Employment Opportunity

OAR
Offer Acceptance Rate

EVP
Employee Value Proposition

EE
Employee Engagement

eSAT
Employee Satisfaction Score

DEVELOPMENT

L&D
Learning and Development

OD
Organizational Development

AR
Annual Review

MANAGEMENT

ER
Employee Relations

OKR
Objectives and Key Results

OPL
Optimum Productivity Level

HRIS
HR Information System

AAR
After Action Review

P&C
People and Culture

QR
Quarterly Review

HCM
Human Capital Management

HR2E
HR to Employee Ratio

PIP
Performance Improvement Plan

FoW
Future of Work

HR METRICS

COA
Cost of Absence

TTH/ TTF
Time To Hire/ Time to Fill

SOH
Source of Hire

CPH
Cost Per Hire

HCROI
Human Capital ROI

C-SUITE

CTO
Chief Talent Officer

CP&CO
Chief People & Culture Officer

FTE
Full-time Equivalent

eNPS
Employee Net Promoter Score

RPE
Revenue Per Employee

HCA
Human Capital Analytics

TCOW
Total Cost of Workforce

CHRO
Chief Human Resources Officer

COO
Chief Operations Officer

OUTSOURCING

HRO
Human Resources Outsourcing

RPO
Recruitment Process Outsourcing

BENEFITS

VTO
Voluntary Time Off

PTO
Paid Time Off

LOA
Leave of Absence

EAP
Employee Assistance Program

IRA
Individual Retirement Account



BPO
Business Process Outsourcing

COLA
Cost of Living Adjustment

TOIL
Time Off in Lieu

C&B
Compensation and Benefits

EOB
Explanation of Benefits

LWP
Leave With Pay