

2026 CHRO Budget Benchmarks

Compare your HR function's budget efficiency against peers and prioritize future HR investments.

About the report

This is a snapshot of an exclusive Gartner survey of almost 500 global organizations. The complete report, available for Gartner clients, delivers proprietary benchmarks across seven key areas, including HR spend, productivity and budget trends.

CHROs can use key budget benchmark insights to:

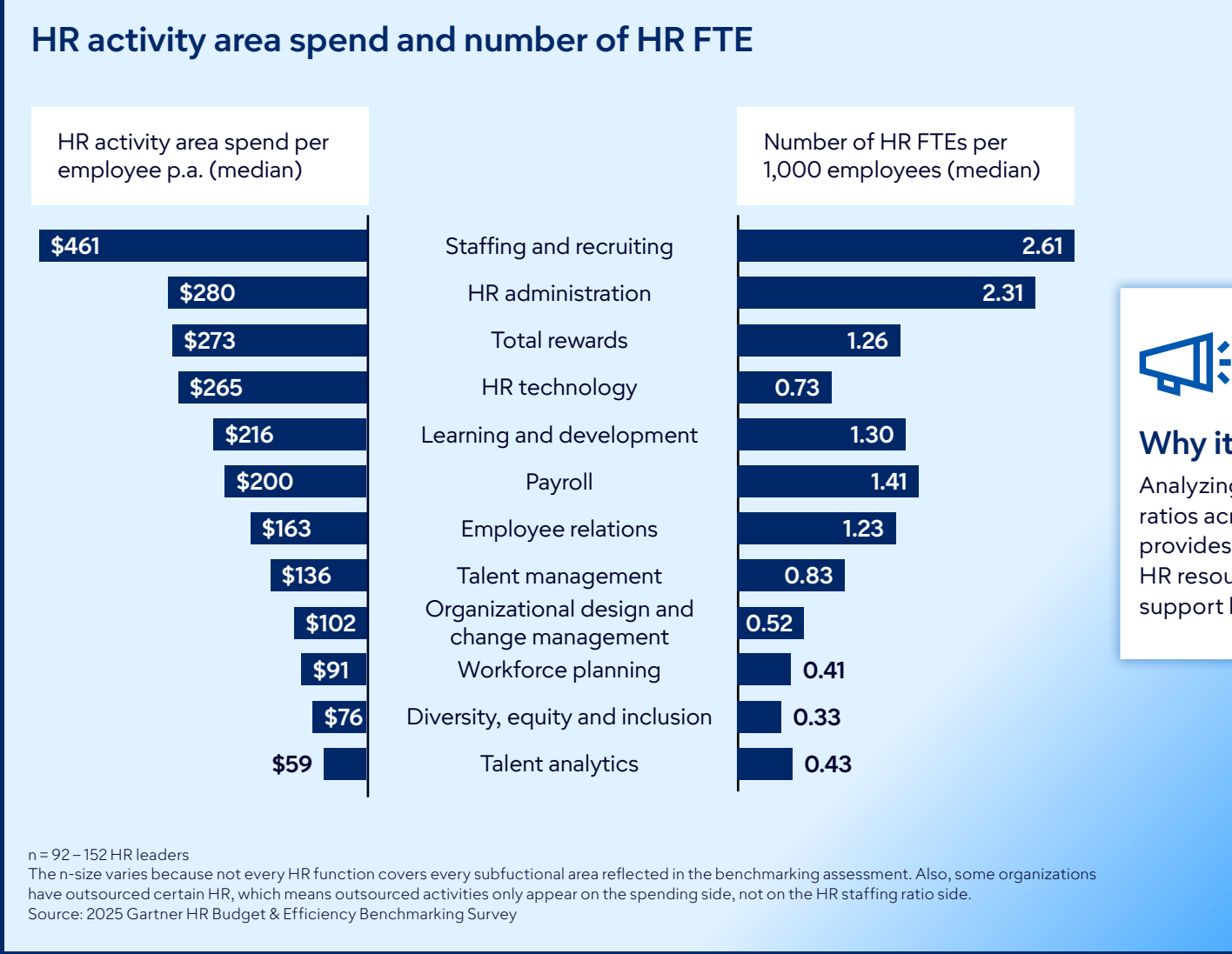
1. **Quantify** investment gaps.
2. **Redirect** resources to high-value priorities.
3. **Defend** HR budgets and build executive trust in HR's financial stewardship.

2026 key HR budget benchmarks

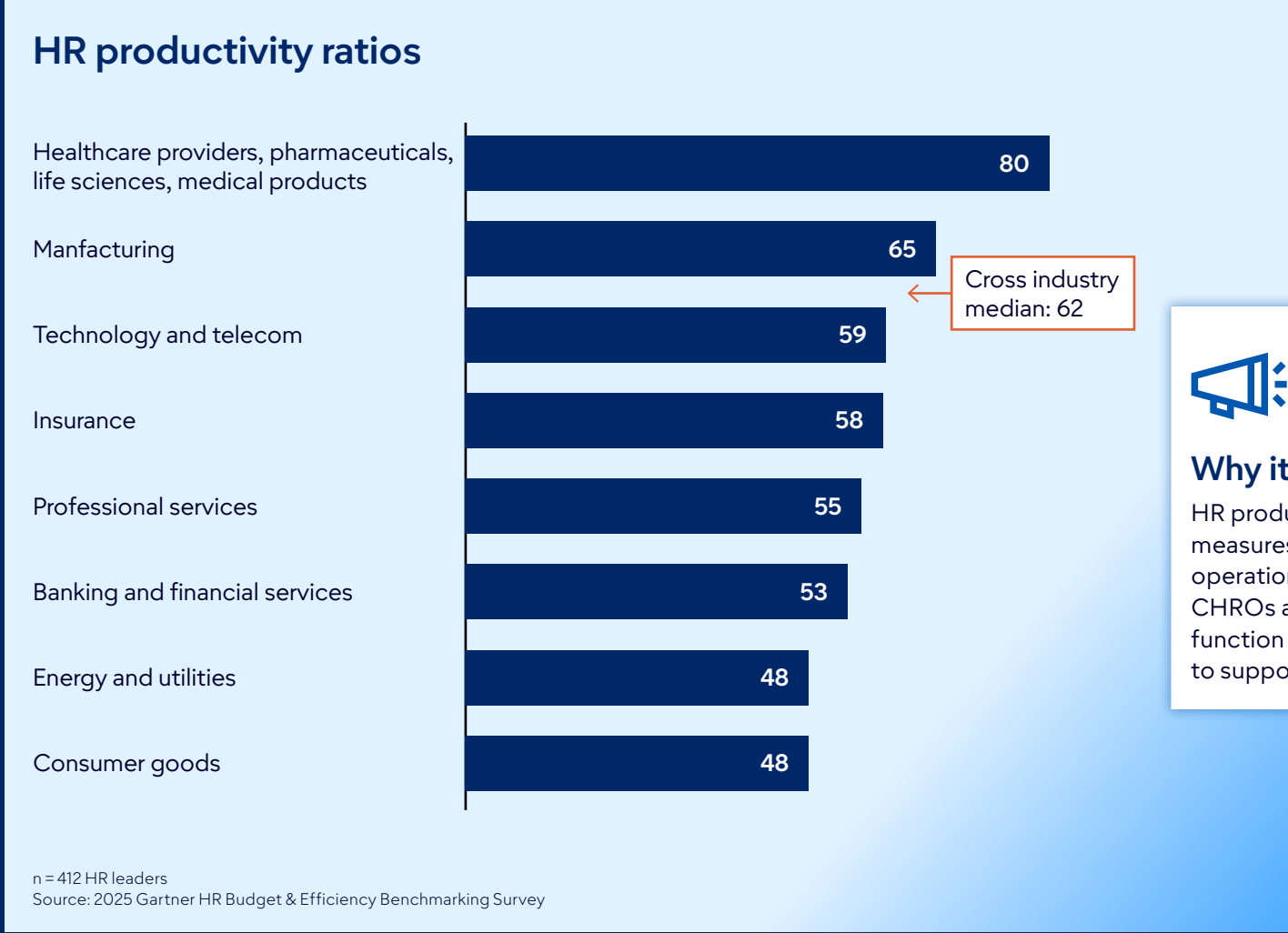


HR productivity and activity allocation

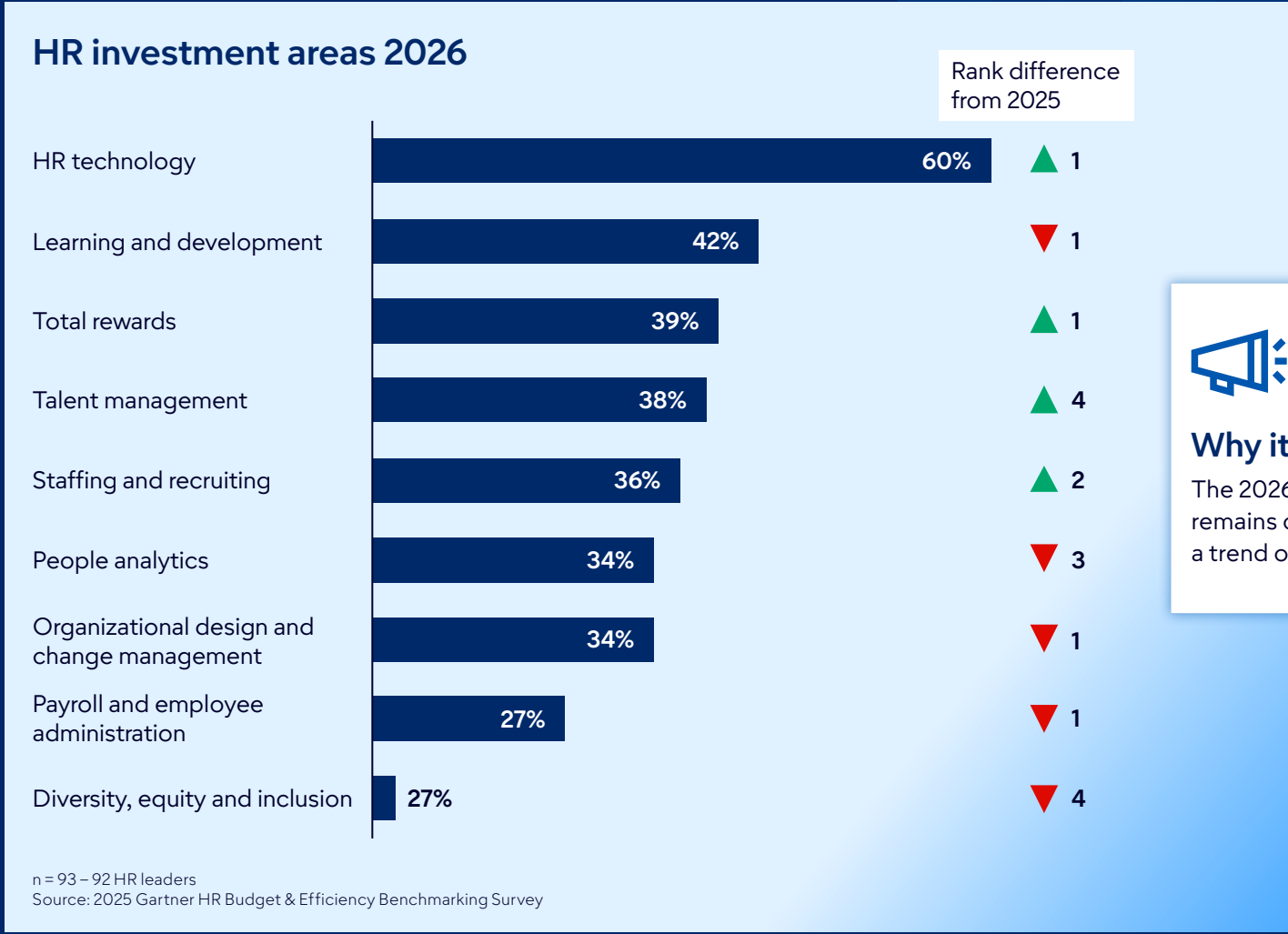
The top spending areas are recruiting (\$461 per employee), HR administration (\$280 per employee) and total rewards (\$273 per employee).



On average, HR functions allocate one HR FTE for every 62 employees.



The leading HR investment priority for 2026 is HR technology, followed by L&D and talent management.



Explore how your organization compares with the typical HR spend for your industry

To see more, set up a call

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