



THE KEY HIRING METRICS EVERY EMPLOYER SHOULD TRACK

*Make data-driven decisions
that improve your
recruitment process*

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It's Essential to Track the Right Hiring Metrics

When you track key hiring metrics, you gain valuable insights into your recruitment process. These insights can help you:

- ✓ Identify inefficiencies and bottlenecks.
- ✓ Improve candidate experience and satisfaction.
- ✓ Make better, faster, and more cost-effective hiring decisions.

Without tracking these key metrics, you're flying blind—potentially missing opportunities to streamline your hiring and attract top talent.

Let's explore the metrics that will help you take your hiring process to the next level.



Metric 1

Time-to-Fill

How long does it take to fill a position? Tracking this helps you:

- ✓ Identify delays in your hiring process.
- ✓ Plan ahead for workforce needs.
- ✓ Improve the candidate experience by reducing waiting times.





Metric 2

Time-to-Hire

This metric tracks the time from when a candidate is sourced to when they accept an offer. It helps you:

Identify bottlenecks in the screening and hiring process.



Improve overall recruitment efficiency.



Reduce the risk of losing candidates to competitors.



Metric 3

Applicant to Interview Ratio

This metric tracks the number of applicants received compared to those selected for interviews. It can indicate:

- ✓ Effectiveness of initial screening criteria.
- ✓ Quality of job postings.
- ✓ Quality of candidates submitted by staffing partners.





Metric 4

Quality of Hire

How successful are your new hires? Evaluate the performance and retention rates of new employees. This metric shows how effective your hiring process is at selecting the right talent.



Metric 5

Cost-per-Hire

What are your recruitment expenses? Understand the total cost of advertising, interviewing, onboarding, and more. This helps ensure your hiring process is cost-efficient and sustainable.





Metric 6

Offer Acceptance Rate

How often are candidates accepting your offers? A low acceptance rate may signal:

Issues with compensation packages. ❌

Poor candidate experience. ❌

Slow decision-making processes. ❌



Metric 7

Source of Hire

Where are your best hires coming from? Identify the most effective recruitment channels; job boards, referrals, social media, staffing firms (wink wink 🙄). Focus your efforts and resources on what works.





Metric 8

Candidate Satisfaction

Are candidates happy with your hiring process?

Collect feedback to improve:

Communication with candidates ✓

Interview experience ✓

Overall hiring efficiency ✓



Metric 9

Time-to-Productivity

How long does it take for new hires to become fully productive? This metric helps you understand how effective your onboarding process is and identifies areas where new employees may need more support to ramp up faster.

