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Recruiting Metrics that Drive Business Value

**Still defining success in terms of
time-to-fill and cost-to-hire?**

Don't settle for what's easy to track.

Connect talent acquisition to
business value with 5 meaningful
recruiting metrics.

1

Quality of Hire

Cost of a
Bad Hire

\$250M

Recruiting, selecting, and onboarding is expensive. Measure your efforts by the quality of your new hires, using a combination of subjective and objective indicators:

- Tenure / retention
- Hiring manager satisfaction
- Cultural fit
- Employee engagement
- Job performance.



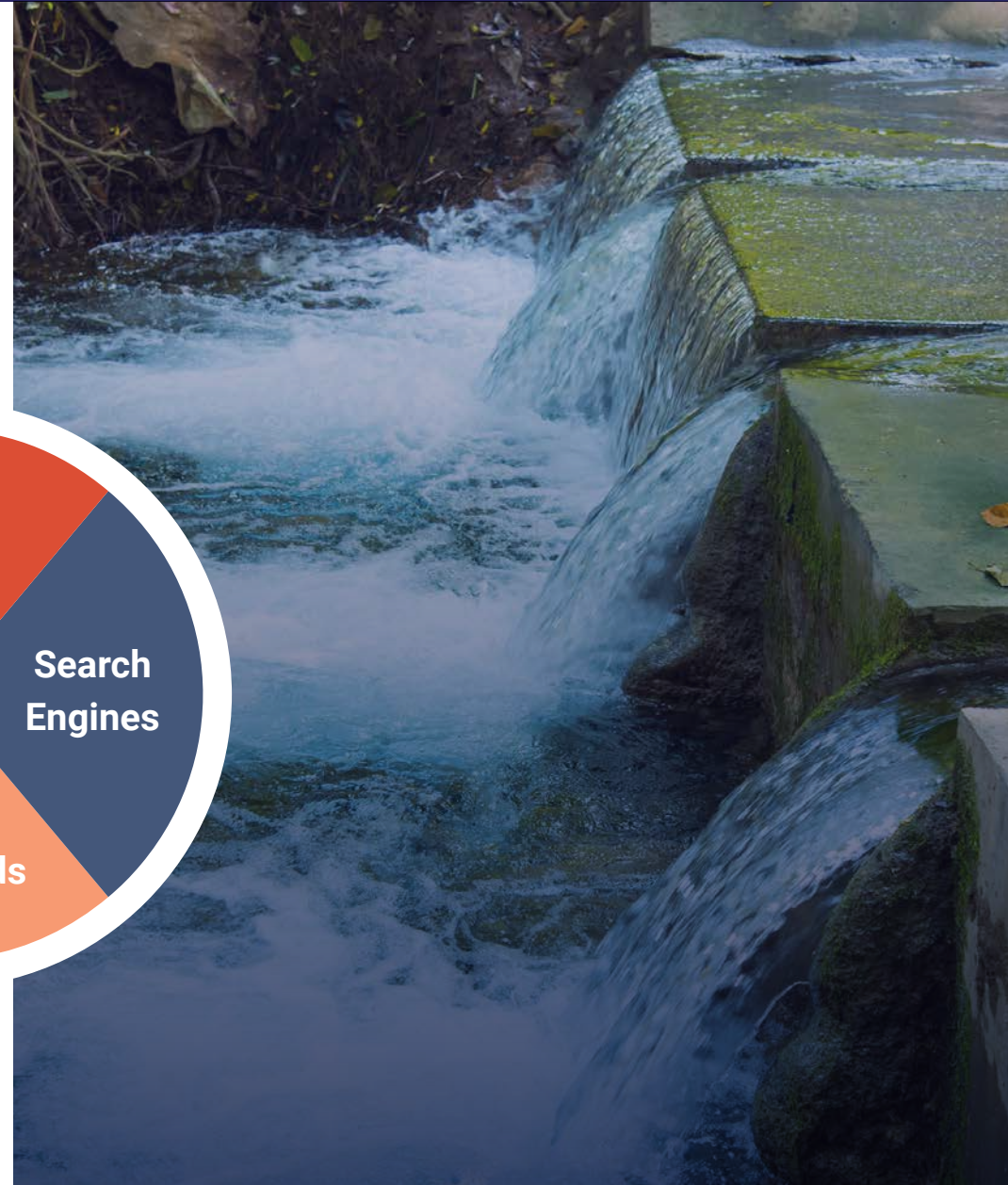
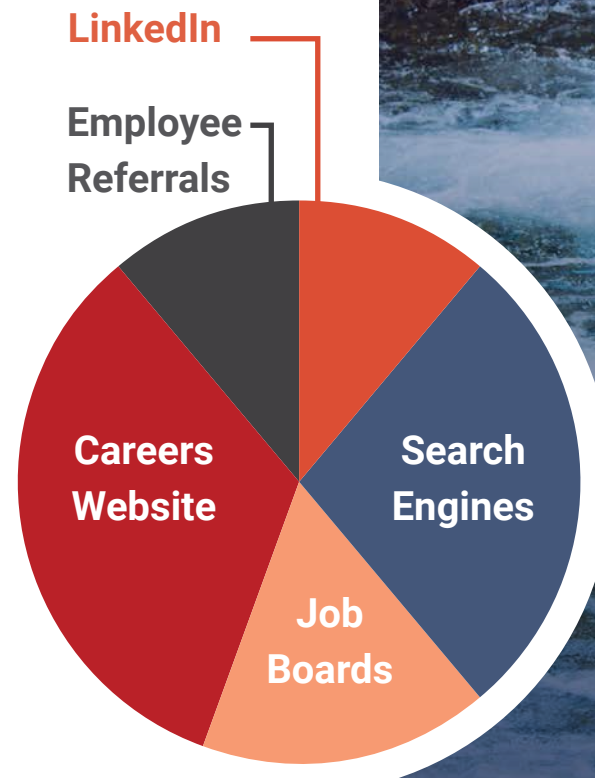
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Source Strength

Where are your top candidates coming from?

Assess the strength of each source you use by tracking the volume of hires and correlating with your quality-of-hire metric.

Concentrate recruiting efforts on your highest value channels.



3

Applicant-to-Hire Ratio

How many applicants do you process before filling a position?

This number can reveal insight into your employer brand and recruitment marketing.

Few applicants per hire could mean your brand message, compensation, or candidate experience aren't attractive to qualified candidates.

Too many applicants per hire could signal a need for more targeted job descriptions and recruitment advertising.



Average Applicants per Job **52**

per High-Volume Job **250**

4

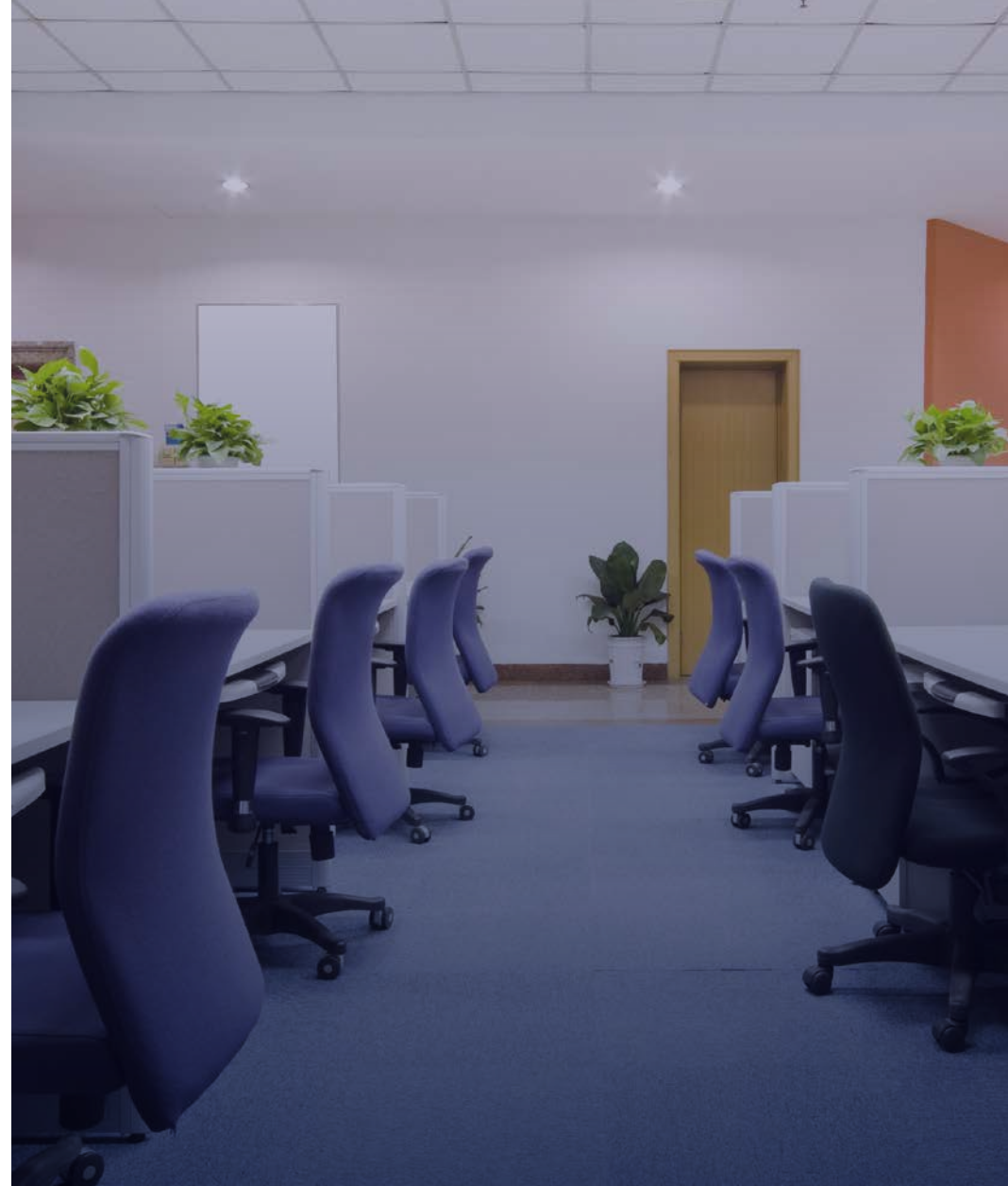
New vs Replacement Hires

Are you hiring to keep pace with company growth or employee turnover?

Track what's driving your recruiting targets and you can inform other strategic talent initiatives.

If it's high turnover, look across the organization or within specific departments for likely causes such as

- **Compensation**
- **Company culture**
- **Lack of internal mobility.**



5

Onboarding Experience

It takes 90 days to turn a new hire into a productive team member.

Assess the strength of your onboarding program by

- Surveying recent new hires
- Using their insights to enhance your program
- Identifying managers whose new hires perform well
- Replicating their success across the organization.



Strong
onboarding
raises retention
by **82%**

and
productivity
by **70%**

Recruiting Metrics Drive Business Value

The most valuable recruiting metrics dovetail with business metrics.

With data-backed insights, you can improve retention and increase productivity—while also strengthening your recruiting practices.

Find out how PeopleFluent Talent Acquisition enables HR teams to drive business value.

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About PeopleFluent

As a market leader in human resources solutions for the digital enterprise, PeopleFluent helps companies build and power a productive workforce. We serve the global market, with specific capabilities for healthcare, financial services, manufacturing, and retail. Our cloud-based software solutions adapt to complex and unique talent processes, while clarifying their strategic value.

Our Talent Productivity Platform unifies talent acquisition, talent management and learning into a single, collaborative experience that attracts the best candidates, helps managers make better decisions, and empowers employees to grow their careers.

A part of Learning Technologies Group plc (LTG), PeopleFluent works with large and multinational organizations across 214 countries and territories, including 80% of the Fortune 100.

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