

Top 10 Recruiting Metrics Cheat Sheet

Knowing what to measure and when to measure it sets the HR team apart as a crucial addition to organizational success. Building a strategy and measuring the effectiveness of each part of that strategy will determine the company's future talent.

Though there are dozens of measures of success to choose from, there are 10 key metrics that an organization should be reporting on when it comes to recruiting.



1. Time to Start

This refers to the amount of time that passes from the moment a job is posted to the new hire's first day on the job.



2. Sourcing channel

Measuring the sourcing channels means comparing the efficacy of the different job boards or media a company uses to publicize current job openings.



3. Cost per hire

One of the most important metrics for the bottom line is the cost per hire which takes into account the many costs that go into hiring for a position.



4. Retention Rate

This metric measures the length of tenure for all hires, and can have a strong correlation to the overall health of the organization.



5. Quality of hire

Though more subjective, this is measured not only by performance ratings but also the employee's potential.



6. Pipeline of talent

Keeping a strong pipeline for upcoming openings is an important metric to keep track of since this can affect cost of hire and time to start in the future, already having a pool of qualified applicants to choose from.



7. Applicant satisfaction

This metric determines a new hire's satisfaction in their job to ensure their expectations have been met, and ensure that applicants are being placed in roles where they can grow and excel.



8. Qualified applicants per requisition

A good indicator of a company's sourcing channels, this takes into account not only the total number of applicants for a position, but the number of those that are qualified.



9. Offer acceptance rate

The offer acceptance rate is a great metric to determine whether or not your recruiters are finding the right candidates and promoting a positive view of the organization.



10. Recruiter efficiency

Recruiter efficiency includes many of the metrics listed above, but comes down to how effective each recruiter is at finding the most qualified candidate in the shortest amount of time.

A successful recruiting strategy depends on the quality of people that are hired and this starts with identifying areas of weakness by having visibility into these important metrics. Download our eBook ["Top 10 Recruiting Metrics HR Should Care About"](#) for a more detailed look each of the metrics.

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