

## 40+ DATA-DRIVEN METRICS FOR HR TO TRACK

Within any given day, you are probably confronted with a myriad of decisions to make, but sorting through a bunch of data to help you make the best choices can be difficult. With new software options and data collection methods at an all time high, compiling and analyzing big data is incredibly simple.

### How Can Executives and HR Professionals Focus on the Most Important Data?

The first step is to understand which data points make an impact on your people and the bottom line. We've taken a tactical approach to bridging that gap by focusing on several key areas and metrics.

#### Interviewing Scorecard Metrics

Screened candidates to face-to-face interviews

Face-to-face candidates interviews to offers extended

Offers extended to offers accepted

#### Time-to-Hire Metrics

Time to advertise an open position in all channels

Time to identify an acceptable candidate

Time to complete all interviews

Time to complete background checks (if needed)

Time to create and extend an offer

Time for candidate to accept offer

## Candidate Sourcing Metrics

- |                          |   |                          |  |
|--------------------------|---|--------------------------|--|
| <input type="checkbox"/> | Ratio of qualified to unqualified applicants based on recruiting source | <input type="checkbox"/> | Candidate screening and interviewing feedback for cultural fit metrics |
| <input type="checkbox"/> | Percentage of qualified applicants from recruiting sources              | <input type="checkbox"/> | Interview to offer conversion rate from recruiting sources             |
| <input type="checkbox"/> | Percentage of hires from recruiting sources                             | <input type="checkbox"/> | Total spend by recruiting source                                       |

## Compliance Metrics

- |                          |  |                          |   |
|--------------------------|--|--------------------------|---|
| <input type="checkbox"/> | Analysis of internal audit results                           | <input type="checkbox"/> | Average compensation (salary, bonuses, etc) |
| <input type="checkbox"/> | Diversity statistics (gender, nationality, disability, etc.) | <input type="checkbox"/> | Compliance training hours and development   |

## Quality of Onboarding Metrics

- |                          |   |                          |  |
|--------------------------|---|--------------------------|--|
| <input type="checkbox"/> | New hire survey results   | <input type="checkbox"/> | New employee retention rates (at what point within the first 6 months is turnover highest)   |
| <input type="checkbox"/> | Yield ratios (how many candidates are hired compared to how many remain after onboarding) | <input type="checkbox"/> | Onboarding program cost [(time <b>x</b> rate per employee w/ benefits <b>x</b> number employees)] + HR department cost / Number of employees |

## Performance Metrics

- |                          |  |                          |   |
|--------------------------|--|--------------------------|---|
| <input type="checkbox"/> | Amount of duties expected to be maintained incrementally | <input type="checkbox"/> | Minimum range for satisfaction of KPIs for each increment |
| <input type="checkbox"/> | KPIs expected to be met                                  | <input type="checkbox"/> | Average point of employee proficiency                     |
| <input type="checkbox"/> | Percentage of responsibilities correctly handled         | <input type="checkbox"/> | Employee survey results                                   |

## Goal Alignment Metrics

- |                          |                         |                          |   |
|--------------------------|-------------------------|--------------------------|---|
| <input type="checkbox"/> | Unmet goals             | <input type="checkbox"/> | How human capital is allocated in relation to unmet goals and goals ahead of schedule |
| <input type="checkbox"/> | Goals ahead of schedule | <input type="checkbox"/> | Goal-based reqs to hire employees to fill holes in unmet goal schedules               |

## Quality of Hire Metrics

- |                          |   |                          |   |
|--------------------------|---|--------------------------|---|
| <input type="checkbox"/> | Retention rates (but weigh lightly as many factors are at play)           | <input type="checkbox"/> | Pre-hire quality (scorecard results, source of hire, candidate conversion rate) |
| <input type="checkbox"/> | Cultural fit via 360 degree reviews and employee survey                   | <input type="checkbox"/> | Post-hire quality (time-to-hire, revenue per employee)                          |
| <input type="checkbox"/> | Efficiency metrics (when the hire met/exceeded internal KPI requirements) |                          |   |

## Predictive Performance Metrics

- |                          |  |                          |  |
|--------------------------|--|--------------------------|--|
| <input type="checkbox"/> | Candidate's ability to follow application and interview directions | <input type="checkbox"/> | Timeliness, preparedness for the screening process/interview |
| <input type="checkbox"/> | Quality of resume and referrals                                    | <input type="checkbox"/> | Pre-hire assessments and assignments                         |

## ClearCompany's Applicant Tracking System

Ready to be a data-driven HR practice, but don't know where to start or what software is right for your team? [ClearCompany's applicant tracking system](#) is a great place to start seeing the patterns (and holes) in your talent acquisition process.

**Get the full details on how to leverage these metrics in our full whitepaper!**  
Visit: [bit.ly/hr-metrics-guide](https://bit.ly/hr-metrics-guide)