

5 recruiting KPIs to follow.



KPIs can really help you to improve your recruitment processes. Surprisingly, only 32% of recruiters actually took the time to evaluate their performance. So, How to measure the effectiveness of your recruitment activities? Which KPIs should you look at first?

Sources

The quality of the source of your CVs is essential. Start by identifying the most efficient channels. Among them, referrals: 42% of companies used employee referrals in 2017. But also jobboards, in 2018 87% of recruiters used this type of platform. Not to mention social networks, in 2018, 70% of recruiters searched for candidates via this channel.

Sourcing VS Posting

Each recruiter has his/her own technique. For some position, sourcing will be your best option, but for other, sharing job opportunities is enough to get interesting profiles. While in 2016, 18% of recruiters were using sourcing regularly in their recruitment, more than 25% of them were now exclusively doing sourcing in 2018.

Time to hire

In 29% of companies, recruitment process usually takes up to 2 or 3 weeks - and nearly 5 weeks for 30% of them! Calculating the average duration of your recruitments will help you identify gaps and reduce the process duration.

Right steps at the right time

Did you know that if we combine all applications, only 1.2% of applicant are actually hired. To boost your conversion rate, you have to ensure that each step of your recruitment process is rigorously done to ensure the best candidate experience.

The sourcing conversion rate

Sourcing can be your best option for some position. And If you do it right, you'll see your conversion rate explode. In 2018, nearly 4 out of 10 candidates were recruited through sourcing.