



Top hiring metrics you should consider

The hiring process is a consuming one, both in terms of money, time and effort. Hiring the right person to fill a job vacancy alone doesn't mean success for an organization. The organization should be able to analyze data and measure the efficiency of the whole hiring process.

Though hiring metrics vary from industry to industry and company to company, there are a few basic metrics used to measure your hiring process's efficacy. Let us discuss them below:

Hiring channel Vs. Conversion rate

You could be getting job applications from an online job portal, but the ultimate conversion rates could be very low. Your employee referral program could bring very few applications on the flip side, but you find that they are great candidates you could immediately hire. This metric is the Hiring channel Vs. Conversion rate, a great way to identify what suits best for your organization.

Candidate experience

There are quite a few job portals that allow candidates to register their interview experience with your organization. Work towards that a good one so prospective candidates want to come to you.

Time to hire

Once you have a job vacancy at your company, it's time to get the wheels rolling and find the best [global staffing consultant](#) who can fill in the gaping role. The longer you leave the role open, the more tired the employees of your firm are getting.

Spend-per hire

[Organization development firm](#) will let you in on this secret: the obvious costs to hire a candidate are often the ones you miss. Invisible expenditures like the number of hours spent on interviews and the monetary value of their time are often left off the big picture. It is a metric you may want to pay closer attention to.

You could keep an eye out for these metrics for your next hire, or you could employ top of the line [staffing company in Los Angeles](#) to do your hiring for you.

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