

Recruitment Metrics

Metric Category	Metric	Description
Source and Channel Metrics	Source of hire	Tracks where the new hire was sourced from
	Sourcing channel effectiveness	Measures recruitment channel effectiveness
	Sourcing channel cost	Calculates the cost per recruitment channel
Cost Metrics	Cost per hire	Total cost of hiring an employee
	Cost of getting to OPL	Total cost from hiring to full productivity
Quality Metrics	Quality of hire	Value brought by a new hire, measured by performance and retention
	First-year attrition	Percentage of new hires leaving within their first year
	Hiring manager satisfaction	Satisfaction of hiring managers with the recruitment process
	Candidate job satisfaction	Satisfaction of new hires with their job and company
Volume and Efficiency Metrics	Applicants per opening	Average number of applicants per job opening
	Selection ratio	Ratio of hired candidates to applicants
	Fill rate	Percentage of job openings filled within a specific time
	Recruitment funnel effectiveness	Efficiency of recruitment process stages
	% of open positions	Percentage of unfilled positions in the organization
	Application completion rate	Percentage of applicants completing the application process
Candidate Experience Metrics	Candidate experience	Perception and satisfaction of candidates with the recruitment process
	Offer acceptance rate	Percentage of job offers accepted by candidates
Performance Metrics	Recruiter performance metrics	Tracks recruiter effectiveness (open rate, response rate, etc.)
	Recruitment ROI	Return on investment of recruitment process
Compliance and Impact	Adverse impact	Measures potential discrimination in recruitment