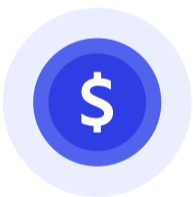


Recruitment Metrics

Quick reference

Time-to-Fill: The total number of days from the job opening announcement to the acceptance of the job offer by the candidate.

$$\text{Number of Days from Job Postings to Offers Accepted} \div \text{Number of Hires}$$



Goal: < \$2,000

Cost-Per-Hire:

The total amount of money to recruit a new employee, including advertising, recruiting, interviewing, hiring, and onboarding expenses.

$$\text{Total Hiring Costs} \div \text{Number of Hires}$$



Goal: < 10%

New Hire Turnover Rate:

The number of employees who leave the company within 90 days.

$$\frac{\text{Total New Hires Terminated in 90 Days}}{\text{Number of Hires}}$$



Goal: < 1.6%

Absenteeism Rate:

The percentage of employees who are absent from work within a certain period.

$$\frac{\text{Total Number of Days Absent}}{\text{Total Workdays}}$$



Goal: < 90 Days

Average Time to Productivity:

Average number of days to satisfactory productivity.

$$\frac{\text{Dates of Full Productivity-Position Start Dates}}{\text{Total Hires}}$$



Goal: <3.8%

Employee Turnover Rate:

The percentage of employees who leave an organization over a set period of time, typically calculated on a yearly basis.

$$\frac{\text{Number of Employees Terminated}}{\text{Total Number of Employees}} \times 100$$

