

TA Greatness #3

Efficiency Uncovered

Moving Beyond "Time To" Metrics

What Does Efficiency in Hiring Mean?



Achieving maximum productivity with minimum wasted effort or expense

What is Productivity in TA?



Making quality hires that will contribute to the company achieving its business goals.

Redefining Efficiency in Each Stage of the Hiring Process

Sourcing

Calculate the ROI on each of your sourcing channels

Level 1 calculation:



Nº of candidates hired/ Nº of candidates sourced

Hired



Sourced



Level 2 calculation:



Nº of candidates who stayed with the company for over X months / Nº of candidates sourced

Retention > 6 months



Sourced



Level 3 calculation:

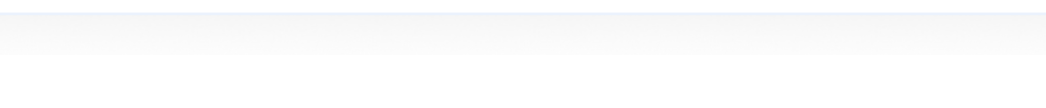


Nº of candidates who are top performers / Nº of candidates sourced

Top Performers



Sourced



CV Screening

Efficiency metric #1:



Nº of candidates who passed the following stage (recruiter/HM interview) / Nº of CVs who made it through ATS/recruiter screen

Passed the stage after CV screen



CVs who made the screen



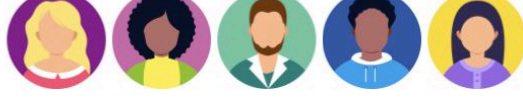
Efficiency metric #2:

Compare



Nº of candidates that made it to the following stage (recruiter/HM interview) / Time it took for a recruiter to manually screen cvs for a job opening

5 Candidates



2 Days

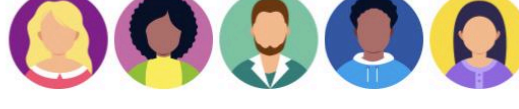


With



Nº of candidates that made it to the following stage (recruiter/HM interview) / Time it took for a recruiter assisted by a tech tool

5 Candidates



1 Day



Assessments and Professional Tasks

If you have more than one assessment or professional task, ask yourself:

1. What is the drop-out rate of candidates at this stage?
2. Are the skills being measured in the two assessment/tasks mostly different or overlapping?
3. What will we lose and what will we gain by removing one of the assessments/tasks?
4. Can we complement what is lost elsewhere in the process (interview)?

If you have assessments or tasks that require manual checking, ask yourself:

Can we close the questions and automatically score them?

Instead of asking:

Describe your experience with data visualization

Long answer text

Ask:

Choose the statement that best reflects your skill level in data analysis and visualization

Please choose 1 option



I am proficient in using tools like Python, R, SQL, and Tableau to perform complex data analysis and create interactive visualizations.



I can analyze datasets using Excel and SQL, and create standard visualizations with Tools like Tableau or Power BI



I can perform basic data cleaning and create simple charts in Excel

Interviews

Do you really need all those interview rounds?

4 signs for redundant interview stages:



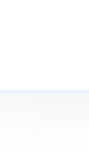
The interview is a "rubber stamp" and barely filters out any candidates.



If this interview was removed, the exact same decision about the candidate would have been made.



The interview does "more of the same" - assesses skills that were already assessed or takes in perspectives that were already considered (professional, culture add).



Rule of thumb: if by the 3rd interview you reached 80% alignment between interviewers, the 4th interview is redundant (4 out of 5 interviewers, 5 out of 6, etc.)

Reference Checks

Are you really learning something new about the candidate in a reference check?

Ask yourself:



Which % of reference checks taught us something new about the candidate?



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DECISIONS

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