



From Time-to-Fill to Quality of Hire

TOP RECRUITING KPIS FOR RETAIL

Quickly filling retail jobs with qualified candidates is difficult enough

Add in seasonal hiring spikes and employee churn, and the job gets that much harder.

Don't drive yourself crazy tracking each recruitment metric under the sun. Instead, follow these KPIs to fill more jobs, faster:

CANDIDATE SATISFACTION

95% of candidates agree: the candidate experience is a good indication of how a company treats employees.¹

Measure **candidate satisfaction** with standardized surveys about your recruitment process. Make survey answers searchable and reportable in your applicant tracking system for more actionable data.

SOURCE OF HIRE

69% of all job seekers begin their search on Google.²

Track **source of hire** to allocate your budget towards stronger recruitment sources and learn how disruptors like Google for Jobs impact your advertising traffic.

TIME-TO-HIRE

62% of HR leaders rate an improved time-to-hire as the top measurement of success.³

See how long the **time-to-hire** KPI takes with the **time-to-hire** KPI and provide leadership a view of overall recruitment performance.

TIME-TO-FILL

The average vacancy in the **US is 36 days.**⁴

Identify and resolve **time-to-fill** slowdowns to save your organization a significant amount of money – and, in the process, turn the HR department into a value generator.

QUALITY OF HIRE

48% of companies report employee referral programs as the best source of quality hires.⁵

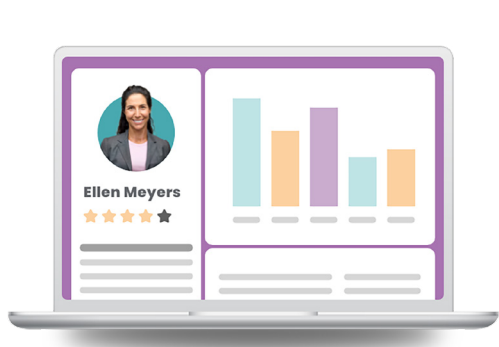
Gauge **quality of hire** through hiring manager surveys, then fine tune recruiting and screening processes to meet their needs.

OFFER ACCEPTANCE RATE

Applicants will take another job offer 47% of the time if the wait is too long.⁶

Measure your **offer acceptance rate** to find out if your recruitment process works the way it should, or if you need to re-examine your salaries, candidate experiences or offer letter delivery process.

Trusted by top-ranked retail companies, iCIMS' Talent Cloud gives you everything you need to meet the challenges of the retail industry at every step of the talent lifecycle.



Talent Powers Transformation

iCIMS is the talent cloud company that empowers organizations to attract, engage, hire, and advance the right talent that builds a diverse, winning workforce. iCIMS accelerates transformation for a community of more than 4,000 customers, including 40 percent of the Fortune 100.

For more information, visit www.iCIMS.com.

1 Talent Board, North American Candidate Experience Report, 2017 2 iCIMS, The Candidate Experience Report, 2018 3 Talent Tech Labs, 2017 State of Talent Acquisition Technology, 2017 4 SHRM, Talent Acquisition Benchmark Report, 2017 5 LinkedIn, Global Recruiting Trends 2017, 2017 6 MRI Network, 2017