

E-recruitment metrics scorecard

How prepared are you to write a business plan for e-recruitment?

Have you thought about the benefits you can claim, and the data you will need to gather to back them up? Assess your readiness.

The scorecard lists some of the key factors. Score your organisation's readiness on a scale of 1-4 for each – where 1 = poor and 4 = excellent.

Then compare how you rate your confidence about making the business case with the views and scores of others in your recruitment team. The results can then be used to help shape your approach.

E-recruitment metrics scorecard	Score
How accurately can you calculate your use of recruitment agencies?	<input type="checkbox"/>
How accurately can you calculate your use of press advertising?	<input type="checkbox"/>
How much do you know about your usual time to hire?	<input type="checkbox"/>
How much do you know about the time line managers spend on recruitment?	<input type="checkbox"/>
How much detail do your accounts give about recruitment expenses?	<input type="checkbox"/>
How easily can you calculate the potential loss of business from unfilled vacancies?	<input type="checkbox"/>
How easily can you calculate the effect of automation in reducing time spent on transactional activity, such as writing letters?	<input type="checkbox"/>
How quickly would you be able to identify your system needs? (ie. how many hirings per year, how big a pool of candidates, how much transactional work, etc)	<input type="checkbox"/>