



HR Analytics Solution To Fast-Track Hiring Operations At A Leading Recruitment Agency



ABOUT CLIENT

Being a frontrunner in the recruitment industry, our agency specializes in delivering top-tier staffing solutions across a wide spectrum of industries. With our headquarters located in both the United States and Canada, we possess a strong international presence. Operating within an intensely competitive market, we are constantly in pursuit of innovative approaches to offer enhanced value to our esteemed clients.

PROBLEM STATEMENT

Our client encountered several significant challenges in their recruitment process. They grappled with the overwhelming influx of resumes, struggling to effectively manage and monitor the vast pool of recruitment data. Additionally, talent acquisition consumed substantial time, often resulting in difficulties in locating the right candidates when needed. High employee turnover and attrition rates plagued the organization, jeopardizing retention rates. Furthermore, the extended time to fill open positions, exceeding industry averages, translated into increased costs and missed opportunities. The agency's traditional reliance on presumed trends and biases for hiring decisions created misinformation and raised the risk of errors. Additionally, the agency struggled to deliver a positive candidate experience throughout the recruitment process, impacting its ability to attract top-tier talent.

SOLUTIONS

We developed an HR analytics dashboard for the recruitment agency to address each challenge.

- Established a centralized data pipeline to streamline huge amounts of recruitment data and began reporting and analyzing it in real time.
- Our experts analyzed the data related to hiring KPIs as shared by the concerned stakeholders with us, such as cost per hire, quality of hire, etc. By using this data, HR took way less time to recruit a quality candidate.
- The real-time reporting dashboard helped in monitoring the time it took to fill each position. It included key metrics such as average time to fill, time to fill by job type, and time to fill by the department.
- We implemented a candidate scoring system that uses machine learning algorithms to quickly identify and screen the best candidates for each position based on specific job requirements.
- Installed a candidate feedback system that gathered feedback from candidates throughout the recruitment process, allowing us to identify areas for improvement and enhance the candidate experience.



Industry

Human Resource



Products used

HR analytics dashboard



Functionality Enable

Data science



Impact

9%

Reduction in recruiting costs from the previous FY by the 11% reduction in average time to fill quality candidates

The candidate scoring system allowed the agency to fill positions more quickly by identifying qualified candidates who were a better fit for them

The candidate feedback system helped the agency gain valuable market insights, which led it to attract more top talent and differentiate itself from competitors.

The centralized data system streamlined the scattered raw recruitment data leading to ease in identifying agency bottlenecks, current trends, and candidates' whereabouts.



pro tip

Embrace HR analytics to optimize your hiring process and reduce costs while enhancing candidate quality



Take the next step

Connect today to explore how our HR analytics solutions can benefit your agency >