



MEET YOUR RECRUITMENT CHALLENGES WITH DATA

How can data help
you in quick hiring?

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Before we begin, read these questions:

Do you want to know the areas in recruitment which have worked the best for you?

Are you tired of dealing with a lot of information?

Do you want to hire quality candidates?

Want to know the 'Why' of recruitment?

Get the answers to these questions through data.



***Yes, the Future
of Recruitment
is DATA.***




What is Data-Driven Recruiting?

Adopting a data-driven approach in recruitment means taking hiring decisions based on facts and statistics.

It includes techniques and technologies which help you find the best source of attracting candidates and assess them for the right skills and knowledge.

Though using data in talent acquisition is not a new concept. What is worth mentioning is that now data can predict the hiring outcomes too. In short, data is the answer to all your recruitment challenges.



79% of recruiters and hiring managers are at least "somewhat likely" to use data in the next 2 years.

Source: [LinkedIn](#)



How to Use Data in Recruitment?

Choose the right metrics

Take advantage of data in determining the following metrics:

. Time-to-hire

. Cost-per-hire

. Applicants-per-job

. Website visitors-to-applicant

. Applicants-per-source

. Applicants-to-hire

"We are going to see the biggest change in the HR profession overall, as analytics start to reinvent the way we work. We are now starting to look for HR professionals that have the capability to understand, interpret, and leverage data — and this is a trend that I believe will continue for a while."

*Dawn Klinghoffer
General Manager of HR Business Insights,
Microsoft*



Collect Data

Data collection consumes a lot of time. But there are methods which make it a seamless process.

Google Analytics

Find out the most effective source from where you are getting maximum candidates. Google analytics gives you detailed insights with accurate data.

Resume Parser

Once candidates apply for your job position, using a [resume parser](#) helps you in selecting the right candidate. It extracts candidate information from resumes and saves in data fields such as experience, qualification, contact details, skills, etc. The result is a faster recruitment process, eliminating the need of going through each resume.

Predictive Analytics

Based on candidate work experience and past records, predictive analytics help in predicting a candidate's behavior in the future. It also provides insights to assess the best-recruiting methods. Also, you can analyze which quality is required for good job performance.

*The use of predictive analytics in your recruitment process can save you up to **23** hours of manual labor a week.*

Source: [Harver](#)




My **Benefits**

Of
DATA in Recruitment

Eliminates Biases

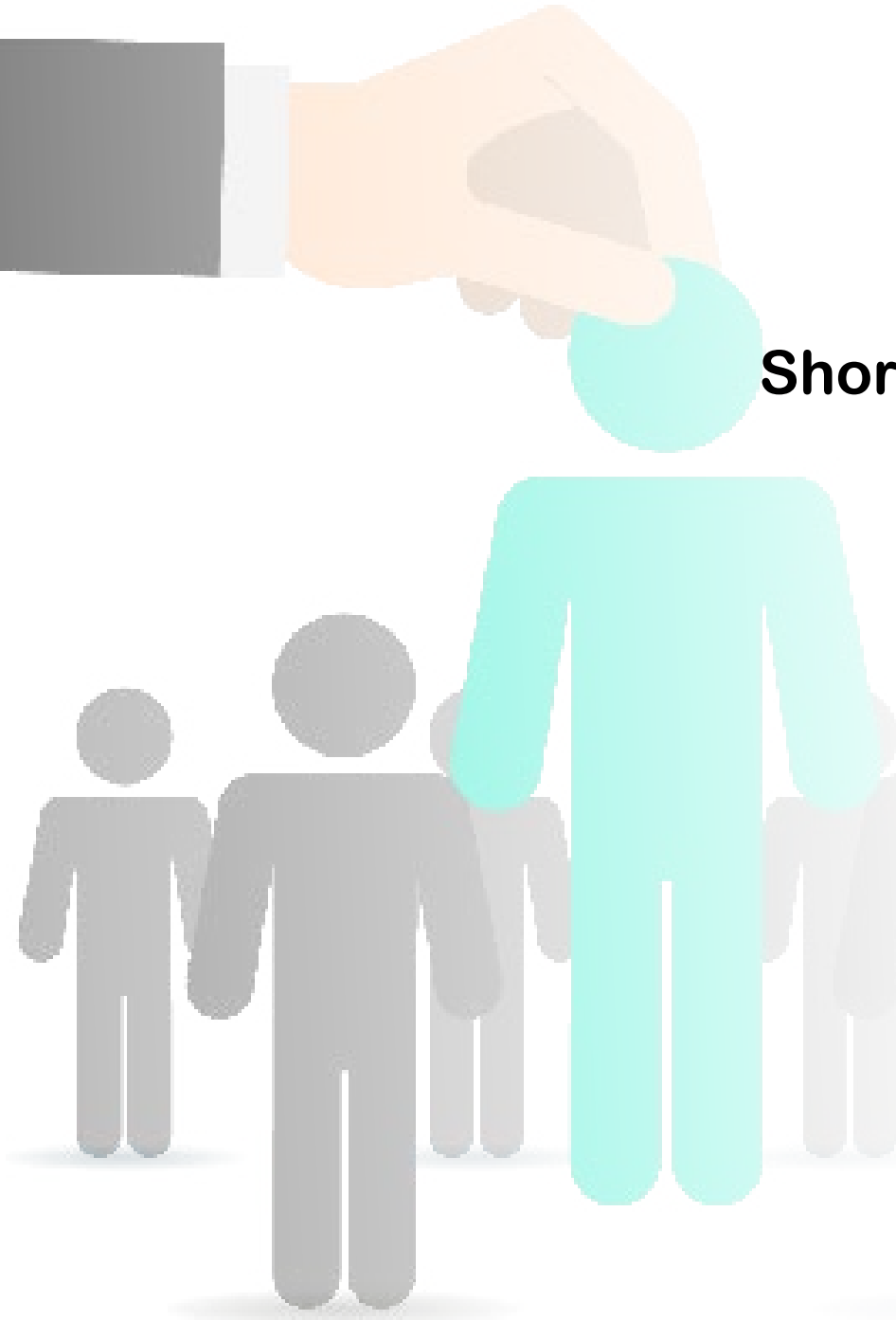
Data provides information about the candidate's skills and expertise. There is no room for biases as data does not promote hiring based on likeability.



70% of companies are open to assessing candidates in escape rooms to eliminate bias.

Source: [hrdive](#)

BIAS



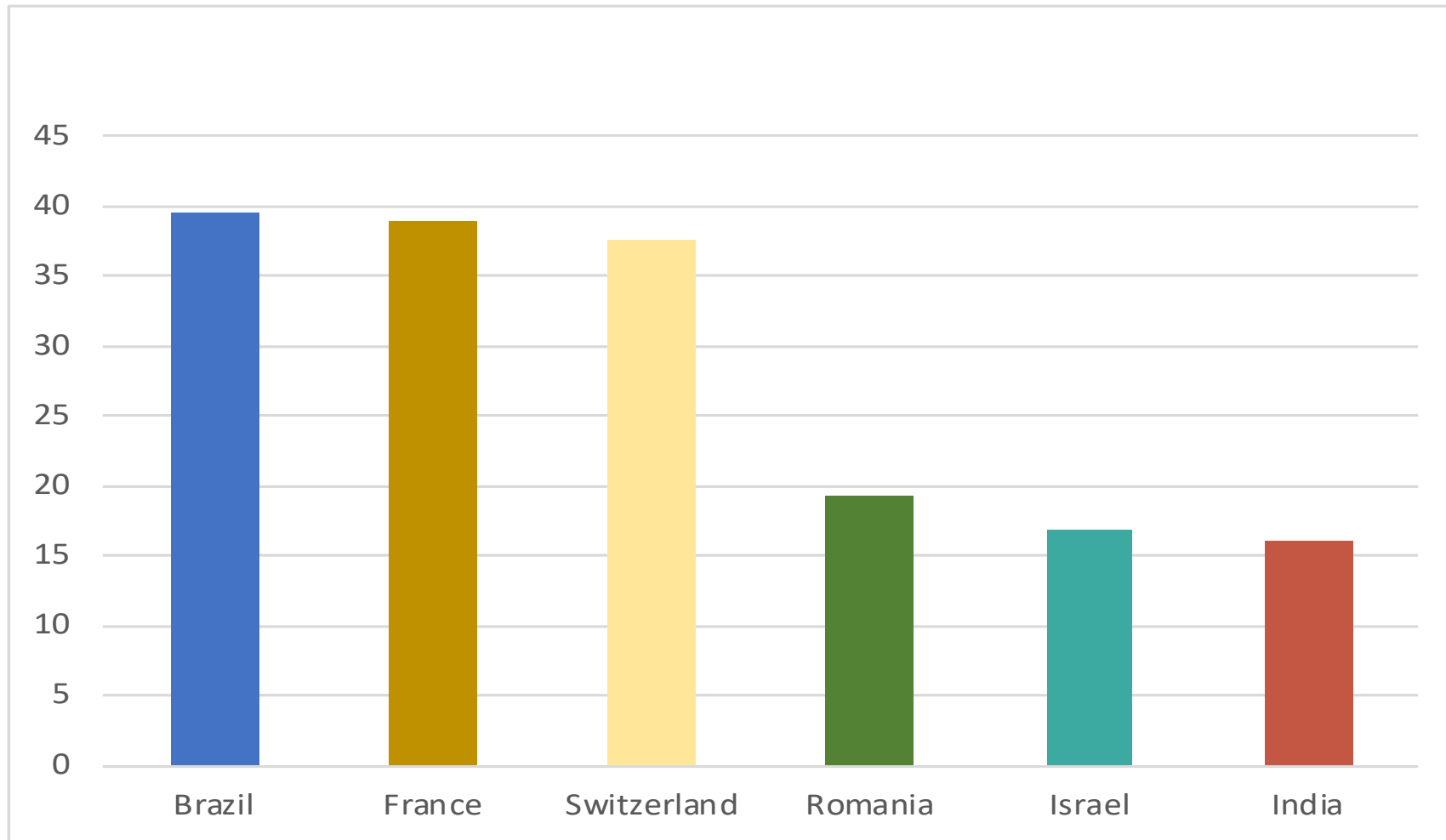
Shortens Recruitment Process

- . Do you have never-ending steps in your recruitment process?
- . Is your average time to hire exceeding the expected time?

Data can decrease the time to hire by

- . identifying the longest step in the process
- . automating the recruitment process

Average time to hire (according to country)



The longest job interview processes are in Brazil (39.6 days), France (38.9 days) and Switzerland (37.6 days). The shortest reported interviews are in India (16.1 days), Israel (16.9 days) and Romania (19.2 days).

Source: [bizjournals](http://bizjournals.com)

Average time to hire (according to industry)

According to DHI Group's Hiring Indicators September 2017 report, the average time to hire according to the industry is as follows:

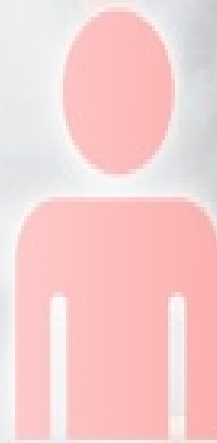
Industry	Average number of working days to hire
Construction	12.7
Resources	17.9
Leisure and Hospitality	20.7
Wholesale and Retail	24.6
Warehouse, Transport and Utilities	24.9
Professional and Business Services	25.2
Financial Services	44.7
Information	33

Source: [Workable](#)

Improves Hiring Quality

Data can increase the quality of hire. Focusing on the following metrics help you determine approaches which deliver the right fit.

- . The most effective sourcing practice
- . Resignations within three months indicate instability
- . Best traits of top performers provide a foundation for candidate selection



52% of talent acquisition leaders say the hardest part of recruitment is screening candidates from a large applicant pool.


Source: [Ideal](#)

Positive Candidate Experience

Data helps you analyze

- . How many candidates are leaving your website?
- . Which channel do candidates commonly use to apply for jobs?
- . How can you shorten the application process for candidates?

The result is that with the above data available, you can provide a positive experience to candidates.




60% of job seekers
report they have quit
an application due to its
length or complexity

Source: [talentadore](https://www.talentadore.com)

Reduces Cost per Hire

Once there is a shift in time to hire, the cost of hiring candidates automatically decreases. The metrics you need are:

- . Cost per Hire Source
- . Average Employee Performance per Hire Source



The average cost of hiring the wrong individual for entry or mid-level position ranges from

\$7000 to \$10,000

Source: [business2community](https://business2community.com)

A Case Study- How Atlassian Used Data to Recruit Tech Talent

Recruiters at Atlassian took help of data to recruit internationally. They used internal data to analyze where the company performed well in terms of relocation. They customized their messages by using LinkedIn data to find out key European markets and what these targets were looking for in their career. This helped the recruiters' team to conduct online campaigns to find the right fit.

Result:

- . High number of international hires
- . Stronger Employer Brand
- . More Credibility for Talent Acquisition

Source: [LinkedIn](#)

About RChilli

RChilli is the trusted partner for parsing, matching, and data enrichment, providing companies, in 50+ countries, with solutions built for the future of technology and recruiting. RChilli's innovative products, backed by an industry-leading tech stack, power the processing of 4.1 billion+ docs a year for 1600+ top global recruiting platforms. Enabling companies to hire better talent faster since 2010, RChilli is ISO 27001:2013, SOC 2 Type II, and HIPAA certified and GDPR compliant.

RChilli also has its multilingual resume parsing app available on Oracle Cloud Marketplace and Salesforce AppExchange.



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