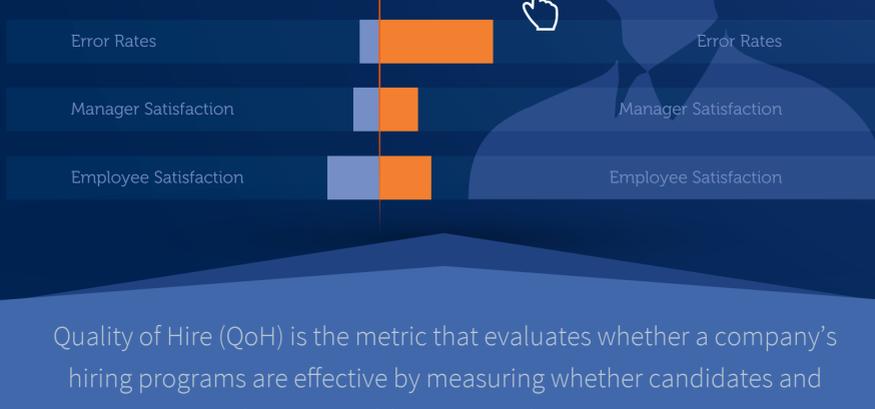


MEASURING QUALITY OF HIRE

You Can't Improve
What You Can't Measure

WHAT IS QUALITY OF HIRE?



Quality of Hire (QoH) is the metric that evaluates whether a company's hiring programs are effective by measuring whether candidates and employees are able to meet job expectations.

How do you measure the quality of your candidates BEFORE HIRING?

There are two ways to measure QoH, using **BASIC** or **ADVANCED** methods.



BASIC QoH indicators:

- They get counter-offers from top firms.
- They are currently employed.
- Your top performers or executive search professionals know them.
- They are hard to convince.
- They fit your competency profile.
- They have received awards.
- Their former managers were satisfied with them.

ADVANCED QoH indicators:

- Hard Skills Assessments
- Competency Profiling
- Psychometric Testing
- Background Screening



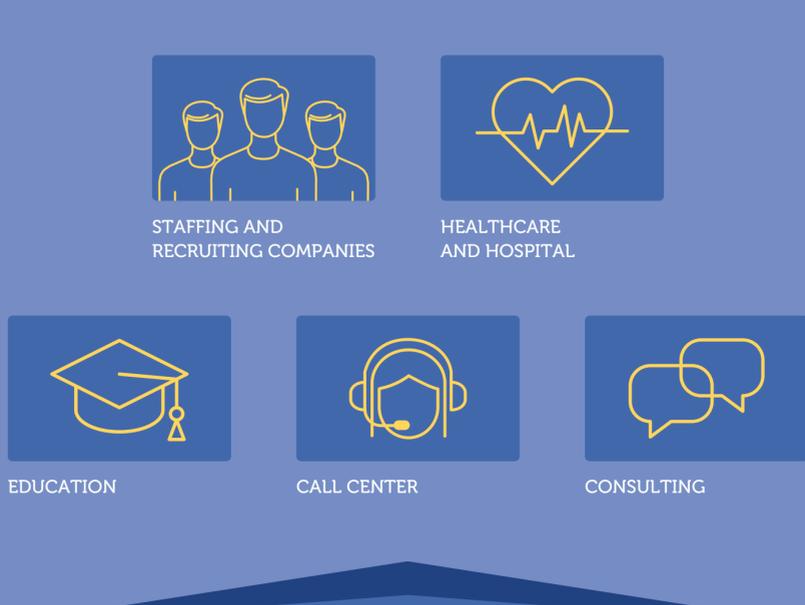
WHAT SKILLS and abilities were highly evaluated in candidates in 2016?

The three most popular topics that recruiters test for with eSkill's online pre-employment testing tool are:



What were the top 5 industries with the highest demand for SKILLS TESTING IN 2016?

The five industries with the highest demand for skills testing are:



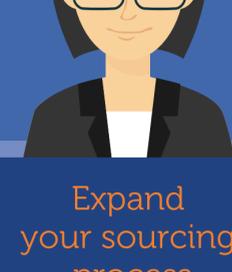
Skills testing can be done at any time in the recruiting process. Often, short tests are used for the preliminary phase, and then, to further narrow the applicant pool, increasingly more complex tests are given to the best-suited candidates. Online skills assessments bring your best candidates to the top of the list, lowering recruiting risks through data-driven hiring decisions, thus increasing the quality of new hires.

How do you measure the quality of a new employee AFTER HIRING?

Calculating Quality of Hire is not just an exercise in judgement. There are accepted formulas for making this calculation, and they can be modified to meet your organization's needs.

The most common formula is the following:

$$\text{Quality of Hire} = \frac{(\text{PR} + \text{HP} + \text{HR})}{\text{N}}$$



TIPS for improving the QoH in your company



- Expand your sourcing process**
Approach passive candidates and use social media platforms to source applicants.
- Use simulation-based tests**
This way you can find out how the candidates will perform on the actual job, in a real-life working environment.
- Compare pre- and post-hire Quality of Hire**
Differences in predicted vs. actual Quality of Hire can tell you what you need to improve.

Avoid making your hiring decisions based solely on:

- Resume quality
- Schools attended
- Grades
- Number of years of experience

Did you know?

21.2% out of 17,303 tests created in 2016 with eSkill's online testing tools included simulation questions from subjects such as **MS Office**, **Digital Literacy**, **Multitasking** or **Chat Simulation**.

SOURCES: www.eSkill.com, www.syntell.com, www.eremedia.com