



press room

Surveys



FOR IMMEDIATE RELEASE

COLLECTING AND ANALYZING HIRING METRICS BECOMING MORE IMPORTANT OVER NEXT TWELVE MONTHS

However, currently, only a small percentage of company leaders consistently review hiring metrics

Norwalk, CT. --- (July 8, 2004) --- Just under eighty percent of HR professionals responding to a June 2004 survey conducted by ERC Dataplus, a leading HR technology company, and *Human Resource Executive* magazine indicated that hiring metrics is one of HR's key functions. However, less than half were able to report that their organization's leaders believed that hiring metrics were key to planning and only thirty-four percent could report that company leaders consistently review hiring metrics.

Approximately fifty-one percent of the respondents reported that their organization does systematically collect and analyze hiring metrics, but only forty-one percent were confident that they were collecting and analyzing the *right* ones. Fifty-nine percent felt that collecting and analyzing hiring metrics will become more important over the next twelve months.

There were only two hiring metrics that were identified by more than fifty percent of the respondents as being the most commonly collected. Sixty-seven percent reported applicant source and sixty-one percent reported total recruiting costs were the most commonly collected metrics. Some of the other metrics identified in descending order of importance included advertising costs per hire, hiring manager satisfaction, time from application to first day on the job, applicant-to-hire ratio, and cost per source, to name a few.

The results of the entire survey may be seen by going to www.erccdataplus.com/hrexecutive/results.htm.

ERC Dataplus and *Human Resource Executive* poll HR and affiliated professionals on a different topic each month. July's survey addresses questions affecting 'Background Screening'. To participate, go to www.erccdataplus.com/hrexecutive/. The results of June's survey will be posted on the website in July and reported in the magazine in August.

About ERC Dataplus

ERC Dataplus offers the most comprehensive hiring, tracking, and retention management system for hourly and supervisory workers. ERC's easily customized Voice Response (IVR), Internet, and on-site kiosk options help leading companies recruit, assess, schedule, track, select, and retain the best candidates faster, more efficiently and at less cost. As the leading HR technology innovator, ERC also offers online interviewer training; Voice Response and Internet employee surveys; multirater assessment systems; and, through partners, integrated tax credit capture and background checking.

To learn more about ERC and its portfolio of cost effective staffing solutions visit www.erccdataplus.com or call 1-888-ERC-CORP (372-2677).

About *Human Resource Executive*[®]

Human Resource Executive[®] was established in 1987 and continues today as the premier publication focused on strategic issues in HR. Written primarily for vice presidents and directors of human resources, the magazine provides these key decision-makers with news, profiles of HR visionaries and success stories of human resource innovators.

Additional information about *Human Resource Executive*[®] is available at www.workindex.com/hrexecutive.

We take your privacy very seriously and it is our policy never to send unwanted email or facsimile messages. If you would like to remove yourself from our press releases, simply [click here](#) or reply to this message and enter REMOVE in the subject line.

**ERC Dataplus, Inc.
50 Washington Street
Norwalk, CT 06854**

**For more information:
Joel Pelzner Vice President
203-750-5823
joel.pelzner@ercdataplus.com**