Hiring Process Analysis

17-08-2021

Overview

KPIs & Evaluation

Improve offers accepted conversion for New Grad

Adjustment on the Onsite Value Fit Question

University to Focus on improvement

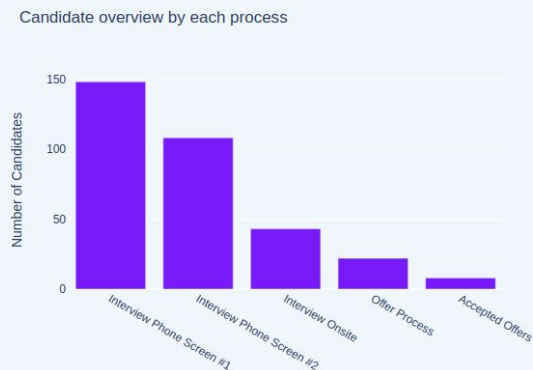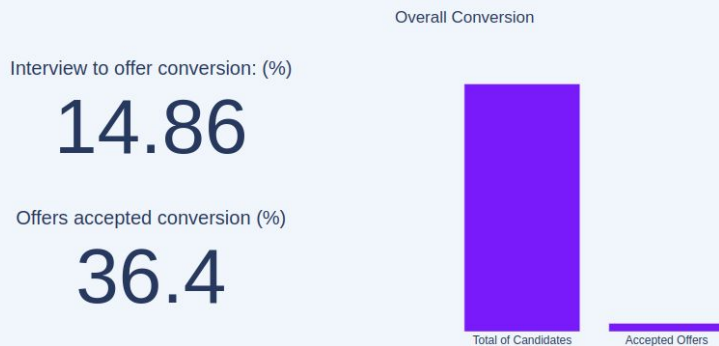Distribution of Interviews

Question & Answers

KPIs & Evaluation

Two main KPIs to evaluate the recruitment season:

- **Interview to offer conversion** - What is the percentages of candidates in the process which are receiving an offer. (Benchmark: 17%)
- **Offers accepted conversion** - What percentages of candidates which are accepted the offer. (Benchmark: 89%)

The *Interview to offer conversion* is close the the benchmark so it means that there is a **high quality candidates** through the process.
The *offer acceptance rate* is really low compare to the market. Either the interviewers **should promote the company more during the process** or the offers are not aligned with the market (eg. low salary).

Interview to offer conversion: (%)

14.86

Offers accepted conversion (%)

36.4

Overall Conversion

Candidate overview by each process

*Benchmark Market Reseach: https://theundercoverrecruiter.com/how-efficient-recruitment-funnel/

Improve offers accepted conversion for New Grad

Offers accepted conversion for New Grad is 72%, lower compare to the Intern.
Offers accepted conversion for New Grad is 81%, lower compare to the benchmark.

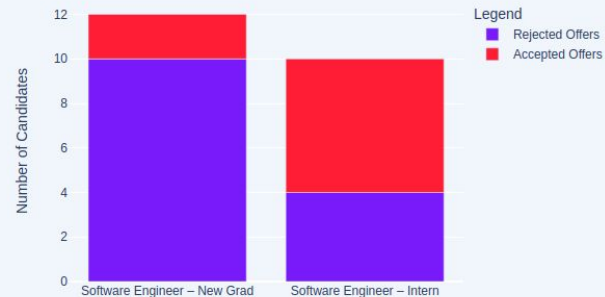**Plaid should re-evaluate the offer done for the New Grad position to increase the offer accepted rate.**

Offers accepted conversion for Intern (%)

60

Offers accepted conversion for New Grad (%)

16.67

Offers Overview per Job


Legend
- Rejected Offers
- Accepted Offers

Adjustment on the Onsite Value Fit Question

During the process, two onsite value fit questions are asked to the candidates from a panel of 4 questions.
Results show that the candidates do not have the same opportunity to be hired depending on the question.

Plaid should re-evaluate the questions to have the same distribution of candidate not hired per question.

Feedback by Onsite Value Fit
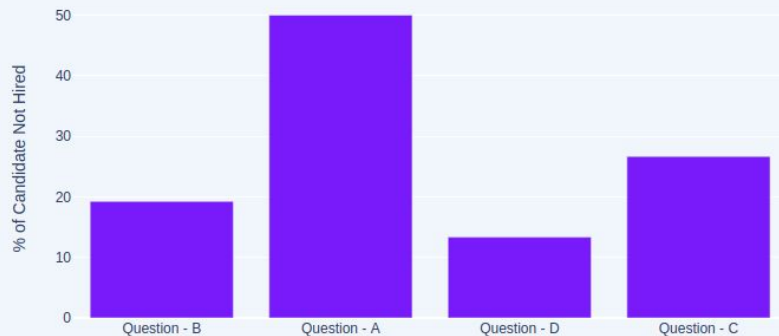
University to Focus on improvements

There is a difference in offers accepted conversion depending on the university.
- All the candidates from MIT has accepted the offer.
- Only few candidates from OCI or UC Berkeley has accepted the offer, there is a potential for improvement in these universities.

Plaid should focus on the university where the acceptance ratio is low.
For example; joining some meetups, organised by these universities to meet the students.
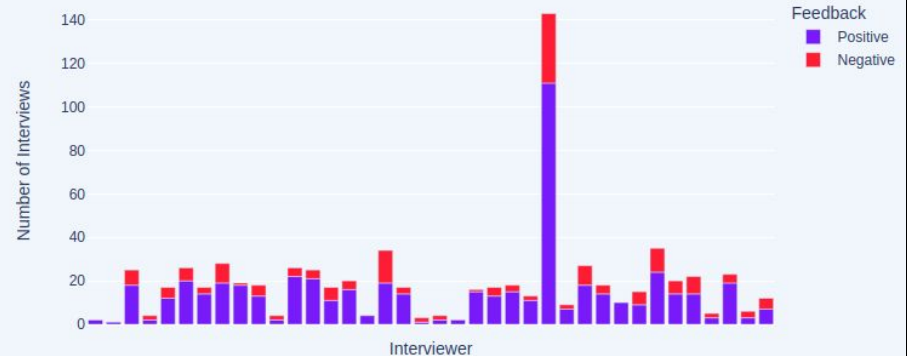
Offers accepted conversion per Tag
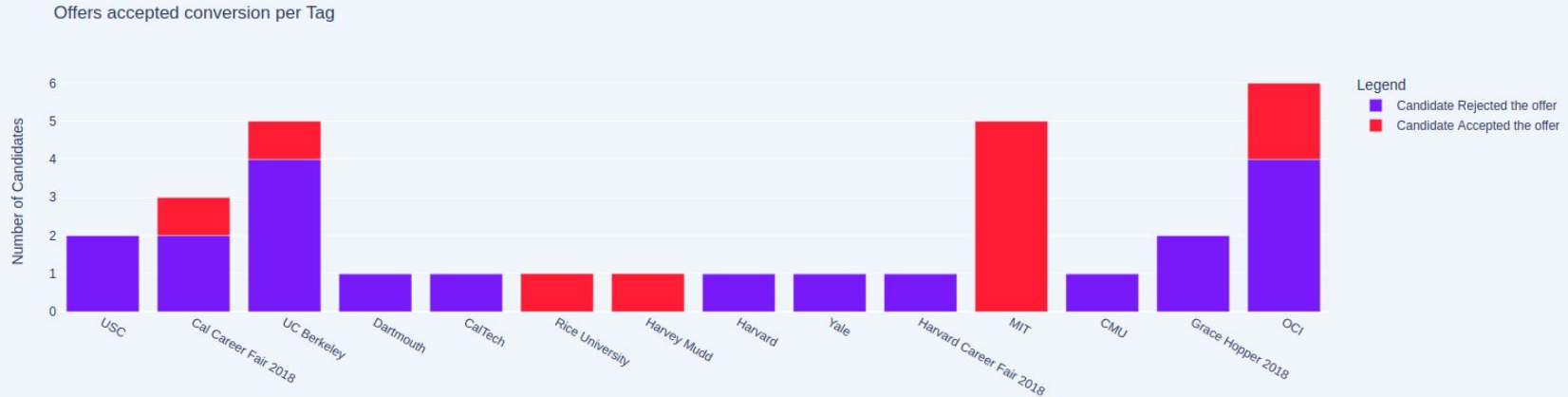
Distribution of Interviews

During the hiring process, different people are interviewing candidates depending on the step.
A peak of more than **140 interviews** is observed for **only one interviewer.**

It can be supposed that this interviewer is the RH in charge of the first telephone call. **Distribution of interviews** can be done **more equally** to not being depend on one interviewer.

Feedback per Interviewers

Question & Answers