

PRESENTATION

# TIME-COST-QUALITY OF HIRE DASHBOARD

## HR ANALYTICS REPORT 2025

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# EXECUTIVE SUMMARY

64

TOTAL HIRES

35

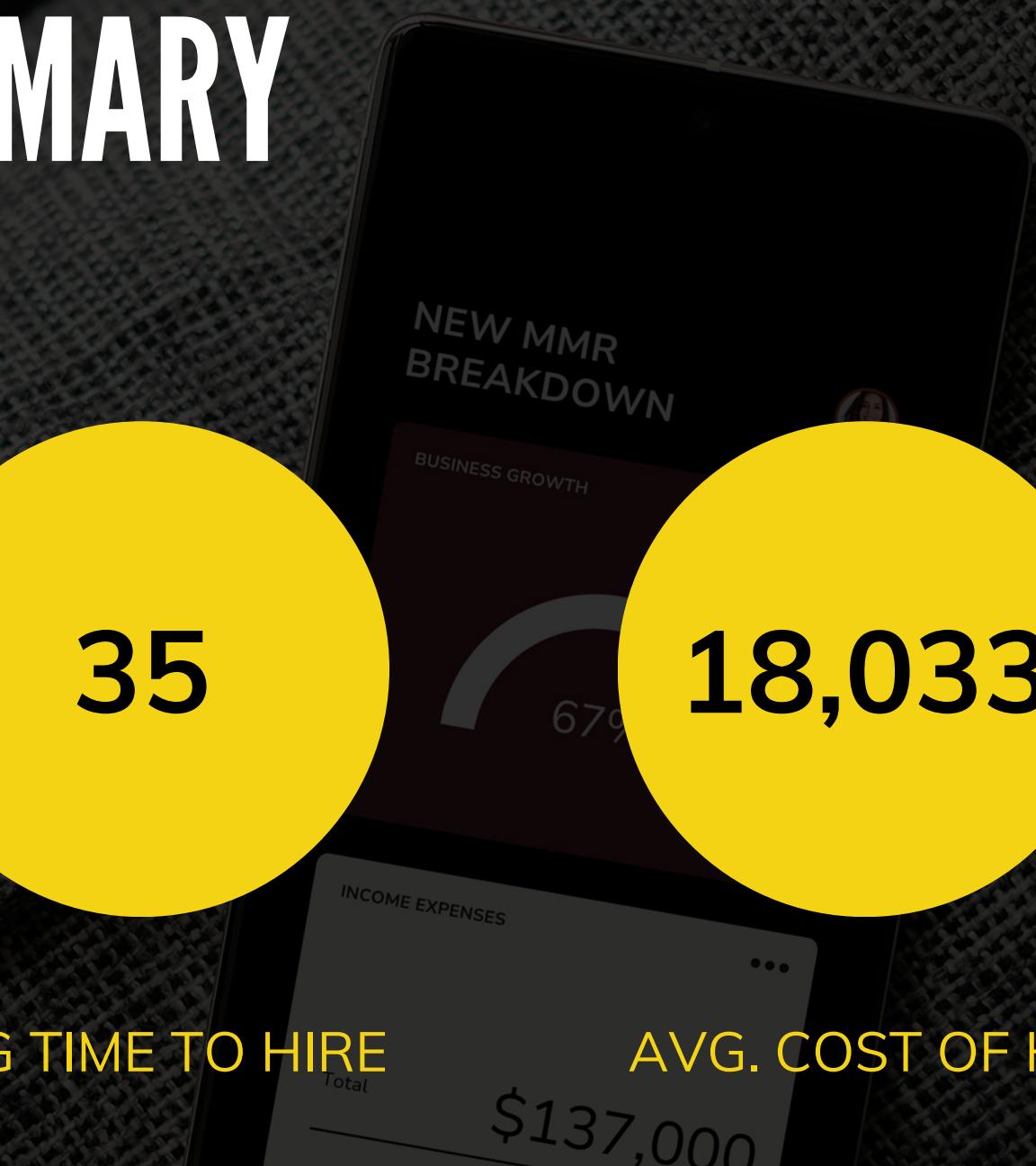
AVG TIME TO HIRE

18,033

AVG. COST OF HIRE

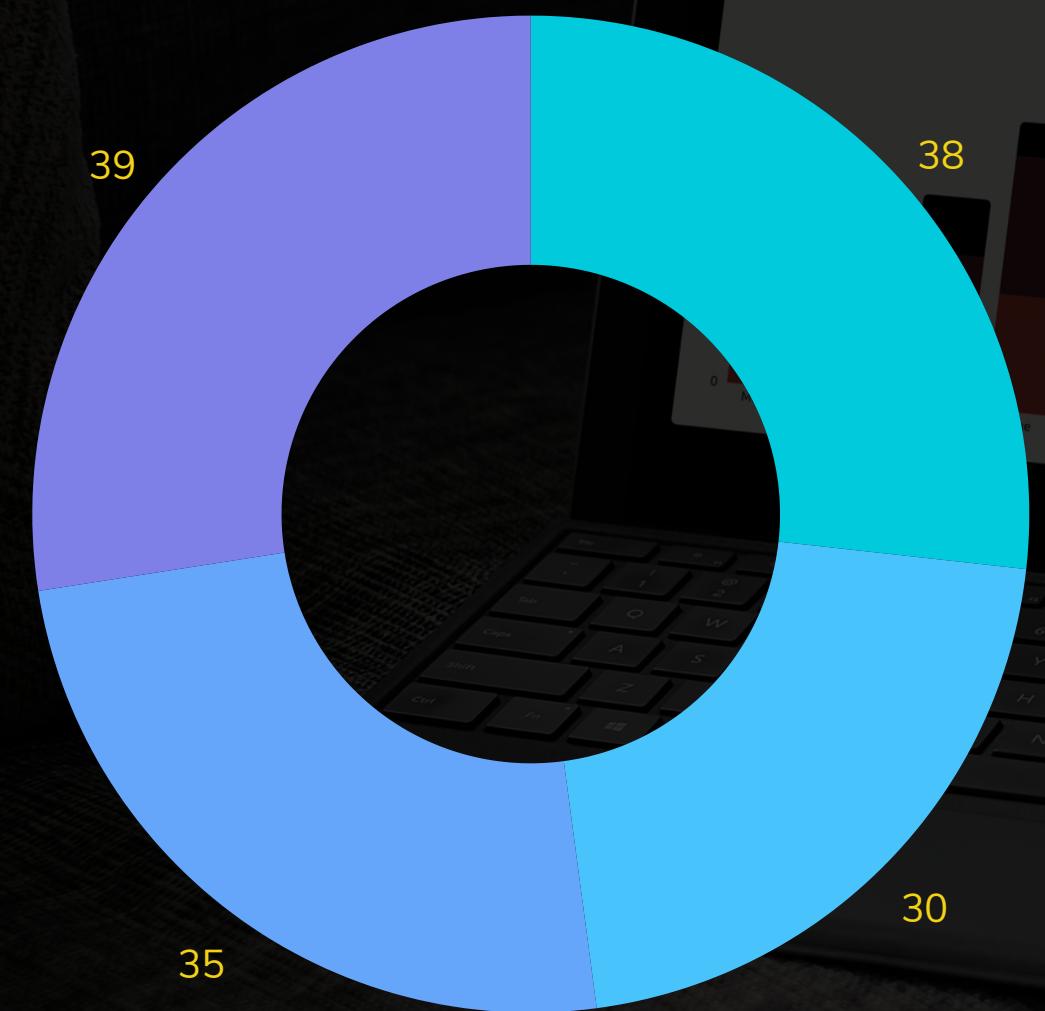
79.4

AVG QUALITY OF HIRE



Total Hires	Avg Quality of Hi	Avg TTH (Days)	Avg Cost of Hire
64	79.4	35	18033

# TIME TO HIRE TREND



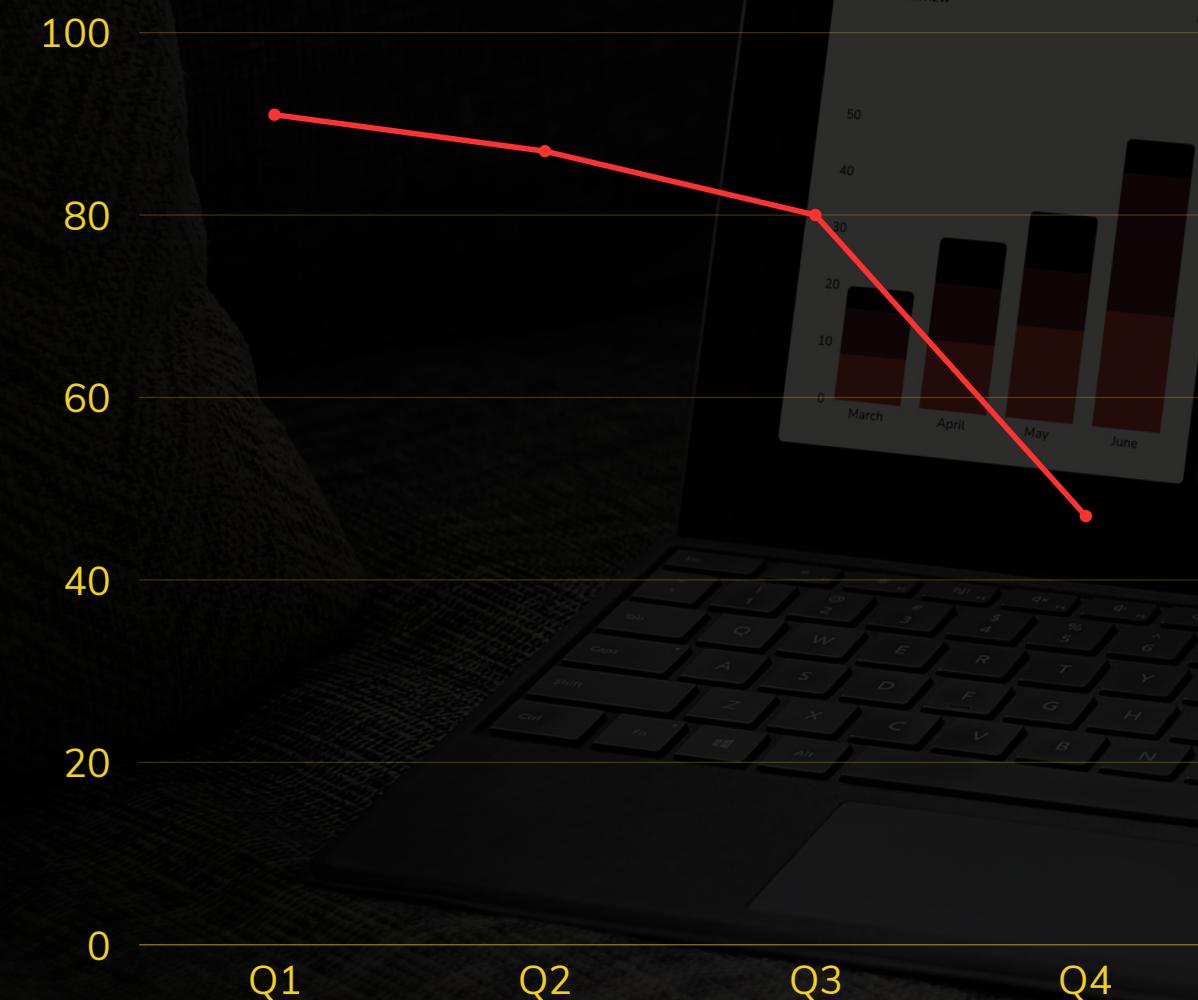
35

AVERAGE TIME TO HIRE

TIME TO HIRE WAS LOWEST IN QUARTER 2:  
(30DAYS)  
AND HIGHEST IN QUARTER 4 : (39DAYS)  
OVERALL AVERAGE : 35 DAYS

Time to Hire dropped in Q2 but gradually increased again ,  
signaling possible recruitment bottlenecks or higher  
demands.

# AVG. QUALITY OF HIRE



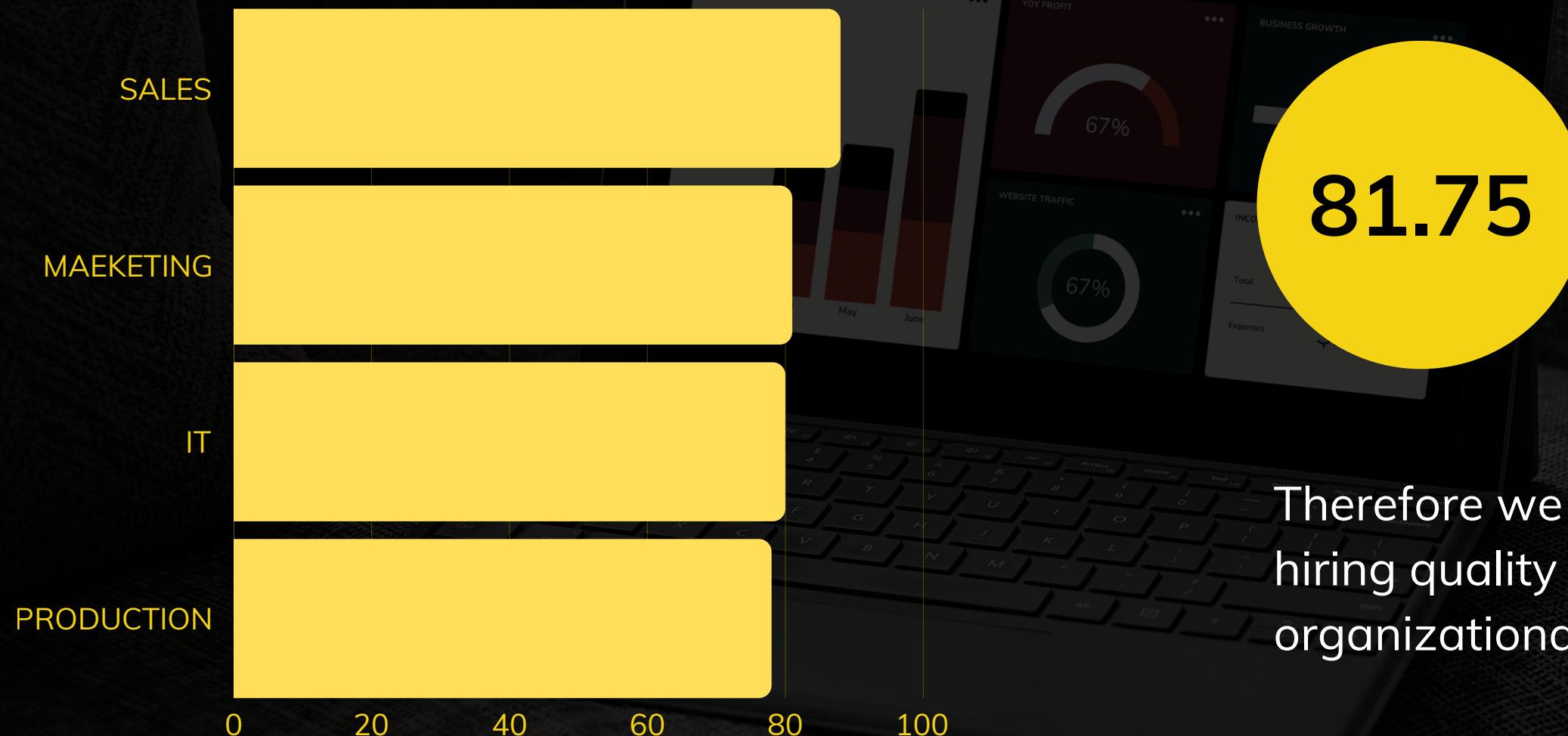
**76.25**

## AVERAGE QUALITY OF HIRE

Quality of Hire remained strong in Q1-Q3 but dropped sharply in Q4(47)

Overall QOH is strong (79.4) showing that the recruitment process is bringing in capable and high performing talent, but the significant drop in Q4 is indicating either rushed hiring or some kind of inconsistency.

# AVG. QOH BY DEPARTMENT.



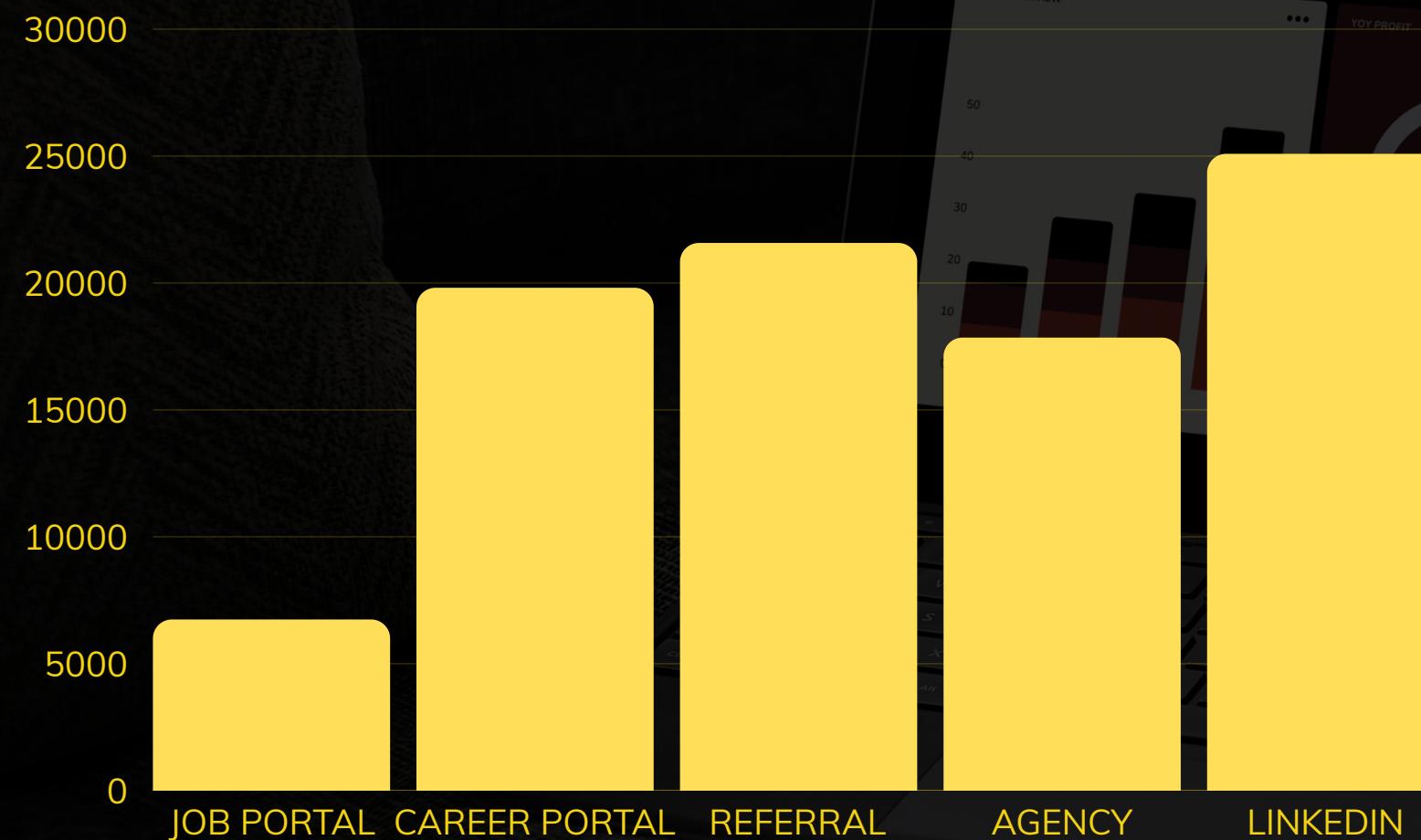
AVERAGE QUALITY OF HIRE BY DEPARTMENT

SALES has the highest quality of hire(88)  
Marketing & IT show strong and stable QOH (81 &80)  
Production shows a bit lower QOH(78)

Therefore we can say , Sales sets the highest benchmark for hiring quality while production requires improvement to match organizational standards.

CONCLUSION : Replicate hiring strategy of sales across other teams.

# AVG. COST OF HIRE BY SOURCE



18,214

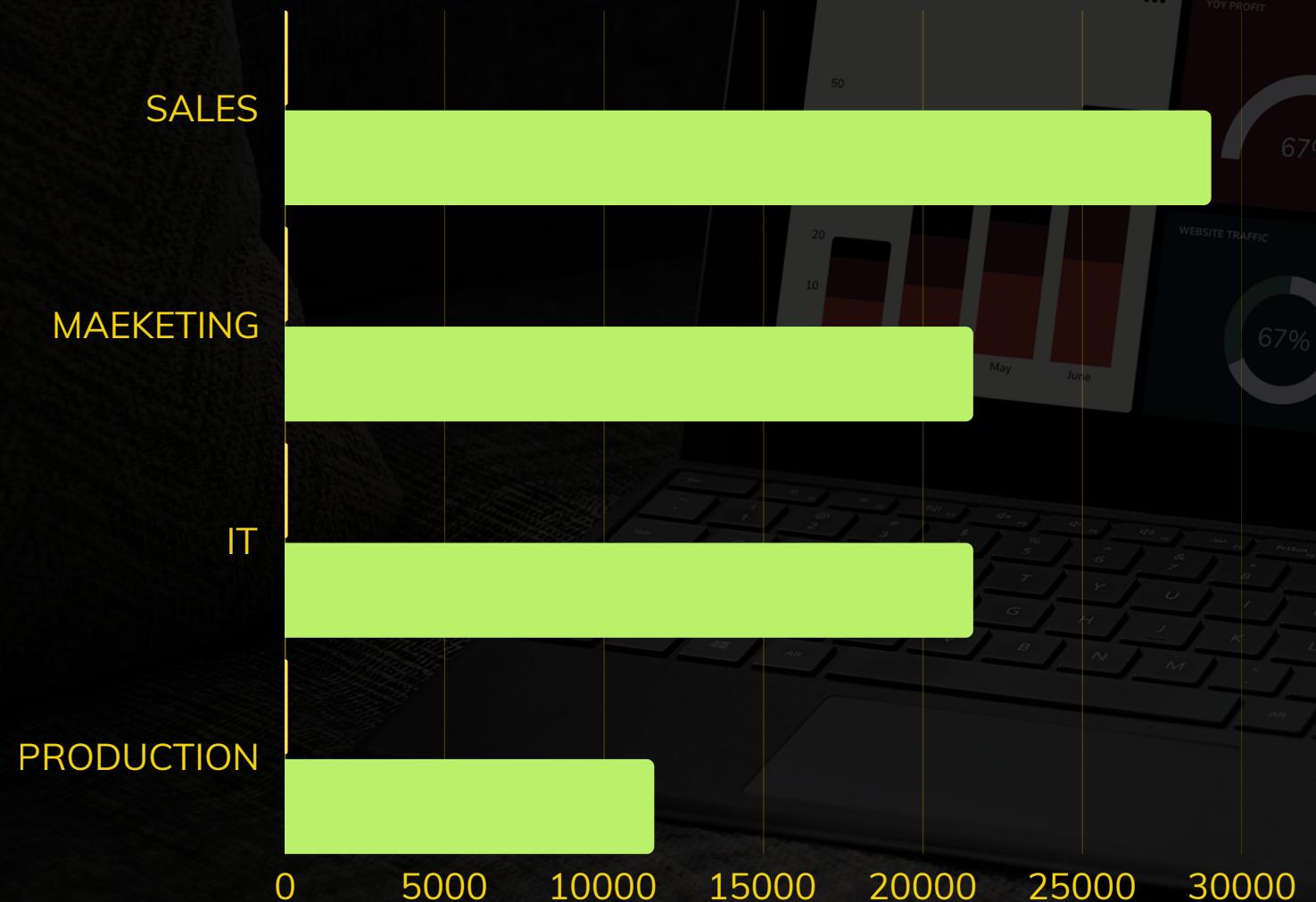
## AVERAGE COST OF HIRE BY SOURCE

JOB PORTAL delivers the lowest cost of hire (6,742) , making most economical sourcing channel. agency and career portals fall in the mid range , while employee referral shows higher cost with potentially stronger candidate quality. LinkedIn is the most expensive channel (25,089) indicating premium talent attraction but at a significantly higher cost.

Hence, job portals gives maximum ROI meanwhile linkedin delivers premium hires at premium cost

CONCLUSION: We can shift 20% of budget from LinkedIn & referrals to job boards for cost-optimized hiring.

# COST-QUALITY RELATIONSHIP



79.4

## COST-QUALITY RELATION

SALES has the highest quality of hire(88) but also comes with the highest hiring cost.

IT show strong and stable QoH (80) indicating a balance.

marketing also delivers good QOH at lowest cost. Production shows a bit lower QOH(78).

Marketing delivers the best cost to quality efficiency ,IT stays stable and Sales- with highest in quality- remains an expensive outlier. production needs targeted improvement.

# RECOMMENDATIONS TO IMPROVE HIRING EFFICIENCY

REPLICATE HIGH QUALITY HIRING PROCESS.

SALES delivers the highest QOH.  
Interview process should be standardized, and it should be pass on to IT,MARKETING and PRODUCTION.

FOR REMOVING OUTLIERS

Adopting a role-based sourcing strategy to reduce high-cost and low-quality outliers — ensuring each department uses the most efficient sourcing channel.

SHIFT THE BUDGET TO HIGH ROI CHANNELS.

Reduce the reliance on high cost channels.  
Increase sourcing through low cost effective channels.



# CONCLUSION

## UPCOMING PLAN:

Optimizing sourcing, strengthening assessments, and speeding up hiring stages will deliver lower cost, higher quality, and faster hiring

**THANKYOU**