DataArt

# Data management in recruitment: converting feeling to analytics

**New York** USA
**London** UK
**Munich** Germany
**Zug** Switzerland

# We have been operating in opportunistic manner

## Environment

Most of the tools didn't have an ability to track historical changes and poor integrity between different services.

## Research

To concretize an effectiveness of a staffing function were performed several independent researches.

# The deficit of data-driven decisions affects business

## Survey

The account management survey showed that some think recruitment is a black box to them without understandable measures.

## Request

Several accounts requested a research for upcoming client staffing requests to make an accurate estimates.

## 1 of 9

candidates DataArt hires which cost $2,400 per hire in 2018 and only 19% of the respondents knew that.

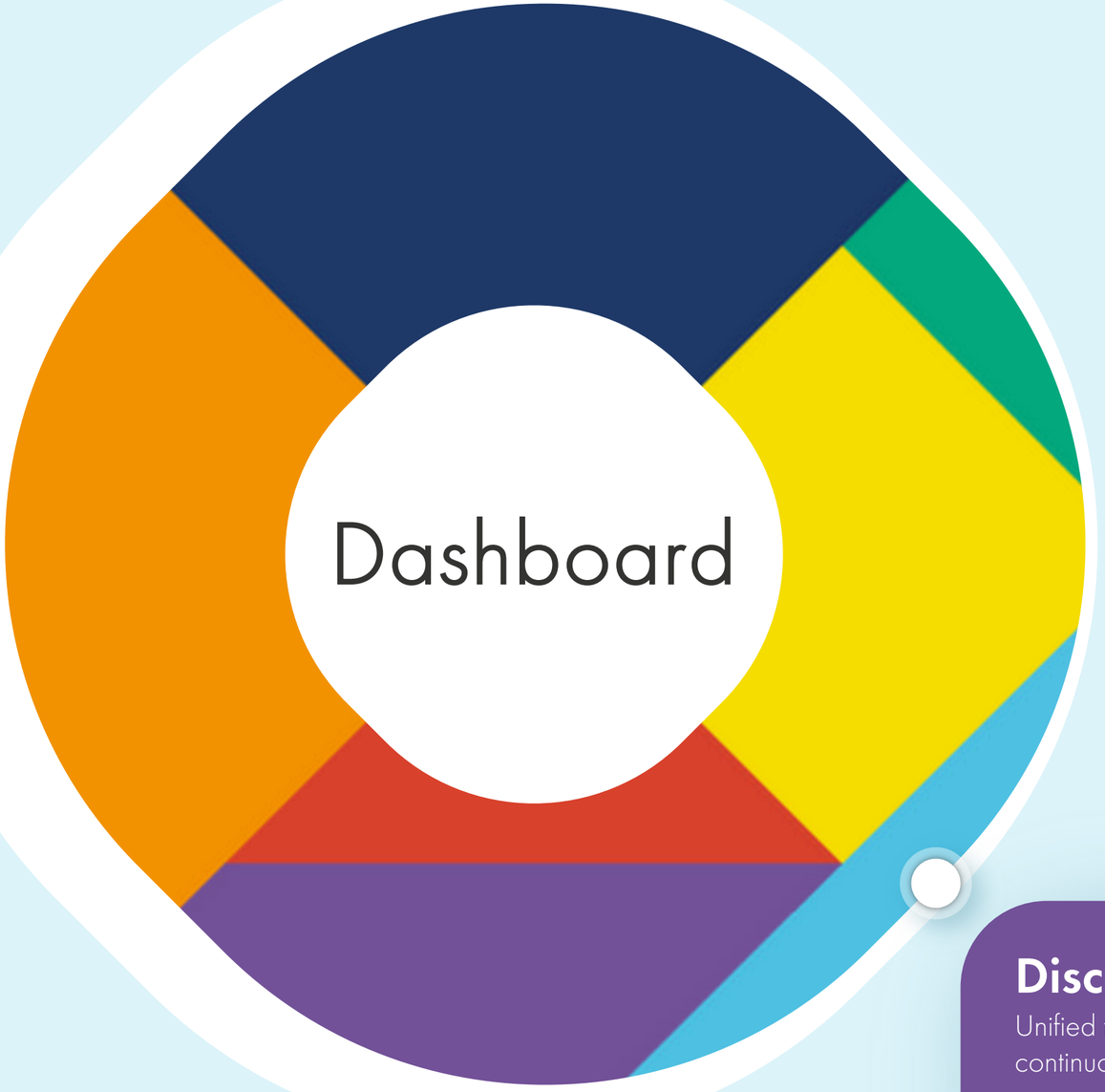
## Collaboration

Effective data management requires administrating and data storing apart of recruitment.

Sisense

## Criteria

Chosen storage should be based equally on system integration, security, and customization.




# Release in 2020 systematized data processing in one place

**Discussion**

Unified terms library and continuous education is a seemed necessary attributes of integration.

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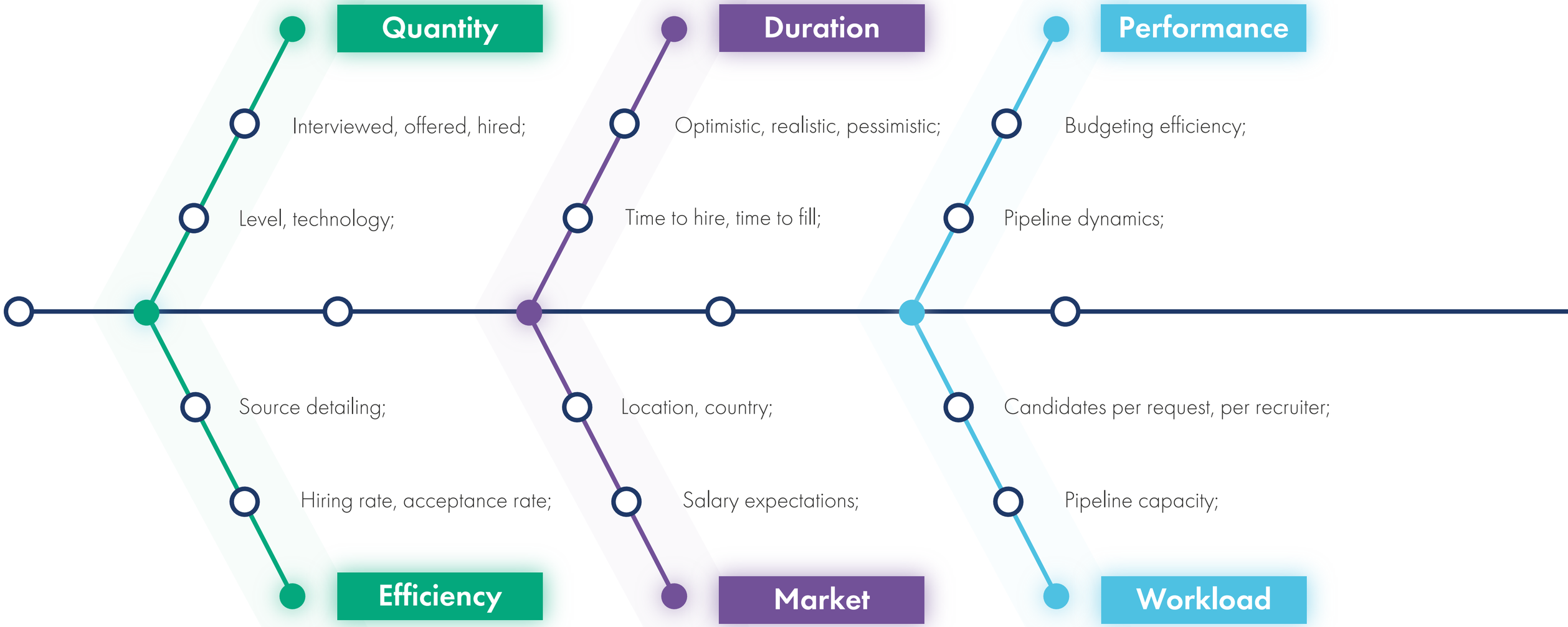
Quantity
Interviewed, offered, hired;
Level, technology;
Source detailing;
Hiring rate, acceptance rate;
Efficiency
Duration
Optimistic, realistic, pessimistic;
Time to hire, time to fill;
Location, country;
Salary expectations;
Market
Performance
Budgeting efficiency;
Pipeline dynamics;
Candidates per request, per recruiter;
Pipeline capacity;
Workload

Recruitment | Recruitment Funnel | 9 авг. 2020 г. 20:30:06

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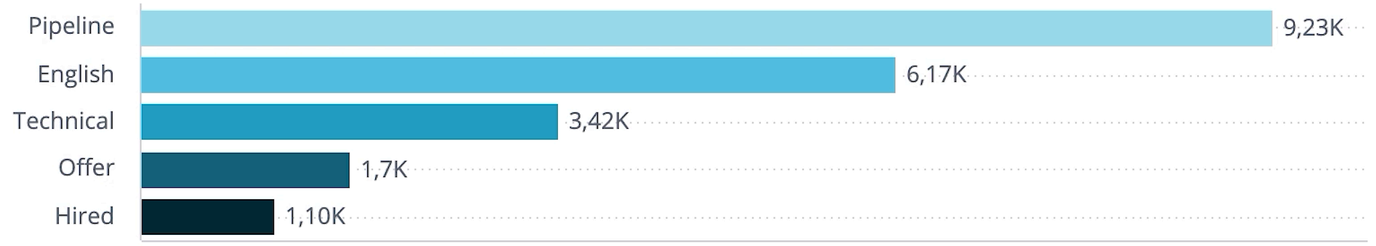
## TOTAL HIRED

1 098 people

## RECRUITMENT FUNNEL




## HIRING RATE

11,9%

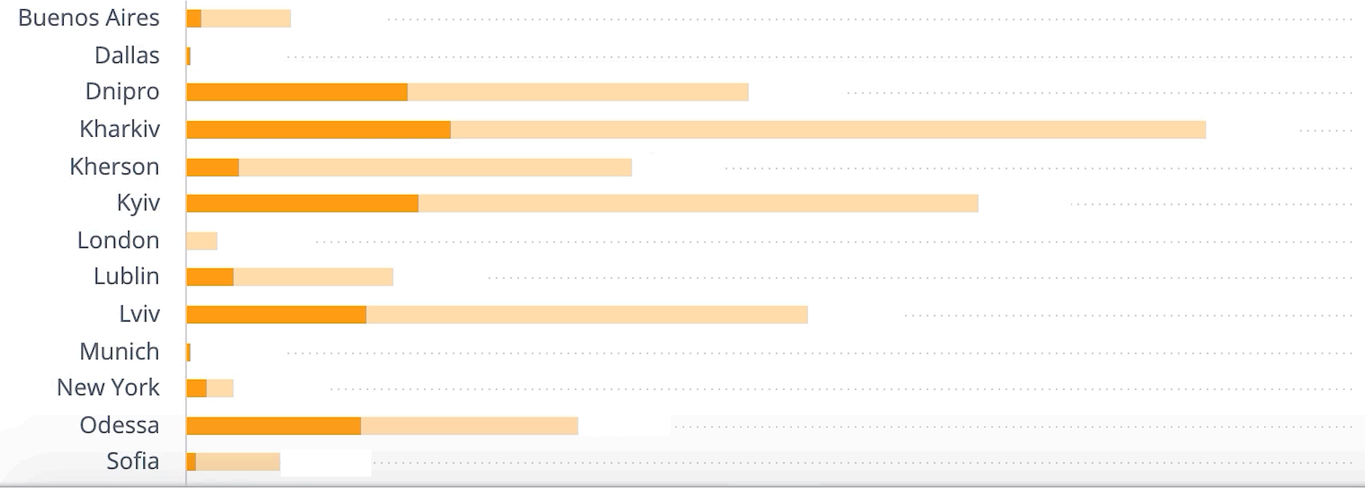
## INTERVIEWS TO OFFERS

26,6%

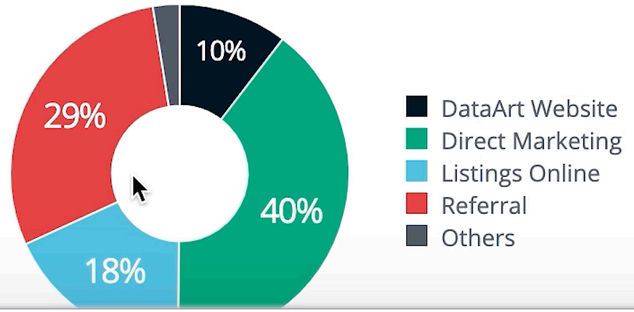
## OFFER ACCEPTANCE RATE

63,1%

## HIRED BY LOCATION




## SOURCE OF HIRE




## Filters

- Years in Date: 2018, 2019, 2020
- Country: Include all
- Location: Include all
- Source: Include all
- Qualification: Include all

Update on Every Change

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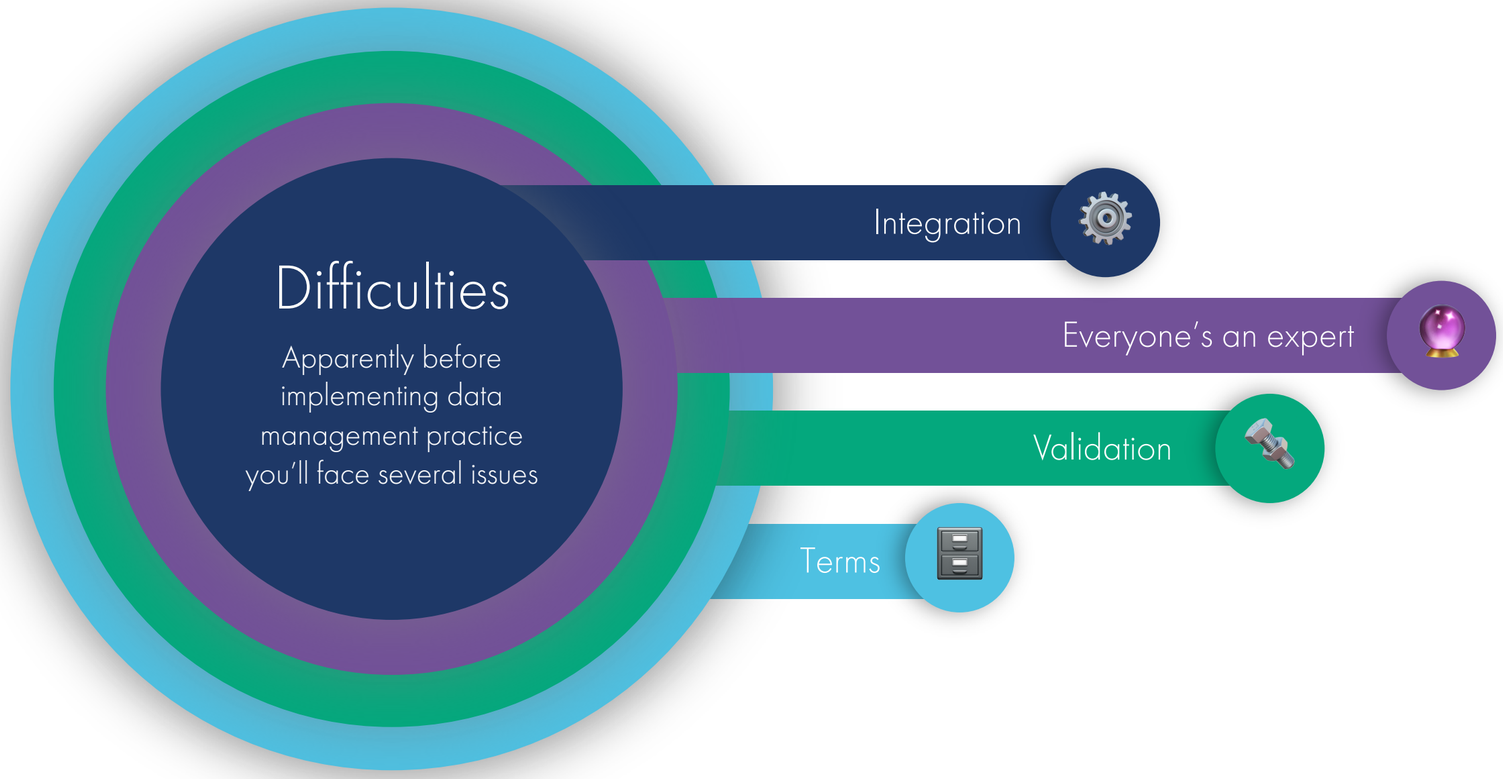


## Integration

In our case, there were more than 3 data sources that are constantly being used in daily operations and might considered sufficient.

## Everyone's an expert

When there is no unified data source, everyone used to their own experience and they might think that numbers are not valid enough.

## Validation

Data validation is a constant process and you'll probably face different data inaccuracies, so it is necessary to plan notes release.

## Terms

Even after implementation data, u[illegible] about different languages u[illegible] all terms and condition[illegible] dashboard.

FAILED

# Hiring rate comparison

between market level and expensive candidates in 2018-19

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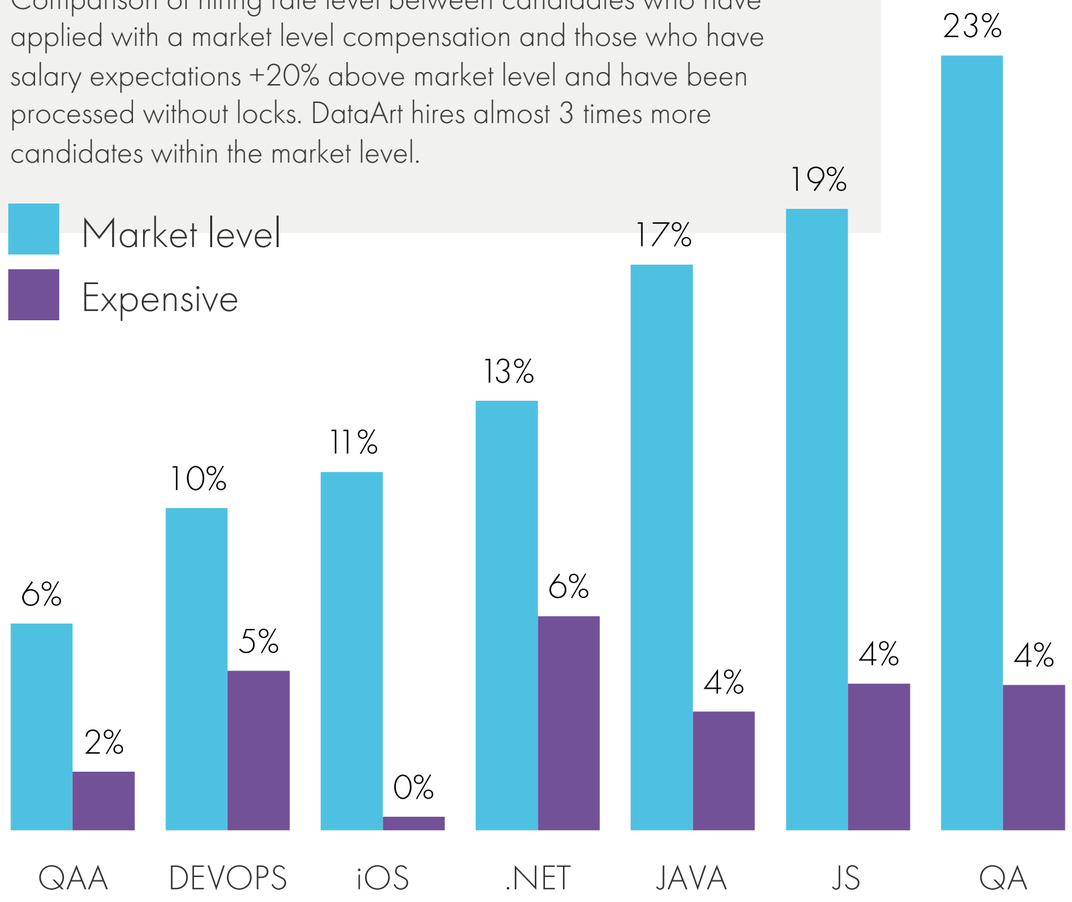
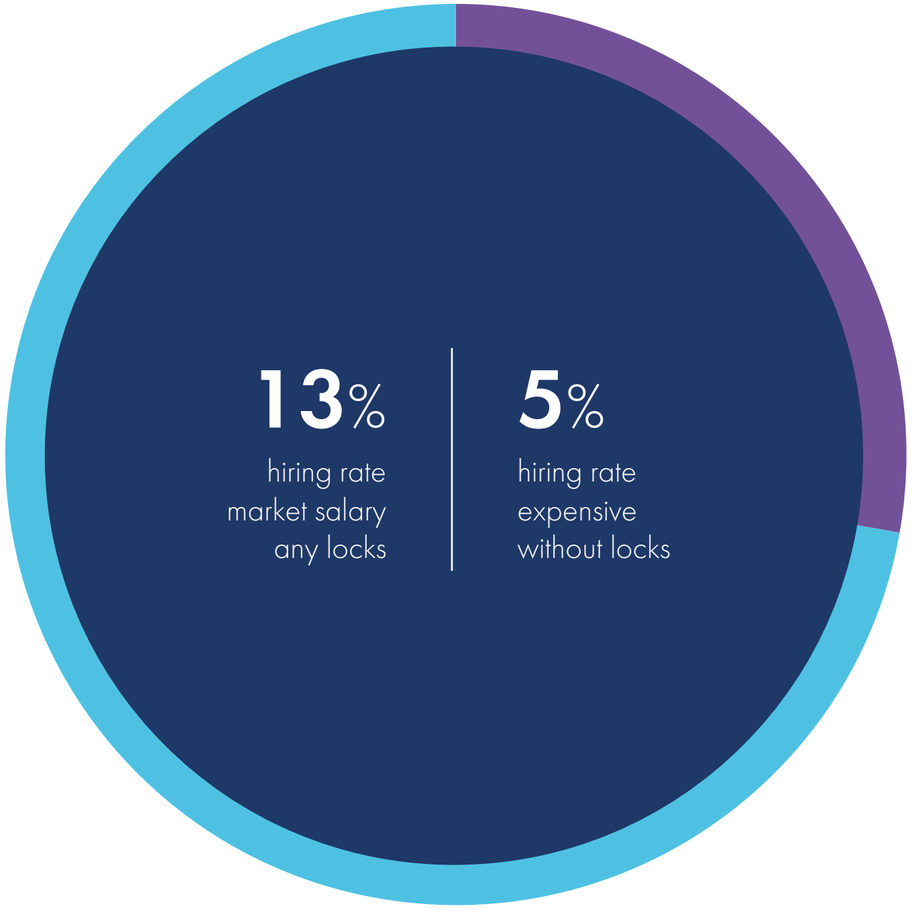
Comparison of hiring rate level between candidates who have applied with a market level compensation and those who have salary expectations +20% above market level and have been processed without locks. DataArt hires almost 3 times more candidates within the market level.



# Qualification comparison

between expensive candidates without locks in 2018-19

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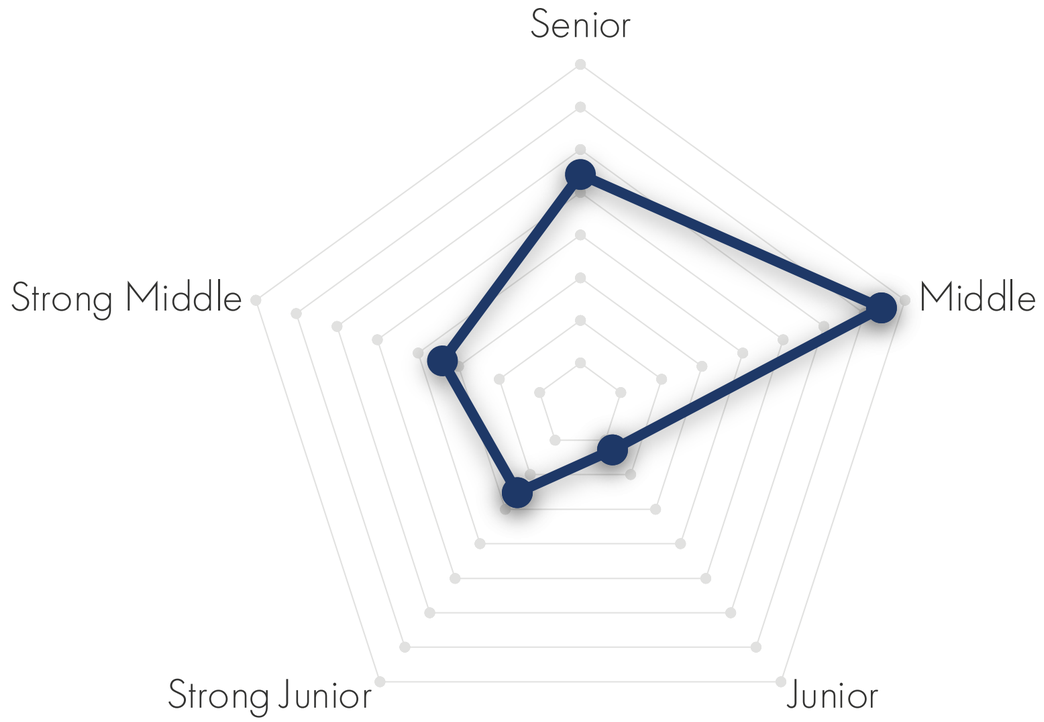
Qualification comparison shows that most of the candidates are Middle level, fewer candidates have shown the Senior level. Those who were estimated as Strong Middle and Strong Junior level likely applied to Senior and Middle positions but didn't succeed. Though optimization steps should emphasize on Senior and Middle levels.

Senior
**261**
candidates

Middle
**335**
candidates

Strong Middle
**148**
candidates

Strong Junior
**121**
candidates



# Hiring rate comparison

between expensive candidates without locks in 2018-19

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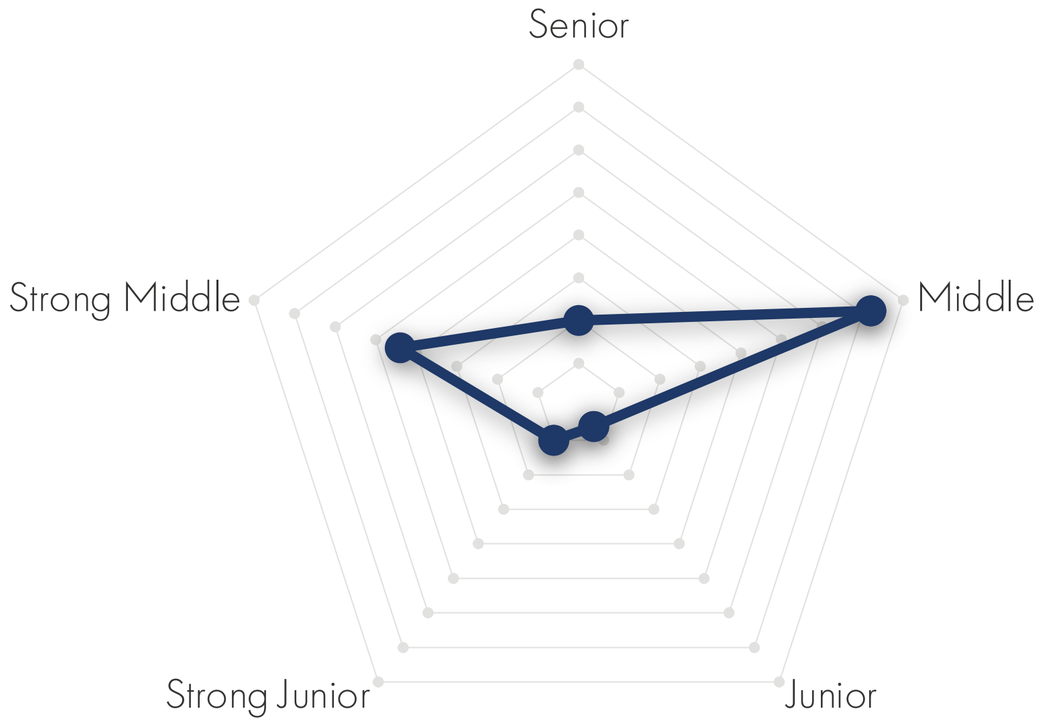
Although hiring rate for all levels are lower than the one with market expectations, Middle candidates represent a significant absolute value to reject from. Therefore before scheduling an screening process recruiters should exclude Senior and Strong Middle candidates without interest from projects as well as expensive Juniors. With staffing demand remaining expensive Middle candidates should be processed as before.

Senior
**4%**
candidates

Middle
**11%**
candidates

Strong Middle
**15%**
candidates

Strong Junior
**4%**
candidates



# Hiring rate comparison

between expensive senior candidates in 2018-20

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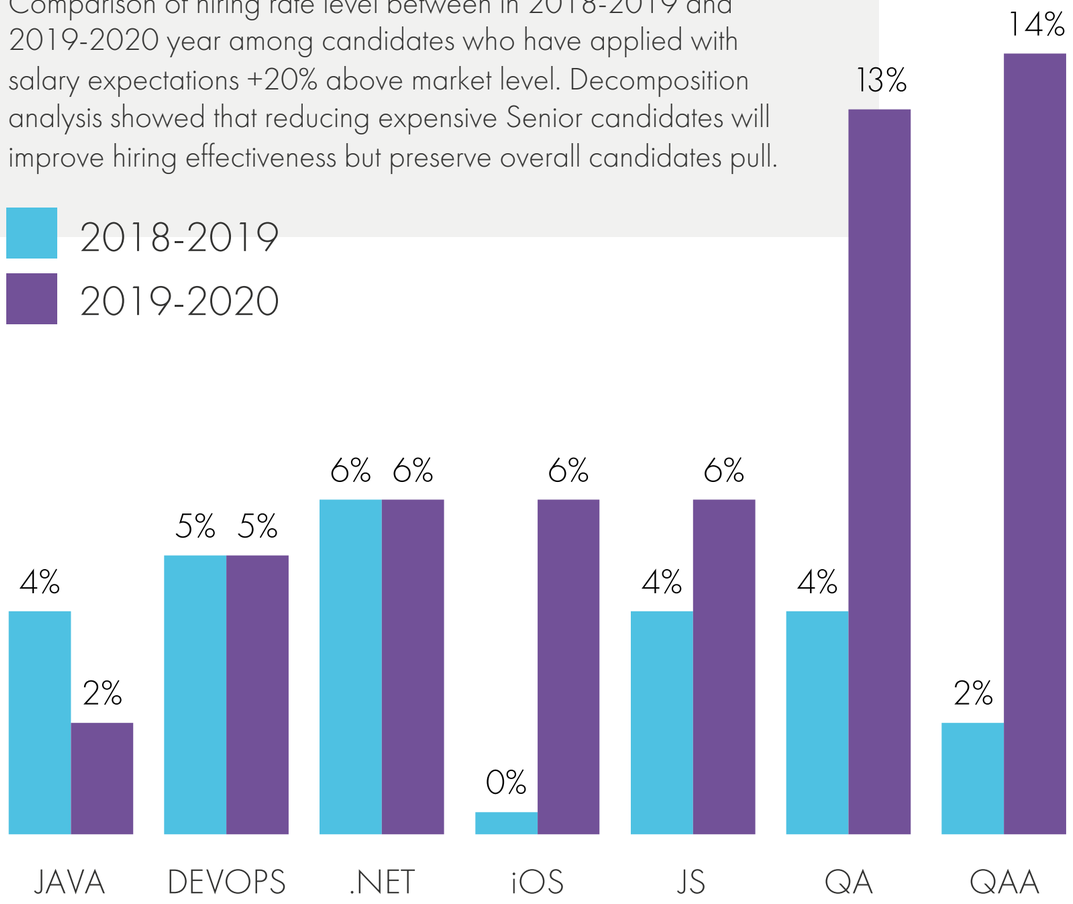
Comparison of hiring rate level between in 2018-2019 and 2019-2020 year among candidates who have applied with salary expectations +20% above market level. Decomposition analysis showed that reducing expensive Senior candidates will improve hiring effectiveness but preserve overall candidates pull.



# Let's stay in touch

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