

Quality of Hire is Critical: Here's How to Achieve It

INTRODUCTION

Talent acquisition leaders today know that the quality of the people they hire matters most, but they often struggle to optimize the hiring process to achieve that outcome. The 2024 Lighthouse Research & Advisory Talent Acquisition Trends Study highlights how employer and candidate preferences are aligned to ensure a quality fit.

Quality of Hire: What Employers Need to Know About This Important Metric

TOP 5 HIRING METRICS IN USE TODAY



Quality of hire



Time to hire



Time to fill



Candidate Satisfaction



Cost per hire

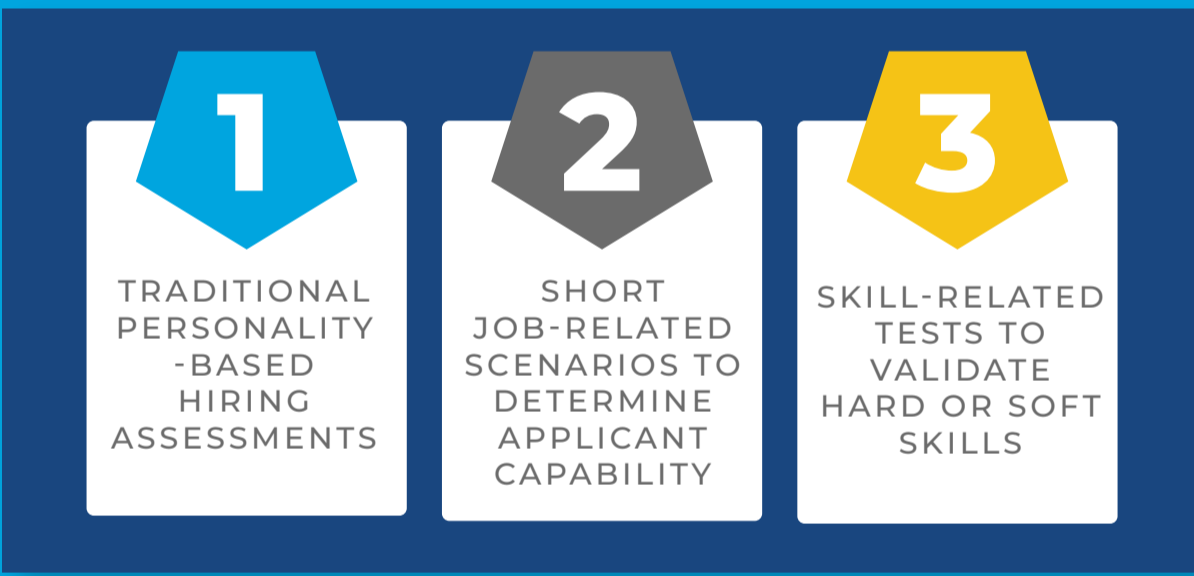


Quality of hire is the **BEST** metric for demonstrating the value of talent acquisition back to the business.

How Employers Measure Quality Post-Hire



How Employers Measure Quality Pre-Hire



What Candidates Say about Screening and Hiring Practices

- **70% of candidates** experience frustration in the application process on a regular basis
- The **number one** reason candidates blame for hiring process delays: the employer's hiring process/workflow
- **6 in 10** job applicants prefer hiring tests over resumes for showing off what they can do
- **79% of candidates** today say that investing up to 20 minutes in a hiring test or assessment is fair

CONCLUSION

Many employers assume that adding a step into their hiring process is going to turn away candidates, but the evidence shows that it can help the best applicants differentiate from the rest. Plus, candidates actually prefer an interactive opportunity to show off their skills and suitability for the job. A screening process that includes a test or similar screening mechanism meets the needs of employers and candidates, helping both parties to achieve the best possible outcome: an unbiased hiring decision based on performance and ability, not just a well-written resume.

Check out all of our research and learn more about how it can support your organization's talent, HR, and learning objectives.
[LHRA.io/research](https://lhra.io/research)

ABOUT THE RESEARCH

The Lighthouse Research & Advisory 2024 Talent Acquisition Trends study was gathered via online surveys in Q1 2024 from 1,234 global employers and 1,000 global candidates.