



Quality of Hire Scorecard

There are a lot of key metrics to track in the recruitment process. If you want to make better hiring and talent decisions, though, one metric you need to track is your Quality of Hire (QoH).

Remember that quality of hire is the value that a new employee adds to the overall long-term success of a company.

It's not an easy metric to measure. Businesses have been trying to perfect a method for decades.

So while there is no "tried and true" Quality of Hire formula, there are questions you can ask that will help gather information on what makes a new hire a high-quality one. Looking at your quality of hire data can make your recruitment process more effective, which can have a very positive impact on the company overall.

What is the Quality of Hire Scorecard?

The Quality of Hire scorecard gives you an opportunity to track your hiring practices. By using this Quality of Hire scorecard for each new employee, you can begin compiling data about the overall quality of your hiring choices.

After a while, you'll be able to track that data over time and see how your hiring practices have improved. You may also be able to identify areas in your hiring process that need some work.

It can also help you identify patterns about which candidates offer the most value to your company over time, so you can make smarter hiring decisions in the future. Pair the results of the scorecard with other hiring data and see what patterns emerge in your organization.





How to Use the Quality of Hire Scorecard?

This Quality of Hire scorecard has six questions. Assign a value between one and ten for each question. A hiring manager may answer most of the questions, while a few may require the feedback of peers or collaboration with your organization's HR team.

Once you have a value assigned to each question, add up their scores using the formula provided below. That score can offer insight into which high-quality candidates you've brought to the organization, which new hires might need some coaching, and how you can bring in more high-quality candidates in the future.

This Quality of Hire scorecard also gives you a starting framework.

You can adapt it over time by adding or removing categories to focus on the metrics that are most important to your organization's success.

Complete a Quality of Hire scorecard for each new hire to your organization within the first year. You may also find it helpful to complete a scorecard at each review throughout the onboarding process and track feedback over time.

Quality of Hire Scorecard

Answer each question using a scale of 1 to 10.

1. Hiring Manager Satisfaction

Answer

How satisfied is the hiring manager with the new hire?

(1 = not satisfied at all, 10 = very satisfied)

2. Ramp-Up Time

Answer

How long did it take for the new employee to get up to speed and start being productive?

(1 = much longer than expected, 10 = much faster than expected)

3. Employee Satisfaction

Answer

How satisfied is the employee with their new position?

(1 = not satisfied at all, 10 = very satisfied)

4. Productivity or Sales Figures

Answer

How productive has the employee been?

or

How are the employee's sales figures?

(1 = not satisfied at all, 10 = very satisfied)

5. Peer Feedback

Answer

How satisfied are peers with the new employee's performance?

(1 = not satisfied at all, 10 = very satisfied)

6. Cultural Fit

Answer

Is the new employee a good fit for the company culture?

(1 = not a good fit at all, 10 = a very good fit)

How to Calculate Quality of Hire Score

1



Add up the scores from each of your answers

2



Divide by six (for the number of categories)

3



Multiply by ten (for a percentage)

Example 1

Beth scores 8, 8, 9, 9, and 10 on her Quality of Hire Scorecard.

Total of 44

$$44/5 = 8.8$$

✓ $8.8 * 10 = 88.3$

Beth's Quality of Hire score is 88.3%.

Example 2

James scores 7, 7, 6, 8, 7, and 6 on his Quality of Hire Scorecard.

Total of 34

$$34/5 = 6.8$$

✓ $6.8 * 10 = 68.3$

James' Quality of Hire score is 68.3%.

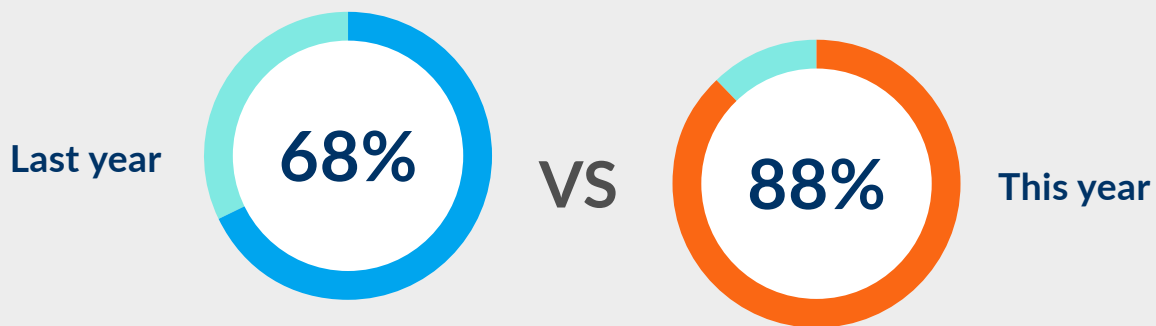


Putting Quality of Hire Scores to Work

Tracking your Quality of Hire scores over time can be incredibly useful. You can see how changes to the recruitment process are paying off or how they may need to change.



For example, your average new hire Quality of Hire score



That means your methods are working, and you have a reason to celebrate

Tracking Quality of Hire data can help you identify patterns in new hires with high scores, too. This can help you better predict who will be a great hire in the future. Tracking additional data such as recruitment methods may give you insight into how you can target high-value hires in the future.

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Now that you have a better idea of Quality of Hire, how to measure it, and why it's so important for your long-term hiring strategy and success, especially when it comes to recruitment and retaining top talent, you will need an effective Quality of Hire solution that scales with your business to reach all of your employees in an effective and efficient manner.



Crosschq Analytics automates measuring Quality of Hire so you can take the guesswork and potential unconscious bias out of the process.

Our pulse surveys offer you the control to pace the frequency of how often you want to receive data on your terms – which, along with our AI technology, helps you identify early Superstars, employees at early risk for churn, and more. This predictive data is also so important to Talent Acquisition for formulating ideal candidate profiles for more targeted recruitment efforts, therefore saving endless hours on sourcing and recruiting, as well as, valuable dollars on budget.

If you find that your Quality of Hire numbers are low after using this scorecard, are struggling to raise them, or would simply like to learn more about how Crosschq can help your Quality of Hire, get in touch with a Crosschq team expert.

They will show you how you can reduce your cost per hire expenses while raising Quality of Hire numbers.

[Schedule a demo](#)