



Based on recent data, one recruitment metric stands out to help assess new hires effectiveness:

PERFORMANCE TRACKING



of employers said it is the top metric they review when attempting to evaluate a new employee's productivity.



of those surveyed said tracking the source of successful candidate hires is important.



said they consider the source and quantity of candidates who were offered a position as a powerful metric to consider.

Consider these two ways you can track a new hire's effectiveness at your organization!

1

CONDUCT PERFORMANCE REVIEWS THAT ARE HOLISTIC AND WELL-DOCUMENTED

As part of the way your organization tracks performance, managers should be conducting reviews with their teams. However, that's not the only way to implement these types of reviews. You should strive to create a culture where employees, especially new hires, receive ongoing feedback and check-ins (as opposed to one annual review). This is especially important for junior talent.

2

CONSIDER PEER REVIEWS TO SEE HOW NEW EMPLOYEES WORKS WITH OTHERS

Implement peer reviews to learn more about new hires. You can conduct these by speaking with multiple employees and managers about a new hire's work. Then, you can report trend data from these conversations to illustrate both good and bad behavior—and offer feedback to the employee.

CONCLUSION



Performance reviews and peer reviews are two ways you can track your new hire's effectiveness. Following these strategies will help the recent additions to your team be more successful and happier at your organization.