

SEGMENTING METRICS

Part of the value of using metrics is being able to apply them to different segments of the recruiting program. Almost all users (85 percent) take advantage of this capability when analyzing their KPIs.

The most commonly conducted analysis of KPIs is by looking at results by the **type of job recruited**, with nearly three-quarters (74 percent) examining their data by this measure.

Other ways to segment the data used by most include by **company department** (61 percent) and the **source of hire** (51 percent).

