

Human Resources Statistics that Will Help you Get Better Talent

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Facts, figures, and statistics can put your role as hr into perspective. Whether you are a recruiter or a job seeker, having a tangible sense of what it looks like to get a job in today's market will give you the upper hand. From talent recruitment to employee management, your human resources department has the mission-critical responsibility of ensuring that your company is composed of people that are motivated, satisfied, and fulfilled in their work. In this sense, HR holds the keys to the present and the prospects of your organization.

With this great responsibility comes great pressure. It is crucial to hire the right people and retain the top performers. But the process of doing this is a lot more complex when HR factors into the equation what employees consider to be big factors in their choice to stay in a company, join a company, even the process of acquiring the talent. Essentially business is about people and HR must thrive to exceed employee expectations by understanding the employee and how they think.

This article presents HR statistics on the challenges, observations, and trends seen in the human resources space concerning managing the employee experience, particularly in recruitment.

The following are statistics from various popular people management sites and surveys which can make your recruitment tactics better and ensure process efficiency and flow:

1. **79% of job seekers say they are likely to use social media in their job search**(*Glassdoor 2013*)
1. **On average, each corporate job offer attracts 250 resumes. Of those candidates, 4 to 6 will get called for an interview, and only one will get the job.**(*Glassdoor*)
1. **1 in 6 candidates who applied for a job were asked for an interview.**(*Jobvite 2017 Recruiting Funnel Benchmark Report*)
1. **Recruiters take an average of 6 seconds to scan a resume.**(*TheLadders*)
1. **87% of recruiters use LinkedIn to check candidates.** (*Jobvite Recruiter Nation Report 2016*)
1. **After finding a job offer, 64% of candidates said they research a company online and 37% said they will move on to another job offer if they can't find information on the company.** (*Careerbuilder 2016*)

1. **91% of employers prefer their candidates to have work experience, and 65% of them prefer their candidates to have *relevant* work experience.**(NACE Job Outlook 2017)

1. **87% of Millennials rate professional career growth and developmental opportunities as important to them in a job.**(Gallup 2016)

1. **In 2015, 51% of those who did have jobs were searching for new ones or watching for openings.**(State of the American Workplace Report Gallup 2017)

2. **69% of job seekers are likely to apply to a job if the employer actively manages its brand.** (Glassdoor 2016)

3. **Top trends for the future of recruiting:**

- More Diverse Candidates - 37%
- Focus on Soft Skills Assessment - 35%
- Investment in Innovative Interviewing Tools - 34%
- Company Mission Used as a Differentiator - 33%
- Big Data - 29%

(LinkedIn Global Recruiting Trends 2017)

Other fascinating statistics

47% of HR leaders cite employee retention and turnover as their top workforce management challenge, followed by recruitment and corporate culture management. (SHRM)

The top reasons given by employees for leaving their jobs include lack of career development (22%), lack of support with work-life balance (12%), their manager's behavior (11%), unsatisfactory compensation and benefits (9%), and poor well-being (9%). (Work Institute)

97% of HR leaders are planning to increase their investment in recruiting technology by the year 2020, including nearly a quarter (22%) who anticipate a 30-50% increase in spending. (Future Workplace)

Knowing the trends within HR will help you to make better strategic decisions that are backed by scientific evidence. This will take you one step closer to achieving your HR goals.

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