TECHNICAL SPECIFICATION

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Human resource management — Recruitment metrics cluster

Management des ressources humaines — Indicateurs de recrutement

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Foreword

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This document was prepared by Technical Committee ISO/TC 260, *Human resource management*.

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Introduction

ISO 30414 highlights guidelines on the following core human capital reporting (HCR) areas:

— compliance and ethics;

— costs;

— diversity;

— leadership;

— organizational culture;

— organizational health, safety and well-being;

— productivity;

— recruitment, mobility and turnover;

— skills and capabilities;

— succession planning;

— workforce availability.

ISO 30414:2018, 4.7.9, describes the importance of recruitment metrics associated with workforce in organizations.

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The following metrics are recommended for internal reporting by large organizations (unless otherwise stated):

— number of qualified candidates per position;

— quality per hire.

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This document describes the following components for each of the above metrics:

— description;

— purpose;

— formula;

— how to use;

— intended user(s);

— contextual factors;

— predictive factors.

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