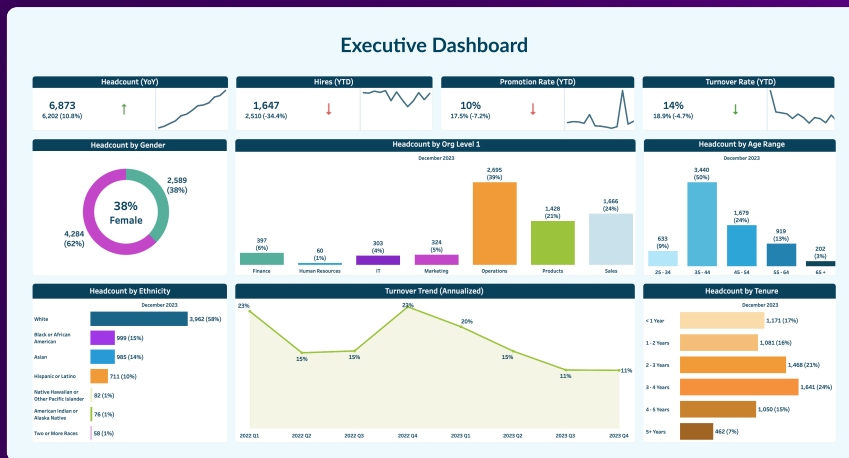PeopleInsight
by HireRoad

**TOP 5**

# Dashboards
that successful
HR teams rely on

# 01

# Executive Summary

## DASHBOARD



**The Executive Summary Dashboard simplifies HR reporting by bringing key metrics together into one intuitive view.**

Designed for HR leaders and executives, this dashboard provides a quick snapshot to track performance and alignment with business goals. It's perfect for weekly team updates or monthly executive meetings, empowering your CHRO to walk into a meeting and have answers readily available to address stakeholders' top priorities.

This Executive Summary view should be customized with the metrics, timeframes, and filters that matter most to your audience. By centralizing data from multiple systems, this dashboard eliminates the time and effort required to pull information manually. It allows HR teams to focus on insights rather than data gathering, answering critical questions like:

> **?** *Is our HR strategy aligned with business objectives?*

> **?** *How are our people programs driving success?*

Many companies struggle with getting this type of information unified and visualized in one place and at-a-glance. The most successful HR teams focus on a select few metrics, visualized in a clear and intuitive way, to present to stakeholders. The result? Time savings for the HR team, and quicker insights for leadership.

**The result?** **Time Savings for the HR team and quicker insights for leadership.**

# 02
# Diversity & Inclusion
## DASHBOARD



**The Diversity Dashboard empowers HR leaders to strategically monitor and enhance Diversity, Equity, and Inclusion (DEI) initiatives.**

With detailed drill-down capabilities, it provides a comprehensive view of organizational diversity and tracks progress toward equity goals.

Many teams struggle to capture DEI data across the candidate and employee experience, let alone integrate the data in one place to get a holistic view of their DEI performance. Visualizations like the Diversity & Inclusion dashboard are a great starting point, allowing successful HR teams to:

— Serve as a catalyst for change by using data to secure leadership buy-in and inform DEI initiatives

— Track progress and demonstrate impact of their initiatives to stakeholders

**Key questions this dashboard can answer include:**

> ? *Are we hiring and retaining diverse talent?*

> ? *Are we hitting our DEI goals across key metrics?*

> ? *Are we trending in the right direction to ensure a future of diverse talent?*

> ? *Where are the gaps across DEI talent acquisition and retention?*

By aligning DEI metric definitions across sources and centralizing data from different systems in one place, this dashboard empowers HR teams to **save time, foster accountability, and demonstrate meaningful, data-driven progress to their organizations.**

# Talent Acquisition
## DASHBOARD



**The Talent Acquisition Summary Dashboard streamlines your hiring metrics into an easy-to-digest, interactive format.**

Designed at the highest level for HR leaders and with deep-dive drilldowns by TA team and recruiter, it provides a comprehensive view of your organization's talent acquisition performance at a glance.
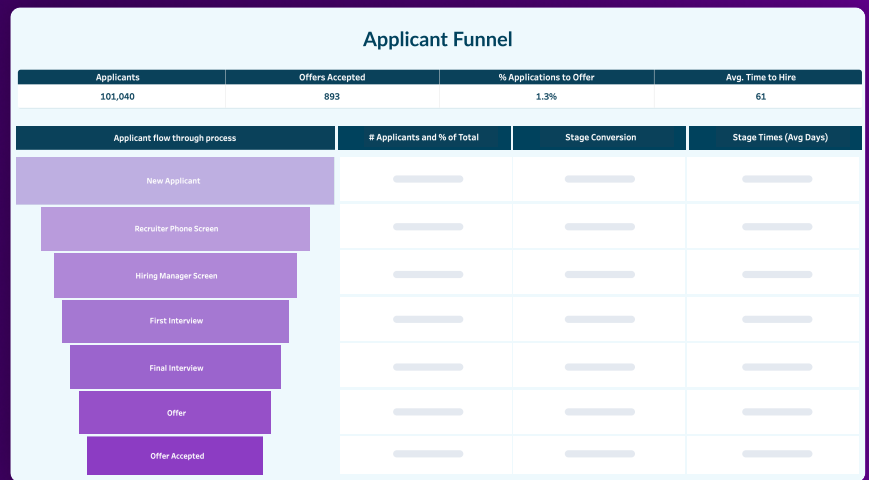
## Key Use Cases:

**Real-Time Status Updates:** Assess and report on hiring progress with a visual snapshot of open roles and targets, ensuring alignment with business need

**Trend Performance Over Time:** Track monthly fills and applications to uncover hiring trends over time, in order to optimize recruitment strategies.

**Analyze Source Effectiveness:** Detailed breakdowns of performance by source or sourcing category provide TA teams with instant insights to identify the most effective talent pipelines.

**Department-Specific Insights:** Evaluate hiring performance and status by function, allowing leaders to focus on areas needing improvement.

**Offer Metrics:** Monitor offer acceptance rates and departmental variations to address potential challenges in candidate engagement.

This dashboard saves HR and TA teams time by consolidating and visualizing data from multiple systems in a way that clearly emphasizes the impact of talent acquisition efforts to stakeholders.

Whether optimizing hiring workflows or improving sourcing efficiency, this Talent Acquisition Summary delivers the insights that successful teams use to hire smarter and faster, and are often unable to access using their ATS alone.

# 04

# Applicant Funnel
## DASHBOARD



**Applicant Funnel**

| Applicants | Offers Accepted | % Applications to Offer | Avg. Time to Hire |
|---|---|---|---|
| 101,040 | 893 | 1.3% | 61 |

| Applicant flow through process | # Applicants and % of Total | Stage Conversion | Stage Times (Avg Days) |
|---|---|---|---|
| New Applicant | | | |
| Recruiter Phone Screen | | | |
| Hiring Manager Screen | | | |
| First Interview | | | |
| Final Interview | | | |
| Offer | | | |
| Offer Accepted | | | |

**The Applicant Funnel Dashboard goes beyond what most Applicant Tracking Systems (ATS) can provide by offering a comprehensive, end-to-end view of your hiring pipeline, from application to offer acceptance.**

It combines key metrics, detailed stage-by-stage insights, and process efficiency visualizations, empowering HR and TA teams to identify bottlenecks and improve hiring strategies. This dashboard helps Talent Acquisition teams answer critical questions that are often challenging to address using an ATS alone, such as:

**Where are candidates dropping off in the hiring process?** Analyze conversion rates at each stage.

**Which stages are causing delays in time-to-hire?** Break down the average time-in-stage across the hiring process and pinpoint bottlenecks.

**What gaps in the funnel can be optimized?** Filtering performance at each stage by candidate source, recruiter, hiring manager, and department can help you identify gaps that need to be addressed.

**How efficient is the overall recruitment funnel?** Evaluate metrics like the application-to-offer ratio and identify opportunities to increase pipeline efficiency.

**Are we competitive with our offers?** Monitor offer acceptance rates to understand how well your offers resonate with candidates and how they impact the hiring process.

The Applicant Funnel Dashboard empowers HR and TA teams to answer these key questions with speed and confidence. Armed with data to quickly identify gaps and optimize performance, top organizations are able to improve the candidate experience and increase hiring efficiency.

# 05

# 1st Year Effectiveness
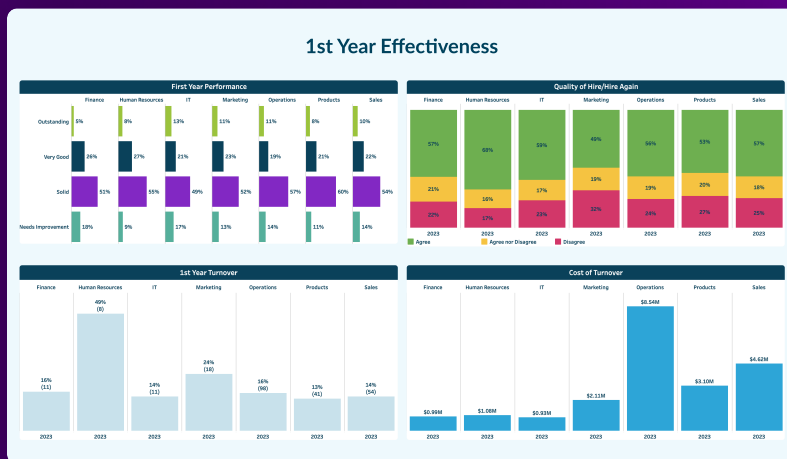
## DASHBOARD



The 1st Year Effectiveness Dashboard provides a comprehensive view of new hire performance, retention, and financial impact during their critical first year.

By consolidating multiple metrics into intuitive visuals, it helps HR teams and business leaders evaluate the effectiveness of their hiring and onboarding strategies while identifying areas for improvement.

### Key Insights unlocked in this dashboard include:

→ **Connecting Recruitment to Performance:** Analyze how recruitment efforts translate into employee performance, with metrics like departmental first-year ratings showing where hires are performing well and where adjustments may be needed.

→ **Measuring ROI on Hiring and Onboarding:** Evaluate the success of hiring and onboarding programs by linking first-year retention, performance ratings, and financial outcomes. Metrics like Cost of Turnover highlight the business impact associated with new hire investments.

→ **Identifying Gaps in Effectiveness:** Pinpoint areas where hiring, onboarding, or departmental practices may be falling short. Uncover inefficiencies in specific departments or stages of the employee journey.
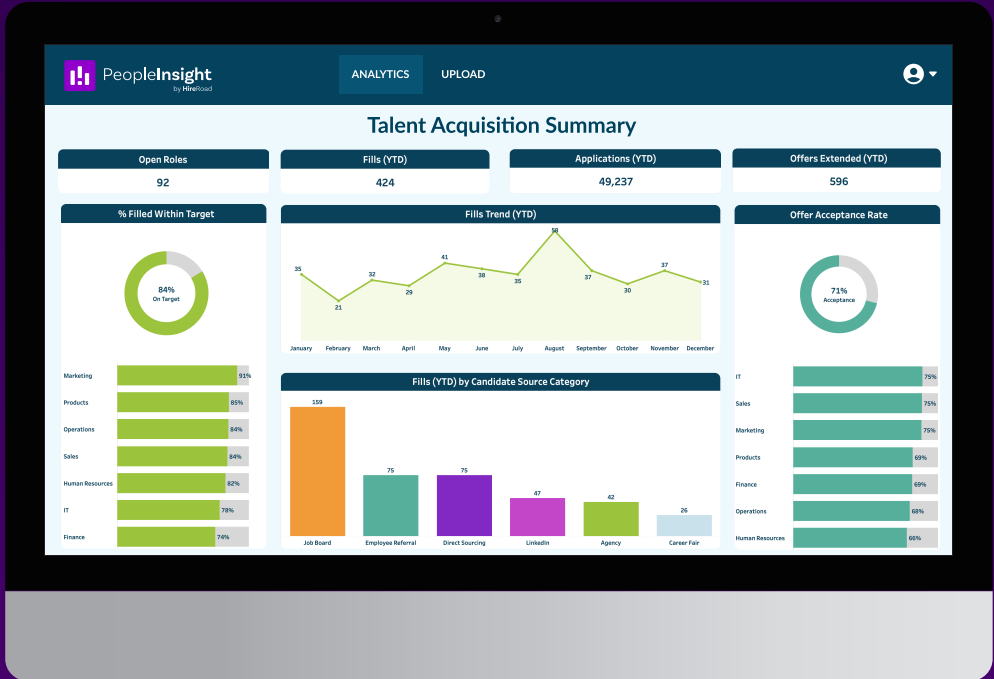
This dashboard empowers organizations to connect the dots between talent acquisition, new hire onboarding, and employee performance, offering a holistic view of how well new hires integrate and contribute to the organization.
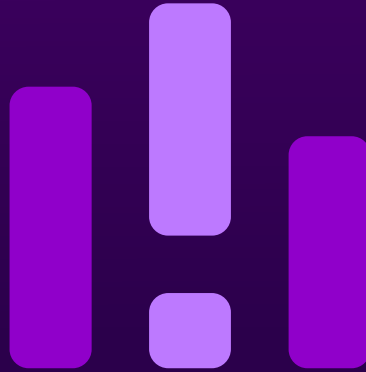
HR leaders can use insights from the 1st Year Effectiveness dashboard to demonstrate the ROI of their hiring and training efforts, and to make informed decisions to enhance the new hire experience while maximizing the return on their talent investments.

# Looking to access intuitive data dashboards like these for your organization?

Request a demo of **PeopleInsight by HireRoad** to learn how top organizations are saying goodbye to time-consuming data pulls, and are instead unlocking valuable insights through the power of people analytics.

To book a demo, visit **HireRoad.com/request-a-demo**

## PeopleInsight
by **HireRoad**

# People**Insight**

by **Hire**Road