

*** Required Information**

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*** 1. Full Name**

*** 2. Business Email (for receiving survey results...we never resell your information and it's kept confidential)**

*** 3. What type of organization do you represent? (Select one option)**

Employer

Staffing Agency

Talent Acquisition Technology Vendor

Service Provider (e.g. RPO)

*** 4. What is your level in your organization? (Select one option)**

Individual Contributor

Manager

Executive

*** 5. Identify the geographies included in your survey responses.**

Global

AsiaPac

EMEA

Latin America

North America

*** 6. Select the industry your company most associates itself with. (Select one option)**

Agriculture and Forestry

Academia and University

Accommodation & Food Services

Administrative & Support & Waste

Advertising

Aerospace and Defense

Agriculture

Agrochemical

Airline/Airport

Apparel

Arts, Entertainment, & Recreation

Automotive

Banking

Beverages

Biotechnology

- Building Maintenance
- Car Sales
- Chemicals
- Clothing
- Communications
- Computer Hardware
- Conglomerate
- Construction Services
- Consulting/Professional Services
- Consumer Packaged Goods
- Consumer Services
- Corrections Facilities
- Dental Equipment
- Distribution
- Diversified Financial Services
- Diversified Manufacturing
- Document Management
- Education Services
- Electronics
- Employment Services
- Energy & Utilities
- Engineering
- Entertainment
- Environmental
- Finance and Insurance
- Food
- Food and Beverage
- Government
- Hardware
- Health Care & Social Assistance
- High Tech
- Holding Company
- Hospitality
- Industrial Manufacturing
- Information Technology
- Infrastructure
- Insurance
- Leisure
- Life Sciences
- Logistics and Transportation
- Machinery
- Management & Remediation Services
- Manufacturing
- Marketing Solutions
- Media
- Medical Equipment
- Metals & Mining
- Mining, Quarrying, Gas&Oil
- Not For Profit
- Oil & Gas
- Payroll/IC Compliance
- Pharma / Biotech
- Power Utility
- Printing

- Professional Services
- Public Administration
- Railroad
- Real Estate and Rental & Leasing
- Recyclable Material Wholesaler
- Relocation Services
- Retail
- Security Products & Services
- Semiconductor
- Shipping & Logistics
- Social Services
- Software and IT Services
- Telecommunications
- Transportation & Warehousing
- Wholesale Trade

*** 7. What is your estimated number of hires per year? Include the entire organization's internal and external hiring. Include hiring from your talent acquisition team and service providers (e.g. Recruiting Process Outsourcer "RPO").** (Select one option)

- Up to 200
- 201 - 500
- 501 - 1,000
- 1,001 - 5,000
- 5,001 - 10,000
- Greater than 10,000

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*** 8. Does your talent acquisition function hire contingent workers?** (Select one option)

- Not currently and no plans for including contingent hiring
- Not currently but will include contingent hiring in the next 12 months
- Not currently but would like to include contingent hiring longer term
- Yes, currently do hire at least some contingent workers

*** 9. Identify your top three significant challenges for talent acquisition.** [Please select at most 3 options.]

- | | |
|--|--|
| <input type="checkbox"/> Conducting effective demand planning | <input type="checkbox"/> Onboarding |
| <input type="checkbox"/> Optimize recruiter requisition load | <input type="checkbox"/> Redesign/optimize/implement new technology |
| <input type="checkbox"/> Identifying and attracting candidates | <input type="checkbox"/> Improve diversity hiring |
| <input type="checkbox"/> Interviewing and assessing candidates | <input type="checkbox"/> Effective reporting and measurement of the function |
| <input type="checkbox"/> Offer/contract generation | |
| <input type="checkbox"/> Other (Please specify) _____ | |

*** 10. Identify existing and planned initiatives for the next 12 months.** [Please select at most 3 options.]

- | | |
|---|---|
| <input type="checkbox"/> Implement new technology | <input type="checkbox"/> Employment branding |
| <input type="checkbox"/> Process/tech redesign/optimization | <input type="checkbox"/> Proactive sourcing (pipelining) |
| <input type="checkbox"/> People development/training | <input type="checkbox"/> Diversity and inclusion |
| <input type="checkbox"/> Restructure TA function | <input type="checkbox"/> Enhance reporting and analytics |
| <input type="checkbox"/> Outsource activities to | <input type="checkbox"/> Implement AI techniques/automation (e.g. chatbots, |

- RPO
- automated scheduling)
- Insource activities from RPO
- Enhance employment legal compliance controls and processes
- Other (Please specify) _____

*** 11. What metrics do you measure today (select all that apply)?**

- Quality Metrics
- Candidate Satisfaction Metrics
- Speed Metrics
- Hiring Manager Satisfaction Metrics
- Productivity Metrics
- Data Integrity Metrics
- Cost Metrics
- Vendor Effectiveness (RPO, HR Tech)
- Other (Please specify) _____

*** 12. Identify challenges with delivering or using current metrics (select all that apply).**

- Data quality
- Talent acquisition function is not data oriented
- Timely production
- Customers are not data oriented
- Manual activity
- Metrics are not predictive
- Lack of actionable insight
- Have not started to produce metrics
- Not linked to business initiatives (e.g. save/make money for the company)
- No challenges or not a focus area
- Other (Please specify) _____

13. Identify up to three metrics you would like to implement in the future.

(a) Metric #1

(b) Metric #2

(c) Metric #3

*** 14. Identify the next generation metrics below which are of interest for your talent acquisition function.**

- How market supply impacts effort for future demand
- Candidate skills increasing/reducing in demand in the marketplace
- How Recruiter requisition loads impact speed metrics
- How Recruiter requisition loads impact quality metrics
- How Recruiter requisition loads impact cost metrics
- Optimal recruiting funnel metrics (e.g. number of: applications: hire, number of interviews: hire)
- Optimal number of candidates applying to produce a hire
- Optimal number of candidates sourced to produce a hire
- Other (Please specify) _____

*** 15. Do you use benchmarks today for talent acquisition metrics? (Select one option)**

Yes

Not currently but do have plans to use benchmarks in the next 12 months

Stop, you have finished the survey

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Not

currently and no plans to use benchmarks in the near future

Stop, you have finished the survey

16. How satisfied are you with the use of current benchmarks? (Select one option)

1	2	3	4	5
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

17. Identify your top three challenges with using benchmarks for talent acquisition.

	Metric definitions	Comparative companies not included in benchmarks	Unbelievable benchmark values	Lack of actionable information	Not able to slice and dice benchmarks	Unclear data integrity (e.g. no metric controls in survey based benchmark report)	Stale benchmarks	Unclear value to participate	Effort to participate	No challenges / Don't know
(a) Benchmark challenge #1 (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(b) Benchmark challenge #2 (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(c) Benchmark challenge #3 (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

18. What do you value most from benchmarks?

- External perspective about your company performance
- Ideas and trends for new metrics
- Definitions for metrics
- Business case justification
- Other (Please specify) _____