



# Advanced Analytics Checklist: 8 Metrics HR Leaders Should Track

Did you know that **71% of HR leaders** using people analytics say it's essential to their talent management strategy? To keep up with the competition and leverage advanced analytics, ensure you're tracking the metrics that give you a deeper understanding of your workforce. Then, your data can help you make informed decisions that drive employee engagement, retention, and business success.

This checklist highlights a few of the most impactful HR metrics you should monitor to gain a new perspective of your workforce and fine-tune your talent management strategies. Monitor these key data points to make smarter, more strategic decisions, stay agile, and strengthen your workforce.

- ☐ **Qualified Applicants per Open Position**  
Track the number of qualified applicants to determine if your recruiting strategy is attracting best-fit candidates.
- ☐ **Offer Acceptance Rate**  
Measure how often candidates accept your job offers to spot potential issues in your candidate experience or hiring process.
- ☐ **Internal Mobility Rate**  
Monitor how often employees move into new roles within the company to gauge if you're offering enough learning and development opportunities.
- ☐ **Leadership Development Rate**  
Track promotions into leadership positions to see if your organization is successfully developing future leaders.
- ☐ **Compensation Competitiveness Ratio (CCR)**  
Compare your salary offerings to market standards to ensure you're competitive in attracting and retaining employees.
- ☐ **High Performer Retention Rate**  
Measure how well you're retaining your top talent to avoid losing key employees with critical knowledge and skills.
- ☐ **Employee Referral Rate**  
Monitor how often current employees refer new hires to understand engagement and satisfaction within your organization.
- ☐ **Hiring, Pay Equity, and Promotion Rates by Demographic**  
Track diversity metrics across hiring, pay, and promotions to ensure fair and equitable practices in building an inclusive workforce.

Connect talent signals across the employee  
lifecycle with ClearCo.

Explore People Analytics