

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.

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Learn more about ClearCompany's AI-powered talent analytics sidekick for HR.

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