

Time to Fill

Benchmarks, Definition & Measurement Details

**SAMPLE
CONTENT & DATA**



Time to Fill

Definition & Measurement Details



What is Time to Fill?

The average amount of time (measured in days) elapsed between the time that an open job requisition is approved for posting and the time that the candidate accepts the offer to fill the open requisition during the measurement period.

Why should this KPI be measured?

Time to Fill is a common HR metric, or KPI, that measures the average number of days required by the company to fill an open job position, or requisition. As expected, a low value is sought after for this KPI.

How is this KPI calculated?

The calendar dates of two events are used to derive time to fill: (1) the date at which the job requisition was approved for posting by a hiring manager, and (2) the date that the candidate accepts the offer to fill the requisition.

ABRIDGED CONTENT
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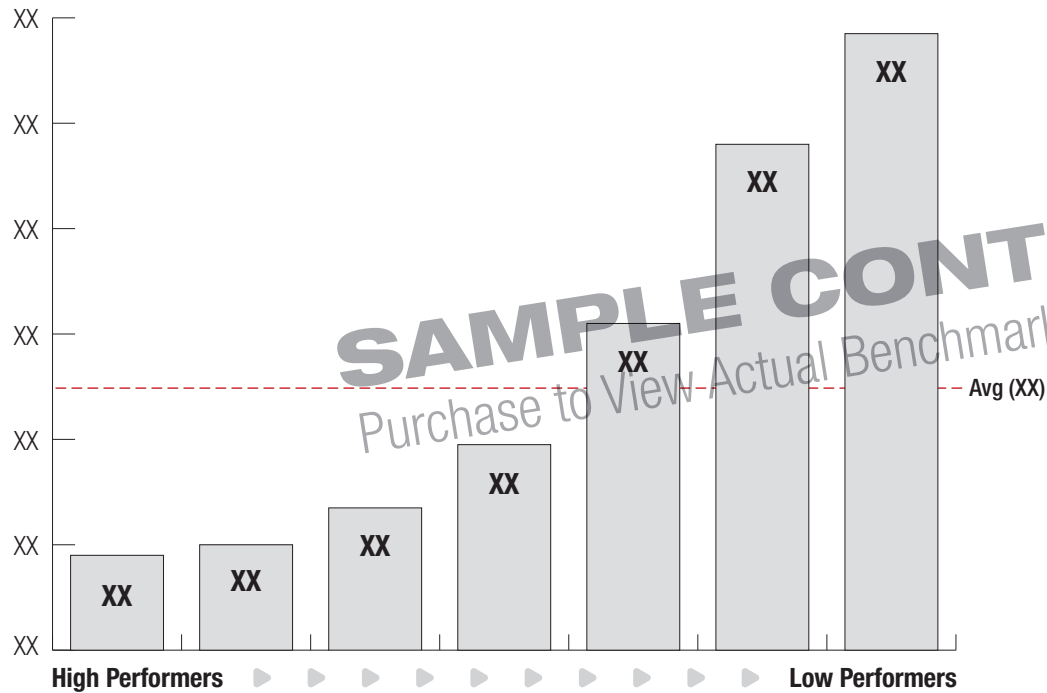
Time to Fill

Benchmarks & Characteristics of High Performers



Time to Fill

(Sum of Days Elapsed Where Job Requisitions are Open) / (Total Number of Job Requisitions Filled)



Characteristics of High Performers

- KPIs are well-defined, tracked and tied to performance reviews
- Robust self-service options for customer

Sample Size: XX

KPI Type: XX

Unit: XX

Is High or Low Best?: XX

How to read this chart: This chart summarizes the performance gaps between high (Top 5%), mid (Median) and low (Bottom 5%) performers for this Key Performance Indicator (KPI). For example, the column labeled "Top 5%" represents a company that outperformed 95% of the peer group observed for this metric.

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