KORU Predictive Hiring for Fit™

Summer Talent Acquisition Reading List:

The Definitive Guide to Top Reports for Talent Leaders

We've summarized and synthesized the **top recruiting and hiring reports available.** All are packed with helpful findings that will shape your talent strategy for the rest of the year and beyond.

TOP 8 REPORTS YOU NEED TO DOWNLOAD

1

HROS Future of Work 2018 Report

The "future of work" is an increasingly hot topic as globalization, the gig economy, and advancements in AI take hold. While analysts and other thought leaders have made many high-level predictions, this report surveys actual HR and recruiting practitioners for their thoughts on what's to come for the working world.

NOTABLE FINDINGS:

· With an expected increase of 22%, **automation was pegged as the most significant macro-work trend** over the next three years.

· People analytics saw a big jump in terms of likely future impact, ranked 7th among trends for present day, but 3rd for three years from now.

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Global Recruiting Trends 2018

LinkedIn's look at "the state of hiring" earlier this year was widely covered — chances are you've seen it cited and perhaps glanced at the report yourself. With insights on arguably the most pervasive trends in talent acquisition today, this one's worth another, deeper read.

NOTABLE FINDINGS:

· Assessing candidate soft skills was the top-cited shortcoming of traditional interviews, at 63%.

· Related, **59% of respondents ranked soft skills assessments as the most useful recent interviewing innovation.**

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Mercer Global Talent Trends: 2018 Study

Mercer's 2018 study focuses on the importance of human ability and growth in the age of AI. The report illustrates the great potential businesses can realize by not just keeping humans in the mix, but using AI to fully support them and boost their skills.

NOTABLE FINDINGS:

· The vast majority of surveyed executives — 94% — reported innovation as a key component of their agenda for 2018, but ...

· ... only 39% have allocated innovation-specific funding and only 15% of employees agree it's easy to innovate at their organization.

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2018 Global Human Capital Trends

This year's theme of Deloitte's Global Human Capital Trends report is "the rise of the social enterprise," and it examines the role of social capital in the enterprise. The paper argues social responsibility is critical for attracting top talent and achieving business success.

NOTABLE FINDINGS:

· Big changes in organizational communication methods are expected.
  - On the way out are face-to-face meetings (-44%), phone calls (-30%), and even texting (-30%).
  - Taking their place are collaboration platforms (+70%), work-based social media (+69%), and instant messaging (+62%).

· **72% of respondents agreed AI, automation, and robots are important,** while only 31% said they felt their organizations are prepared to make the strategic changes necessary.

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2017 Talent Acquisition Benchmarking Report: HR Metrics

This to-the-point recap of the results of the 2017 SHRM Talent Acquisition Benchmarking Survey hits all the big bases — from recruiting to selection to separation — and provides a peek into important industry metrics and trends.

NOTABLE FINDINGS:

· Average time-to-fill has decreased from 42 days in 2015 down to 36 days in 2016.

· **Average cost-per-hire has increased to $4,425 in 2016 from $4,129 in 2015.**

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Delivering Through Diversity: January 2018 Report

If you're somehow still not convinced that more diversity and inclusion in the workplace improves measures all the way down to the bottom line, this study will seal the deal. This report highlights the impact of having (or not having) a broader mix of people in your workforce and offers steps to improve diversity and inclusion for your organization.

NOTABLE FINDINGS:

· Companies scoring in the top quartile for gender diversity in executive teams were 21% more likely to outperform those in the fourth quartile on financial performance.

· The most ethnically diverse executive teams were 33% more likely to outperform their peers on profitability.

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The 2018 Index of Predictive Tools in HRTech: The Emergence of Intelligent Software

The mission of this research is to demystify, clarify, and define "AI" as it relates to the HR function. The research also provides education and context for practitioners as consider purchasing "intelligent software." It features a lay-of-the-land for "smart" HR tech, and explores ethics, total cost of ownership, and much more in between.

NOTABLE FINDINGS:

· The report predicts that rapid technical change combined with the current understanding of jobs as static things will result in business failure. It argues **our idea of a "job" must evolve.**

· Another prediction: HR will need human practitioners for many years to come as machines lack the nuance required for the job.

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Guide for Hiring Talent in Today's Innovation Economy

Part report, part guide, this is a piece we wrote ourselves to discuss the talent gap and hiring frustrations resulting from today's innovation economy. It also explores how traditional hiring is now failing us, and how leading employers are revamping the hiring process for far better results.

NOTABLE FINDINGS:

· The most commonly reported reasons companies fail to attract top talent are: undervaluing in-demand skills (and therefore not being competitive with other employers), ineffective sourcing methods, and incompatible organizational cultures.

· The recruiting process is subject to multiple personal biases — race, gender, appearance, body language, and more — that can negatively skew hiring results.

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About Koru

Koru is the leader in predictive hiring based on real drivers of performance, retention, and diversity — grit, ownership, teamwork, curiosity, rigor, impact, and polish. We're mobilizing the "Grit over Grades" revolution with forward-leaning talent acquisition and business leaders in medium to large enterprises, from high growth technology companies to Fortune 100 investment banks.

If you are a talent acquisition or line of business leader who wants to be part of the exciting shift to predictive, data-driven hiring, we're here for you. For more info, visit:

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