

A Study on the Effectiveness of Recruitment Metrics in the IT Sector in Delhi NCR

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Abstract- The present study examines the effectiveness of recruitment metrics in the IT sector in Delhi NCR, focusing on their role in improving hiring efficiency, recruitment decisions, quality of hire, consistent recruitment practices, and employee retention. Recruitment metrics such as time to recruit, quality of recruitment, cost per recruitment, offer acceptance ratio, and employee retention provide organisations with measurable information for evaluating recruitment performance. A quantitative research approach was adopted using a descriptive and analytical research design. Primary data were collected through a structured questionnaire using a five-point Likert scale from 450 respondents associated with the IT sector in Delhi NCR. The collected data were analysed using SPSS and Microsoft Excel through frequency, percentage, mean, standard deviation, ANOVA, regression coefficients, Spearman's rho, and Chi-square analysis. The findings indicate that quality of recruitment was considered the most important recruitment metric by 153 respondents, followed by time to recruit with 117 respondents. Hiring efficiency recorded the highest mean score of 3.97, while quality-of-hire recorded a mean of 3.94. The ANOVA results showed a statistically significant model ($F = 26.393$, $p = 0.002$), and all four examined predictors demonstrated significant positive relationships with recruitment effectiveness. The study concludes that systematic application of recruitment metrics can strengthen recruitment efficiency, quality, consistency, and employee retention in the IT sector in Delhi NCR.

Keywords- hiring efficiency, recruitment decisions, recruitment practices, employee retention, Recruitment metrics and Delhi NCR

I. INTRODUCTION

Recruitment is a critical human resource management function because the ability of an organisation to attract and select suitable employees directly influences workforce quality and organisational performance. In the IT sector, recruitment has become increasingly data-driven because organisations handle large applicant pools, specialised technical positions, competitive labour markets, and changing skill requirements. Recruitment metrics provide organisations with measurable indicators for evaluating recruitment activities, including time to recruit, quality of recruitment, recruitment cost, offer acceptance ratio, and employee retention after recruitment. The increasing use of HR analytics has encouraged organisations to move from traditional judgement-based recruitment towards evidence-based decision-making (Angrave et al., 2016; Marler & Boudreau, 2017).

Recruitment analytics enables HR professionals to evaluate recruitment outcomes and identify areas requiring improvement. Previous research has highlighted the importance of HR analytics in transforming workforce information into meaningful evidence for managerial decision-making (Van den Heuvel & Bondarouk, 2017; Minbaeva, 2018). In the Indian IT sector, analytics has also been applied

to talent acquisition activities to improve candidate sourcing, recruitment processes, and decision-making (Ghosh & Basu, 2020). Therefore, recruitment metrics can provide organisations with systematic information regarding the efficiency and effectiveness of their hiring practices.

The present study focuses on the effectiveness of recruitment metrics in the IT sector in Delhi NCR. The study examines important recruitment indicators such as time to recruit, quality of recruitment, cost per recruitment, offer acceptance ratio, and employee retention after recruitment. It further examines whether these metrics contribute to hiring efficiency, consistent recruitment practices, quality of hire, and reduction in employee attrition. The study uses quantitative data collected from 450 respondents associated with the IT sector to understand perceptions regarding the application and effectiveness of recruitment metrics.

Background of the Study

Recruitment metrics are quantitative indicators used to assess the efficiency, effectiveness, and performance of organisational recruitment procedures. In contemporary human resource management, recruitment has moved beyond routine administration and increasingly incorporates data analytics to support evidence-based decision-making. Key measures such

as time to recruit, cost per recruitment, quality of recruitment, offer acceptance ratio, and employee retention enable organisations to evaluate their talent acquisition activities and identify areas for improvement. The development of human resource analytics has further increased the importance of recruitment metrics by supporting workforce planning and informed HR decisions (Marler & Boudreau, 2017; Van den Heuvel & Bondarouk, 2017). Effective recruitment practices can contribute to organisational performance by helping organisations identify suitable candidates and manage recruitment resources efficiently (Minbaeva, 2018).

The significance of recruitment metrics is particularly evident in the Information Technology (IT) sector, which is characterised by rapid technological advancement, specialised skill requirements, changing workforce needs, and intense competition for qualified professionals. In the Indian IT sector, analytics-based talent acquisition can support organisations in evaluating recruitment channels, candidate suitability, and recruitment outcomes (Ghosh & Basu, 2020). Therefore, systematic use of recruitment metrics can help IT organisations improve hiring efficiency, maintain recruitment quality, control recruitment costs, monitor offer acceptance, and support employee retention. The present study focuses on examining the effectiveness of recruitment metrics in the IT sector in Delhi NCR, with particular emphasis on hiring efficiency, consistent application of recruitment metrics, quality of hire, and employee retention after recruitment

Recruitment Metrics and Hiring Efficiency

Recruitment metrics provide organisations with measurable information about the performance of their hiring activities. Traditional recruitment decisions often depended heavily on managerial experience and subjective judgement, whereas HR analytics encourages organisations to use systematic data for evaluating workforce-related decisions. Marler and Boudreau (2017) explained that HR analytics can support evidence-based HR decision-making by connecting workforce information with organisational outcomes. Similarly, Van den Heuvel and Bondarouk (2017) highlighted the growing importance of analytics in creating value from HR information.

Hiring efficiency is commonly associated with the ability of an organisation to fill vacancies within an appropriate period while maintaining suitable candidate quality and controlling recruitment resources. Time to recruit can indicate the speed of the recruitment process, while cost per recruitment provides

information about the financial resources required to fill a position. Recruitment metrics therefore allow HR departments to identify delays, unnecessary expenditure, and weaknesses in recruitment procedures. Tursunbayeva et al. (2018) noted that people analytics can provide value by supporting evidence-based understanding of workforce-related activities.

In the IT sector, hiring efficiency is particularly relevant because organisations frequently compete for candidates with specialised technical skills. Delays in recruitment may affect project staffing and workforce availability. Ghosh and Basu (2020), in their study of talent acquisition analytics in the Indian IT sector, demonstrated the relevance of analytics for improving recruitment-related decision-making. Therefore, systematic measurement of recruitment indicators can help IT organisations evaluate the efficiency of their hiring processes.

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Quality of Hire and Speed of Hiring

Recruitment effectiveness cannot be assessed only through the speed at which vacancies are filled. The quality of employees recruited is equally important because selecting an unsuitable employee may result in additional recruitment costs, lower productivity, and early employee turnover. Quality of hire therefore represents an important dimension of recruitment effectiveness. A recruitment process that fills vacancies quickly but does not produce suitable employees may not achieve the desired organisational outcome.

Workforce analytics provides organisations with opportunities to evaluate recruitment outcomes using multiple indicators rather than relying on a single measure. Minbaeva (2018) emphasised the importance of developing credible human capital analytics that can support organisational competitive advantage. Similarly, McIver et al. (2018) argued that workforce analytics should integrate analytical approaches with practical organisational decision-making.

In the IT sector, quality of hire is particularly significant because many positions require specific technical knowledge, problem-solving capabilities, and specialised skills. Recruitment managers therefore need to balance speed with the suitability and long-term contribution of candidates. Ghosh and Basu (2020) highlighted the importance of analytics in talent acquisition within the Indian IT context. Recruitment metrics such as quality of recruitment, offer acceptance ratio, and employee retention can provide additional evidence regarding the effectiveness of hiring decisions. Thus, examining the relationship between quality of hire and speed of hiring is important for understanding recruitment effectiveness.

Consistent Use of Recruitment Metrics

The effectiveness of recruitment metrics depends not only on whether organisations collect recruitment information but also on whether the metrics are applied consistently. Consistent measurement allows organisations to compare recruitment performance across positions, departments, recruitment periods, and hiring campaigns. Inconsistent use of recruitment measures can make it difficult for HR managers to identify

trends and evaluate whether recruitment processes are improving over time.

Marler and Boudreau (2017) identified evidence-based HR analytics as an important area for improving HR decision-making. However, organisations may face challenges related to data availability, analytical capabilities, technology, and integration of HR information. Angrave et al. (2016) also discussed challenges associated with the use of big data and analytics in HR, indicating that simply possessing large amounts of workforce data does not automatically create organisational value.

People analytics research has further expanded the understanding of how HR data can be transformed into organisational insights. Tursunbayeva et al. (2018) described people analytics as a developing field with potential value for organisations, while Falletta and Combs (2020) presented HR analytics as a structured process involving evidence collection and interpretation. Margherita (2022) also identified HR analytics as an expanding research area involving different topics and applications. For IT organisations, consistent application of recruitment metrics can therefore support systematic monitoring of recruitment performance and facilitate more informed HR decisions.

Recruitment Metrics and Employee Retention

1.6 Recruitment Metrics and Employee Retention

Employee retention is another important outcome associated with effective recruitment. Recruiting employees who are appropriately matched with job requirements and organisational expectations may contribute to longer employee tenure. Conversely, poor recruitment decisions can result in dissatisfaction, early turnover, and the need for repeated recruitment. Employee retention after recruitment can therefore provide an indication of whether recruitment processes are producing sustainable hiring outcomes.

People analytics can help organisations examine relationships between recruitment information and subsequent employee outcomes. Peeters et al. (2020) discussed the effectiveness of people analytics and its potential role in connecting analytical practices with organisational outcomes. Similarly, Suri and Lakhanpal (2022) highlighted the role of people analytics in supporting strategic HR activities. These perspectives suggest that recruitment should not be evaluated only at the point when

an employee joins an organisation; post-recruitment outcomes are also relevant.

In addition, recruitment processes increasingly involve the use of algorithms, artificial intelligence, and data-based decision-making. Tambe et al. (2019) discussed the opportunities and challenges associated with artificial intelligence in HR management, while Tursunbayeva et al. (2021) highlighted ethical considerations associated with people analytics. Such considerations are particularly relevant when recruitment information is used to make employment decisions. In the IT sector, where employee skills and retention are important for maintaining organisational capabilities, recruitment metrics can therefore provide useful evidence for evaluating longer-term recruitment outcomes

II. RESEARCH QUESTIONS

1. How effective are recruitment metrics in improving hiring decisions and recruitment efficiency in the IT sector in Delhi NCR?
2. Is there a significant relationship between recruitment metrics and hiring outcomes, including quality of hire, consistent recruitment practices, and employee retention in the IT sector in Delhi NCR?

Objective

1. To examine the effectiveness of recruitment metrics in improving hiring decisions and recruitment efficiency in the IT sector in Delhi NCR.
2. To assess the relationship between recruitment metrics and hiring outcomes, including quality of hire, consistent recruitment practices, and employee retention in the IT sector in Delhi NCR

III RESEARCH METHODOLOGY

This research paper describes the methodological framework adopted to examine the effectiveness of recruitment metrics in the IT sector in Delhi NCR. The study employs a structured survey method to collect primary data from respondents associated with the IT sector. Emphasis is placed on examining key recruitment metrics, including time to recruit, quality of recruitment, cost per recruitment, offer acceptance ratio, and employee retention after recruitment. A quantitative research approach was adopted to ensure objective measurement of respondents' perceptions and systematic interpretation of the

collected data. The methodology was designed to ensure reliability, validity, and ethical integrity, thereby supporting meaningful analysis of recruitment practices

Research Design

The study adopts a descriptive and analytical research design, as it aims to describe existing recruitment practices and analyze the effectiveness of recruitment metrics in IT companies in Delhi NCR. A cross-sectional survey design was used to collect data at a single point in time, making it suitable for assessing current perceptions of recruitment effectiveness. The design facilitates quantitative analysis of relationships between recruitment metrics and hiring effectiveness. Closed-ended questions were used to ensure uniformity of responses and facilitate statistical analysis. This research design is appropriate for identifying patterns, associations, and trends associated with the use of recruitment metrics in the IT sector.

Research Approach and Strategy

The study follows a quantitative research approach based primarily on structured survey data. Primary data were collected using a questionnaire based on a 5-point Likert scale, ranging from Strongly Disagree (1) to Strongly Agree (5). The questionnaire was administered through an online Google Form to respondents associated with the IT sector in Delhi NCR. The survey strategy enabled the researcher to obtain responses from participants with different educational qualifications, age groups, employment statuses, and levels of professional experience. This approach provided standardized responses suitable for statistical analysis and facilitated the examination of respondents' perceptions regarding recruitment metrics and their effectiveness.

Designing the Questionnaire

The questionnaire was designed to align with the research objectives and major recruitment metrics examined in the study. It included sections covering demographic characteristics and perceptions regarding recruitment metrics. The demographic section collected information relating to gender, education, age, marital status, and professional experience. The main research questions focused on the importance of recruitment metrics, improvement in hiring efficiency, consistency of metric usage, quality-of-hire compared with speed of hiring, and the role of recruitment metrics in reducing employee attrition. Responses were measured using a 5-point Likert scale ranging from Strongly Disagree (1) to Strongly Agree (5). Questions were framed

clearly and concisely to reduce ambiguity and facilitate reliable statistical analysis.

Population and Sampling.

The target population consisted of respondents associated with the IT sector in Delhi NCR. A total sample of 450 respondents was considered for the study. The respondents represented different demographic and professional categories, including gender, educational qualification, age, marital status, and experience. The study included 335 male and 115 female respondents. In terms of education, 132 respondents were undergraduates, 286 were postgraduates, and 32 held doctoral qualifications. The study therefore incorporated respondents with varied backgrounds to obtain broader perspectives regarding recruitment metrics in the IT sector.

Data Collection Procedure

Primary data were collected through an online Google Form survey. The questionnaire was distributed among respondents associated with the IT sector in Delhi NCR. Participants were informed about the purpose of the study and the confidentiality of their responses before completing the questionnaire. The survey consisted of demographic questions and structured questions related to recruitment metrics and recruitment effectiveness. Participation was voluntary, and responses were collected for academic research purposes. The collected responses were organized and subsequently analyzed using statistical software. The online survey method was selected because it facilitates efficient data collection from respondents located across different areas of Delhi NCR.

Inclusion and Exclusion Criteria

Inclusion

- Respondents associated with the IT sector in Delhi NCR.
- Respondents aged 18 years or above.
- Participants willing to provide responses for the research study.
- Respondents able to understand and complete the questionnaire

Exclusion Criteria

- Respondents not associated with the IT sector.
- Respondents outside the geographical scope of Delhi NCR.
- Participants unwilling to participate in the study.
- Incomplete or duplicate responses

Data Analysis Methods

The collected data were analyzed using SPSS and Microsoft Excel. Descriptive statistics, including frequency, percentage, mean, and standard deviation, were used to summarize demographic characteristics and responses to the questionnaire. The study further employed inferential statistical techniques to examine the effectiveness of recruitment metrics. ANOVA was used to assess the statistical significance of the overall model, while regression coefficients were examined to determine the contribution of individual recruitment-related variables. t-values, significance values, Spearman's rho, and Chi-square values were also considered for hypothesis testing. The results were presented through tables and graphical representations where appropriate. The analysis focused on recruitment efficiency, consistent use of recruitment metrics, quality-of-hire, and employee attrition, thereby providing a systematic assessment of recruitment effectiveness in the IT sector in Delhi NCR.

IV. RESULTS

Table 1: Gender

Gender	Frequencies	Percent	Valid Percent	Cumulative Percent
Male	335	74.4	74.4	74.4
Female	115	25.6	25.6	100
Total	450	100	100	

The gender-wise distribution shows that the study included 450 respondents. Among them, 335 respondents (74.4%) were male, while 115 respondents (25.6%) were female. Thus, male respondents formed the larger proportion of the sample,

accounting for nearly three-fourths of the total respondents. Female respondents represented the remaining 25.6% of the sample. The distribution indicates that both gender groups were represented in the study, although male participation was considerably higher. Overall, the gender composition provides

a basis for examining perceptions regarding recruitment metrics among respondents in the IT sector in Delhi NCR.Diagnosis,.

Table 2: Education

Education	Frequences	Percent	Valid Percent	Cumulative Percent
Undergraduate	132	29.3	29.3	29.3
Postgraduate	286	63.6	63.6	92.9
Doctorate	32	7.1	7.1	100
Total	450	100	100	

The educational distribution shows that the study included 450 respondents. Among them, 286 respondents (63.6%) were postgraduates, representing the largest group. This was followed by 132 respondents (29.3%) who were undergraduates. Only 32 respondents (7.1%) held doctoral qualifications. The findings indicate that the majority of participants possessed postgraduate-level education, suggesting a highly qualified sample. Undergraduate respondents also formed a substantial proportion, while doctorate-level respondents represented a smaller segment. Overall, the educational profile demonstrates that respondents from different academic backgrounds were included in the study of recruitment metrics in the IT sector in Delhi NCR.

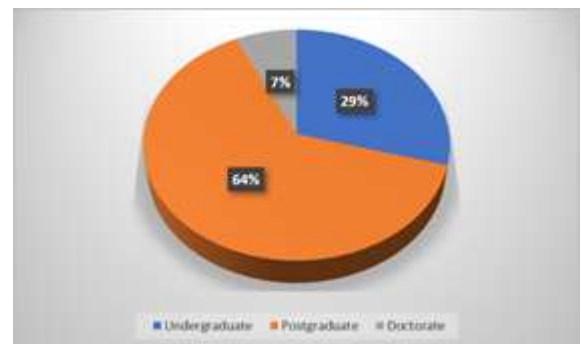


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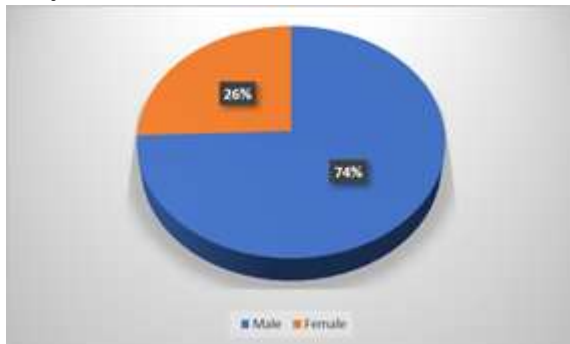


Figure 1: Gender

The age-wise distribution shows that the study comprised 450 respondents. Among them, 183 respondents (40.7%) belonged to the 36–45 years age group, representing the largest proportion of the sample. This was followed by 175 respondents (38.9%) aged 26–35 years. The 18–25 years group included 92 respondents (20.4%). The findings indicate that respondents were largely concentrated in the 26–45 years age range, providing substantial representation from relatively experienced participants. Overall, the age distribution provides a balanced basis for examining perceptions of recruitment metrics across different age groups in the IT sector in Delhi NCR.

Table 3: Age

Age	Frequences	Percent	Valid Percent	Cumulative Percent
18-25 year	92	20.4	20.4	20.4
26-35 year	175	38.9	38.9	59.3
36-45 year	183	40.7	40.7	100
Total	450	100	100	The

Table 4: Status

Status	Frequences	Percent	Valid Percent	Cumulative Percent
Unmarried	235	52.2	52.2	52.2

Married	215	47.8	47.8	100
Total	450	100	100	

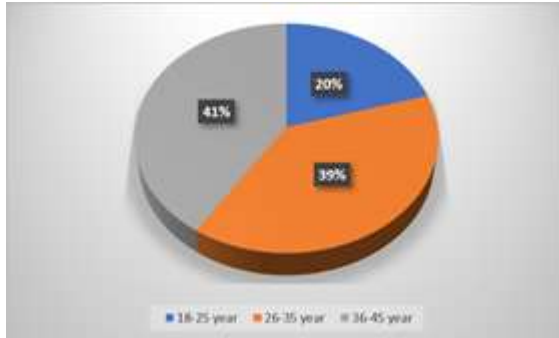


Figure 3: Age

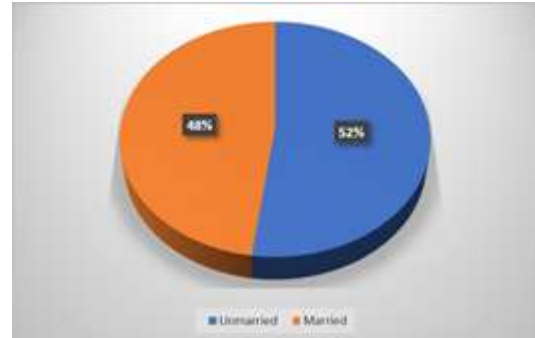


Figure 4: Status

Table 5: Experiences

Status	Frequencies	Percent	Valid Percent	Cumulative Percent
Below 5 year	91	20.3	20.3	20.3
5-10 year	137	30.4	30.4	50.7
11-15 year	135	30.0	30.0	80.7
Above 15 Year	87	19.3	19.3	100
Total	450	100	100	

The marital-status distribution shows that the study included 450 respondents. Among them, 235 respondents (52.2%) were unmarried, while 215 respondents (47.8%) were married. The findings indicate a relatively balanced representation of both groups, although unmarried respondents constituted a slightly larger proportion of the sample. The small difference between

the two groups suggests that the study includes perspectives from respondents with different marital statuses. Overall, the distribution provides adequate representation of both unmarried and married respondents for examining their perceptions regarding the effectiveness of recruitment metrics in the IT sector in Delhi NCR.

The experience-wise distribution shows that the study included 450 respondents. Among them, 137 respondents (30.4%) had 5–10 years of experience, representing the largest group, followed by 135 respondents (30.0%) with 11–15 years of experience. 91 respondents (20.3%) had below 5 years of

experience, while 87 respondents (19.3%) had above 15 years of experience. The findings indicate that most respondents had moderate to substantial professional experience. Overall, the sample provides representation across different experience levels, supporting a broader assessment of perceptions regarding recruitment metrics in the IT sector in Delhi NCR

Table 6: Which recruitment metric do you consider most important in the IT sector?

Parameters	Frequencies	Percent	Valid Percent	Cumulative Percent
Time to recruit	117	26	26	26
Quality of recruitment	153	34	34	60

Cost per recruitment	54	12	12	72
Offer acceptance ratio	81	18	18	18
Employee retention after recruitment	45	10	10	100
Total	450	100	100	

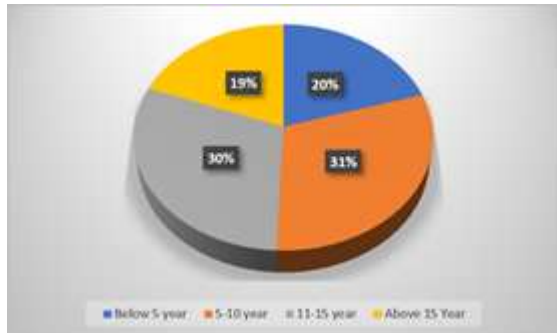


Figure 5: Experiences

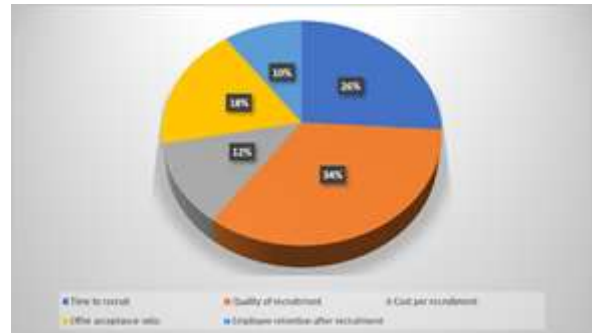


Figure 6: Recruitment Metric

Table 7: Table Do you believe that recruitment metrics improve hiring efficiency in IT companies?

Gender	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Male	101	152	52	21	9	335
Female	55	28	20	9	3	115
Total	156	180	72	30	12	450

The table indicates that most respondents believe recruitment metrics improve hiring efficiency in IT companies. Out of 450 respondents, 156 strongly agreed and 180 agreed, indicating a positive perception of recruitment metrics. 72 respondents remained neutral, while 30 disagreed and 12 strongly

disagreed. Among male respondents, 101 strongly agreed and 152 agreed, showing considerable support. Among female respondents, 55 strongly agreed and 28 agreed. Overall, the findings indicate that recruitment metrics are perceived as useful tools for improving hiring efficiency and supporting more systematic recruitment decisions in the IT sector.

Table 8: Do You Believe That Recruitment Metrics Are Used Consistently In Your Company?

Education	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Undergraduate	42	35	18	13	24	132
Postgraduate	90	76	38	29	53	286
Doctorate	10	9	4	3	6	32
Total	142	120	60	45	83	450

The table shows that respondents generally perceive recruitment metrics as being used consistently in their companies. Out of 450 respondents, 142 strongly agreed and 120 agreed with the statement. 60 respondents remained neutral, while 45 disagreed and 83 strongly disagreed. Among postgraduates, 90 strongly agreed and 76 agreed, representing

the largest group of positive responses. Undergraduate respondents recorded 42 strongly agree and 35 agree, while doctorate respondents reported 10 strongly agree and 9 agree. Overall, the findings indicate that recruitment metrics are used consistently by many IT companies, although some variation exists across educational groups.

Table 9: Do you believe that quality-of-hire is more important than speed of hiring?

Age	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
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18-20 year	35	30	15	8	4	92
20-25 year	65	58	28	15	9	175
26-30 year	70	61	27	16	9	183
Total	170	149	70	39	22	450

The table indicates that respondents generally consider quality-of-hire more important than speed of hiring. Out of 450 respondents, 170 strongly agreed and 149 agreed, showing strong support for quality-focused recruitment. 70 respondents remained neutral, while 39 disagreed and 22 strongly disagreed. Among respondents aged 26–30 years, 70 strongly

agreed and 61 agreed, representing the highest level of support. The 20–25 year group also showed substantial agreement, with 65 strongly agreeing and 58 agreeing. Overall, the findings suggest that respondents place greater importance on hiring suitable and capable employees rather than completing recruitment processes quickly.

Table 10: Do you believe that recruitment metrics help reduce employee attrition

Status	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Unmarried	80	92	38	18	7	235
Married	73	85	34	17	6	215
Total	153	177	72	35	13	450

The table indicates that respondents generally believe recruitment metrics help reduce employee attrition. Out of 450 respondents, 153 strongly agreed and 177 agreed, showing substantial support for the statement. 72 respondents remained neutral, while 35 disagreed and 13 strongly disagreed. Among unmarried respondents, 80 strongly agreed and 92 agreed,

whereas among married respondents, 73 strongly agreed and 85 agreed. The responses from both groups show a similar positive perception. Overall, the findings suggest that effective use of recruitment metrics can contribute to better employee selection and retention, thereby helping organizations address employee attrition.

Table 11: One-Sample Statistics

Parameter	N	Mean	Std. Deviation	Std. Error Mean
Which recruitment metric do you consider most important in the IT sector	450	3.19	1.378	0.071
Do you believe that recruitment metrics improve hiring efficiency in IT companies	450	3.97	1.412	0.076
Do you believe that recruitment metrics are used consistently in your company	450	3.56	1.614	0.074
Do you believe that quality-of-hire is more important than speed of hiring	450	3.94	1.314	0.079
Do you believe that recruitment metrics help reduce employee attrition	450	3.66	1.231	0.073

The One-Sample Statistics table presents the responses of 450 respondents regarding recruitment metrics in the IT sector. The highest mean score was recorded for improving hiring efficiency (3.97), followed by quality-of-hire over speed of hiring (3.94). Reducing employee attrition recorded a mean of 3.66, while consistent use of recruitment metrics had a mean of

3.56. The lowest mean was observed for the most important recruitment metric (3.19). Standard deviations ranged from 1.231 to 1.614, indicating variation in respondents' perceptions. Overall, the findings show a generally positive perception of recruitment metrics and their effectiveness in IT-sector recruitment.

Table 12: ANOVA

Model	Sum of Squares	df	Mean Square	F	Sig.
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Regression	218.75	4	31.25	26.393	.002
Residual	310.25	442	0.702		
Total	529	449			

The ANOVA results indicate that the regression model significantly explains variation in the effectiveness of recruitment metrics. The regression sum of squares is 218.75, compared with a residual sum of squares of 310.25. The model has 4 degrees of freedom, with an F-value of 26.393 and a significance value of 0.002. Since the significance value is

below 0.05, the relationship represented by the model is statistically significant. Therefore, the results indicate that the selected recruitment metrics collectively have a significant effect on recruitment effectiveness in the IT sector.

Table 14: Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.
	B	Std. Error			
(Constant)	0.398	0.218		1.826	0.069
Do you believe that recruitment metrics improve hiring efficiency in IT companies	0.142	0.061	0.151	2.328	0.02
Do you believe that recruitment metrics are used consistently in your company	0.173	0.064	0.178	2.703	0.007
Do you believe that quality-of-hire is more important than speed of hiring	0.115	0.057	0.119	2.018	0.044
Do you believe that recruitment metrics help reduce employee attrition	0.149	0.066	0.143	2.258	0.024

The coefficient results show that all four recruitment metrics have a positive and statistically significant relationship with recruitment effectiveness. Hiring efficiency has a Beta value of 0.151 with $p = 0.020$, while consistent use of recruitment metrics has the highest Beta of 0.178 with $p = 0.007$. Quality-

of-hire also shows a positive effect with Beta = 0.119 and $p = 0.044$. Employee attrition reduction records Beta = 0.143 with $p = 0.024$. Since all significance values are below 0.05, all four predictors significantly contribute to recruitment effectiveness in the IT sector.

Table 15: Hypothesis Testing

Variable	t-value	Sig. (p-value)	Spearman ρ	χ^2 Value	Remark (H_1)
Do you believe that recruitment metrics improve hiring efficiency in IT companies	2.328	0.02	0.138	9.842	Accepted
Do you believe that recruitment metrics are used consistently in your company	2.703	0.007	0.164	11.624	Accepted
Do you believe that quality-of-hire is more important than speed of hiring	2.018	0.044	0.115	8.376	Accepted
Do you believe that recruitment metrics help reduce employee attrition	2.258	0.024	0.132	9.217	Accepted

The hypothesis testing results show that all four hypotheses are accepted. Recruitment metrics improving hiring efficiency

recorded $t = 2.328$, $p = 0.020$, with Spearman's $\rho = 0.138$ and $\chi^2 = 9.842$. Consistent use of recruitment metrics showed $t = 2.703$, $p = 0.007$, $\rho = 0.164$, and $\chi^2 = 11.624$. Quality-of-hire

recorded $t = 2.018$, $p = 0.044$, $\rho = 0.115$, and $\chi^2 = 8.376$. Reduction in employee attrition recorded $t = 2.258$, $p = 0.024$, $\rho = 0.132$, and $\chi^2 = 9.217$. Since all p-values are below 0.05, the proposed relationships are statistically significant.

VI. CONCLUSION

The study on “A Study on the Effectiveness of Recruitment Metrics in the IT Sector in Delhi NCR” concludes that recruitment metrics play an important role in improving the effectiveness of the hiring process. The study, based on responses from 450 participants, examined recruitment efficiency, consistency of metric usage, quality-of-hire, and employee attrition. The demographic profile indicates that the sample included respondents from different gender, educational, age, marital-status, and experience groups, providing varied perspectives on recruitment practices.

Among the recruitment metrics examined, quality of recruitment was considered the most important metric by 153 respondents, followed by time to recruit with 117 respondents and offer acceptance ratio with 81 respondents. This indicates that respondents place considerable importance on obtaining suitable candidates rather than focusing only on the speed of recruitment.

The findings further demonstrate a positive perception of recruitment metrics. A total of 336 respondents either strongly agreed or agreed that recruitment metrics improve hiring efficiency. Similarly, 262 respondents agreed that recruitment metrics are used consistently in their companies. The results also show that 319 respondents agreed that quality-of-hire is more important than speed of hiring, while 330 respondents believed that recruitment metrics help reduce employee attrition.

The statistical analysis provides further support for these findings. The highest mean was observed for improving hiring efficiency (3.97), followed by quality-of-hire (3.94). The ANOVA results showed that the overall regression model was statistically significant ($F = 26.393$, $p = 0.002$). Furthermore, all four predictors had statistically significant positive relationships with recruitment effectiveness.

Finally, all four hypotheses were accepted, confirming significant relationships between recruitment metrics and recruitment effectiveness. Overall, the study concludes that

systematic use of recruitment metrics can support more effective hiring decisions, improve recruitment efficiency, emphasize quality of hire, and contribute to employee retention in the IT sector in Delhi NCR.

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