

Recruiting Benchmarks: How Do You Stack Up to Other Companies?



The Results Are In

Looking to stay ahead of the competition? The latest research from Employ shows how small, medium-sized, and enterprise-level companies are performing in their ability to find, attract, and engage top talent.

The differences between each market segment are striking. See how your business stacks up against the competition, and what you can do to optimize your recruiting and hiring outcomes.

Hiring Volume Varies Across Company Size

Employ data shows that 46.9% of small businesses made between 0 – 25 hires in the last 12 months, 30% of medium-sized companies made between 51 – 100 hires, and more than a quarter of enterprise-level organizations made between 101 – 250 hires.

	Small business 1 - 250 employees		Medium-Sized business 251 - 2000 employees		Enterprise 2000+ employees	
	f	%	f	%	f	%
0 - 25	179	46.9	55	8.6	16	8.6
26 - 50	102	26.7	126	19.7	29	15.6
51 - 100	69	18.1	193	30.3	34	18.3
101 - 250	28	7.3	168	26.3	49	26.3
251 - 500	4	1.0	85	13.3	28	15.1
500+	-	-	11	1.7	30	16.1
Total	382	100.0	638	100.0	186	100.0

Future Hiring Outlook: Optimism Versus Caution

Nearly 42% of small businesses and 53% of medium-sized companies anticipate hiring somewhat more in the next 12 months, compared to the previous year. Enterprise-level organizations, however, are more cautious, with only 34% anticipating somewhat more hiring.

	Small business 1 - 250 employees		Medium-Sized business 251 - 2000 employees		Enterprise 2000+ employees	
	f	%	f	%	f	%
A lot more	73	19.1	138	21.6	53	28.5
Somewhat more	160	41.9	335	52.5	63	33.9
The same	104	27.2	118	18.5	46	24.7
Somewhat less	38	9.9	40	6.3	18	9.7
A lot less	7	1.8	7	1.1	6	3.2
Total	382	100.0	638	100.0	186	100.0

Explaining Hiring Plateaus or Reductions

Despite an increase in the number of applications per requisition, hiring levels have stayed the same or even reduced, with 42% of small businesses saying they are appropriately staffed or overstaffed. Medium-sized companies primarily attribute this to fewer employees leaving, while enterprise-level organizations cite economic uncertainty as the main reason.

	Small business 1 - 250 employees		Medium-Sized business 251 - 2000 employees		Enterprise 2000+ employees	
	f	%	f	%	f	%
Economic uncertainty or the potential risk of a recession	43	28.9	65	39.4	38	54.3
Fewer employees leaving	53	35.6	75	45.5	23	32.9
Can't afford to bring on new talent due to wage increases	45	30.2	57	34.5	18	25.7
Appropriately staffed or overstaffed	62	41.6	70	42.4	27	38.6
Can't find enough talent to fill open positions	39	26.2	41	24.8	24	34.3
Other, please specify	5	3.4	3	1.8	-	-
Total	149	100.0	165	100.0	70	100.0

Time to Fill

Employ data finds that 48% of SMBs can fill job openings in 14 – 30 days, while 30% do it in less than 14 days. For medium-sized companies, the data indicates that 55% of organizations take 14 – 30 days to fill job openings, while 24% do it in less than 14 days. Finally, the data shows that 41% of enterprise organizations take 14 – 30 days to fill job openings, while 30% take 31 – 60 days.

	Small business 1 - 250 employees		Medium-Sized business 251 - 2000 employees		Enterprise 2000+ employees	
	f	%	f	%	f	%
Less than 14 days	113	29.6	153	24.0	34	18.3
14 - 30 days	185	48.4	351	55.0	76	40.9
31 - 60 days	61	16.0	117	18.3	56	30.1
More than 60 days	23	6.0	17	2.7	20	10.8
Total	382	100.0	638	100.0	186	100.0

Adjusting Salaries for Inflation

To remain competitive, 57% of small businesses, 59% of medium-sized companies, and 58% of enterprise organizations report salaries have been adjusted for inflation.

	Small business 1 - 250 employees		Medium-Sized business 251 - 2000 employees		Enterprise 2000+ employees	
	f	%	f	%	f	%
Yes	219	57.3	376	58.9	108	58.1
No	151	39.5	242	37.9	70	37.6
Unsure	12	3.1	20	3.1	8	4.3
Total	382	100.0	638	100.0	186	100.0

Get the Complete Report

Employ research provides valuable insights for businesses of all sizes looking to optimize their recruitment and talent acquisition strategies. From the number of hires to the number of applications per job and more, the data shows where each market segment stands in the current job market.

For more in-depth analysis and tips on how to improve your hiring outcomes, download the full Recruiting Benchmarks Report on jobvite.com, lever.co, or jazzhr.com.

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