IS YOUR EMPLOYEE REFERRAL PROGRAM WORKING?

It is no surprise that employee referral programs are the most effective source of hire since existing employees have a clear understanding of job roles, organizational environment and cultural fit. Below are a few ways to build a successful program and to tie this program to business outcomes.

77% of organizations are investing in employee referral tools

THE POWER OF EMPLOYEE REFERRAL PROGRAMS

Employee referral programs: The best quality hire sources

Quality of hire: Organizational fit (3.92), patient satisfaction (3.82), and retention rate (3.94) based on a scale of 1 to 4 (1 being the least effective and 4 being the most effective)

#1 Employee referral programs

#2 Social media sites

#3 Corporate career pages

OUR JOB OPPORTUNITIES

2X Likelihood of Best-in-Class organizations to link their source of hire with employee performance

THE IMPACT ON BUSINESS RESULTS

85% of organizational KPIs were met

↑**8%** Improvement in hiring manager satisfaction

↑**12%** Improvement in customer retention

4 STEPS TO CREATING A WINNING PROGRAM

Build a strong pipeline of talent

50% of Best-in-Class organizations (vs. 34% of All Others)

Define metrics in advance

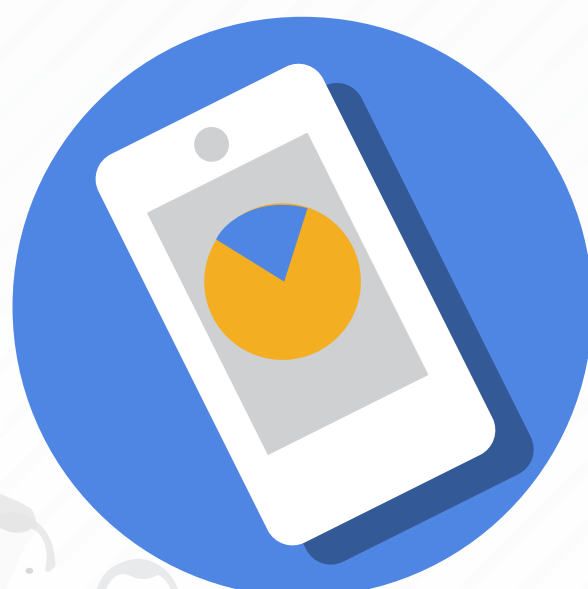**3X** Likelihood of Best-in-Class organizations (compared to All Others)

Provide visibility to employees and hiring managers

65% of Best-in-Class organizations (vs. 40% of All Others)
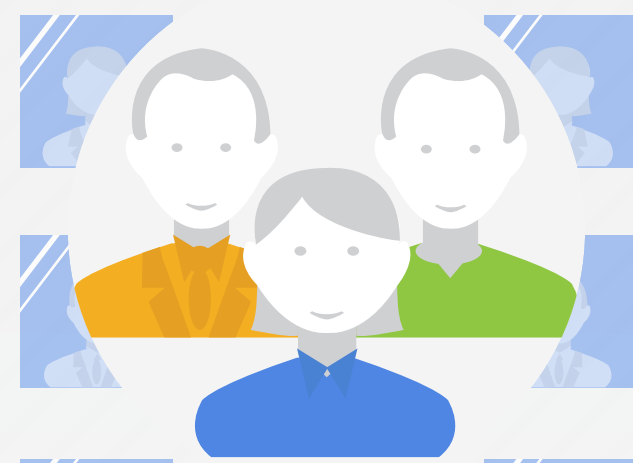
Invest in technology

80% of Best-in-Class organizations (vs. 60% of All Others)