



# The power of the data extract

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# The power of the data extract

The data extract feature has been part of EasyCruit for quite a while, however many clients either aren't fully aware of its potential or struggle on how to convert raw data into visually appealing metrics.

“Accurate data gives you the power  
to attract great talent”

- Rob Williams

EasyCruit holds a lot of data about applications, postings, and application questions. Being able to use this data to deliver important recruitment metrics is trivial in making the right recruitment decisions. As Rob Williams says: It will give you the power to attract great talent. Insight in questions like ‘how long is our time to hire’ and ‘where do my candidates come from’ allow you to make data-driven adjustments in your recruitment marketing strategy.

## **Flexibility in definitions**

One of the advantages of being able to extract data from EasyCruit is flexibility. Clients can choose to use the recruitment data as part of their already existing data warehouse, thus combining finance data, sales data and HR data to run analysis on a very broad level. Another advantage is that the client decides what measuring points are used.

We see that the definition of ‘time to fill’ is not always the same for each client. For one client the vacancy creation date is the starting point, whereas for another client the start point is the first day of the publication. This makes it very difficult to come up with one common definition. EasyCruit offers you the possibility to create your own calculations using the system data. You are in control of defining the terms.

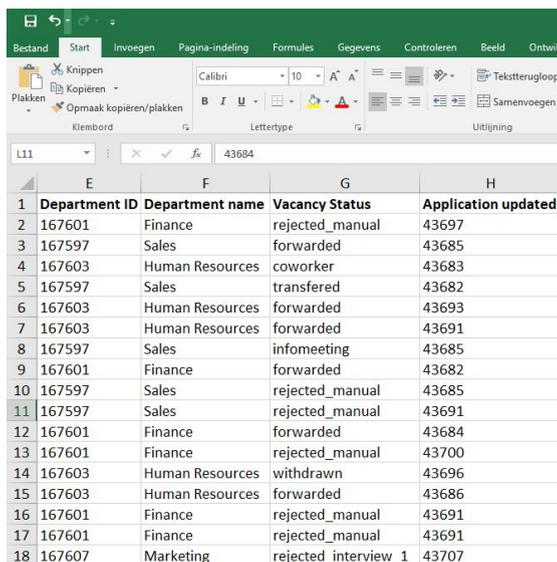
## **Example dashboard**

We have created an example dashboard to give you an idea of how the data from EasyCruit can be transformed into concrete metrics. In the EasyCruit Coffee Club episode reporting expert Roel Jongman will tell you all about it. In the sample dashboard, we focus on providing an overview of the various recruitment steps and the status of the candidates through the selection process. The dashboard includes filters to drill down the data to a specific selection step, vacancy owner or department. We have added the option to see in one overview what candidates are in what selection step for each vacancy. Please contact your Customer Success Manager / Account Manager to receive the example dashboard.

## Bespoke dashboard

Once you have looked at the example dashboard we know for sure you are already thinking about your own organization and your own recruitment KPI's and metrics. The next question that will come to mind is: how do I get my own dashboard? You might be so lucky to have a person within your organization that can help you build your own dashboard, for those that don't Visma is your trusted partner to help. Please contact your Customer Success Manager / Account Manager to start the conversation.

We can help you to specify your reporting needs, and build the bespoke dashboard that will give you the insight that is right for you.



	E	F	G	H
	Department ID	Department name	Vacancy Status	Application updated
1	167601	Finance	rejected_manual	43697
2	167597	Sales	forwarded	43685
3	167603	Human Resources	coworker	43683
4	167597	Sales	transferred	43682
5	167603	Human Resources	forwarded	43693
6	167603	Human Resources	forwarded	43691
7	167597	Sales	infomeeting	43685
8	167601	Finance	forwarded	43682
9	167597	Sales	rejected_manual	43685
10	167597	Sales	rejected_manual	43691
11	167601	Finance	forwarded	43684
12	167601	Finance	rejected_manual	43700
13	167603	Human Resources	withdrawn	43696
14	167603	Human Resources	forwarded	43686
15	167601	Finance	rejected_manual	43691
16	167601	Finance	rejected_manual	43691
17	167607	Marketing	rejected interview 1	43707



From raw data in EasyCruit to visualization in the dashboard

## About the data extract functionality

The Data Extract tab is available to Administrators users only and is an add-on feature required to be activated. How to navigate to the data extracts:

1. From the Start page, select the Reports tile then select Data Extract (on the new start page select the reporting tab on top of the page).
2. Click Application Extract to display the filters.
3. Click the name of the extract you wish to use then select your filtering criteria.
4. Export to Excel by clicking Click here to Generate XLSX Report.
5. The maximum date range is 1 year. If you want to use data across 2 years you will need to run 2 extracts.

To return to the full list of extracts click the extract again. Depending on your web browser, you will be prompted to either open or save the file.

For more information on the Data Extract functionality, please check the Help Centre in EasyCruit.

### How to import the data extract files into the dashboard

Using the example dashboard provided you can import the content of the applications and vacancy extracts into the dashboard.

1. Select the location of the files.
2. Click on 'Import Data'. The tool will automatically select the newest data extract and import this into the tool. You will not see the actual files when selecting the folder, this is normal in this case.
3. Once the data has been imported you can use the two tabs at the bottom to see the details.

The screenshot shows the 'Visma EasyCruit | Import and Settings' interface. At the top, there is a blue header. Below it, a file location is shown as 'C:\Users\Gebruiker\Documents\0\_Werkdocumenten\0\_Visma Reporting Project'. A table lists two data extracts: 'Applications' and 'Vacancies', each with a file name, date, and age. A blue 'Import Data' button is visible. Below the table, a 'Details of import' table provides further information on the imported data.

Data extract	Most recent files	Date and time	Age
Applications	Applications_29_11_25_13_32_53.xlsx	29-11-2019 07.08.40	13 days
Vacancies	Vacancies_2019_11_25_13_34_07.xlsx	29-11-2019 07.08.11	13 days

Details of import	start date	end date	Vacancies	Applications
Data extract Applications	2-8-2019	1-9-2019	25	93
Date extract Vacancies dates created	1-7-2019	25-11-2019	42	93

Please note: the sample dashboard can only process the 'applications' and 'vacancies' data extracts.

## Watch the EasyCruit Coffee Club episode

Click the image or link below to view the EasyCruit Coffee Club episode on our YouTube channel. Make sure you subscribe to our channel for more episodes.



Link: <https://youtu.be/eXwJK8heWWk>