

HackerRank/Work

Test Health Dashboard



Assessing the health of your recruitment workflow

The effective use of data is a key component in staying ahead of your competition when it comes to tech hiring. With 1 assessment taken every 8 seconds on the HackerRank platform, we have an unmatched database of over 150 million assessment and candidate data points. We use this data, with the help of machine learning and deep data analysis, to identify the metrics of an effective test.

The Test Health Dashboard takes these learnings and gives recruiters and hiring managers the power to make meaningful changes to their assessment process:

- Visualize the funnel performance from test invite to candidate offer¹
- Track a variety of metrics to gain insight into the health of candidate experience and assessment quality for every HackerRank test
- Understand the underlying drivers of test health and make improvements to better attract, evaluate, and hire talent



How does the test health dashboard work?

Using the most recent 90 days of assessment data for any test, recruiters and hiring managers can now view up-to-date metrics into the health of their assessments across two dimensions - **candidate response** and **assessment quality**. This combination offers new visibility and actionable insights to help improve the efficiency of the candidate funnel.

To measure candidate response and assessment quality, HackerRank created the Candidate Response Score (CRS) and the Assessment Quality Score (AQS).

¹ Requires supported integration with applicable ATS platform.

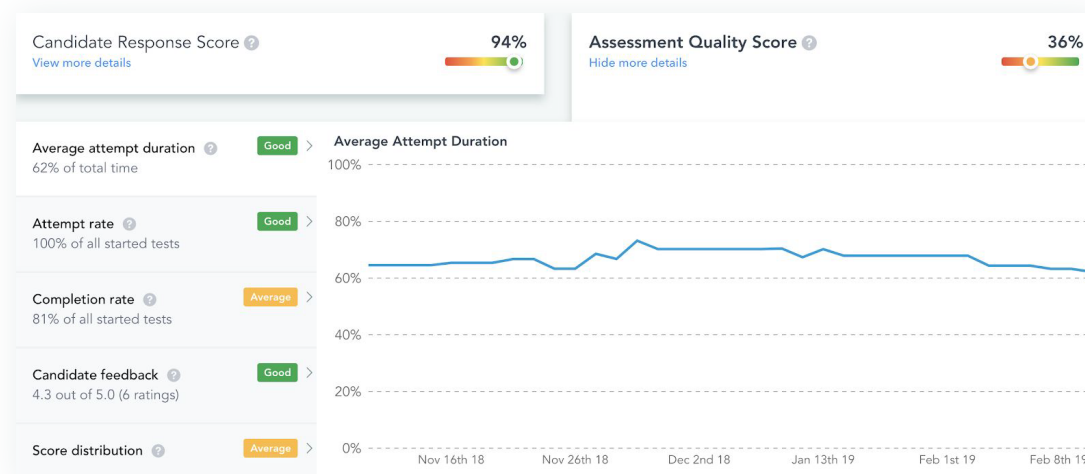
Candidate Response Score (CRS)

The Candidate Response Score measures the performance of your candidate outreach by tracking candidate journeys from the stage they are invited to take your technical assessments and measures the conversion of those invitations to test attempts.



Assessment Quality Score (AQS)

The Assessment Quality Score measures how well your tests do their job of evaluating candidates. It's based on a variety of inputs, from the design of your test to candidates' experiences taking it.



Pinpointing the factors contributing to candidate response and assessment quality gives recruiters and hiring managers the opportunity to take immediate action to improve funnel performance and ultimately increase the likelihood of hiring the best technical talent.

Login to [HackerRank for Work](#) to start improving your tests today!

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