SHERKETY BYTES ALIGN

Evaluating Recruitment and HR Analytics

August 25, 2026

Reviewing the HR dashboard and core hiring modules

On the HR product page in Sherkety ERP & Website Platform, the main areas to review together are **Recruitment**, **Employees**, **Appraisals**, **Time Off**, and **Reporting**. These sections show whether the HR offering supports both day-to-day hiring work and broader workforce visibility. If you already reviewed attendance, leave, and payroll topics, use Understanding Attendance Leave and Payroll Capabilities as your reference point and focus here on hiring and analytics.

Start with the **Recruitment** area. This is where hiring activity usually begins, with job openings, applicant records, interview progress, and final hiring decisions. A strong product page should make it clear that a **Job Position** leads to incoming applicants, those applicants move through interview stages, and a successful candidate can then become part of the **Employees** area without re-entering the same information. That connection matters because it shows hiring is not separate from employee management.

The **Employees** section should sit alongside recruitment rather than apart from it. When you compare modules on the page, look for signs that employee records, department assignments, managers, and work locations can be viewed in one HR space. The **Appraisals** and **Time Off** areas add context after hiring, helping you judge whether the HR module supports the full employee lifecycle rather than only applicant tracking.

For decision-makers, the most useful visual signals are dashboard cards, summary counters, and reporting highlights that show:

- open positions
- applicants currently in progress
- candidates at interview stages
- recent hiring activity
- department-level workforce views

HR teams usually need detailed pipeline views and applicant actions, while executives need summary charts and KPI cards that compare departments, staffing levels, and hiring momentum at a glance.

[SCREENSHOT: HR product page showing Recruitment, Employees, Appraisals, Time Off, and Reporting sections]

Following the recruitment workflow from job opening to hire

When evaluating recruitment in Sherkety ERP & Website Platform, follow the hiring journey in order instead of looking at features one by one. This makes it easier to judge whether the workflow is practical for recruiters and hiring managers.

1. Open the **Recruitment** area and review a **Job Position**. A complete job opening should clearly show the **Job Title**, **Department**, expected number of new employees, and the person responsible for recruitment. These fields help you confirm that each opening is tied to a real team need and an owner.
2. Check how applicants move through the pipeline. The stages you should expect to see include **New**, **Initial Qualification**, **First Interview**, **Second Interview**, **Contract Proposal**, and **Hired**. A useful hiring screen makes each stage easy to understand so recruiters can immediately see where each candidate stands.
3. Open an applicant record and review the information captured there. The applicant form should include contact details, the candidate source, the assigned recruiter, interview notes, and evaluation history. This is where Sherkety ERP & Website Platform should show whether recruiters can keep all hiring information in one place instead of spreading it across emails and spreadsheets.
4. Confirm what happens after selection. A strong workflow lets the recruiter move a successful applicant into the **Employees** area as a new employee record. This step is important because it connects recruitment activity directly to the employee database and avoids duplicate entry after the offer is accepted.

As you review the workflow, pay attention to whether each screen naturally leads to the next one. The best sign of a complete process is a clear path from job opening, to applicant review, to interview tracking, to employee creation.

[SCREENSHOT: Recruitment pipeline with applicants moving from New to Hired]

Comparing candidate pipelines and recruiter performance

The most useful way to compare hiring activity in Sherkety ERP & Website Platform is through the recruitment pipeline view. A card-based pipeline lets you see applicant volume by stage without opening each record one at a time. This is especially helpful when you want to compare whether one role has too many candidates stuck early in the process while another role is moving smoothly toward interviews and offers.

In the pipeline, look for ways to compare applicants by:

- hiring stage
- recruiter
- job position
- department
- office
- recruitment source

A grouped pipeline gives HR teams a quick answer to practical questions such as which recruiter has the heaviest workload, which role is attracting the most applicants, and where delays are building up. If cards show assigned recruiter names and current stages clearly, managers can spot imbalances much faster.

Beyond the card view, list-style and reporting views are important for closer analysis. These views help you review how long candidates remain in each stage, how many applicants progress from one interview round to the next, and which applications have gone quiet. Activity-based views are also useful because they show whether follow-ups, interviews, and evaluations are still moving forward or have stalled.

When comparing recruiter performance, stage movement history matters. If you can see who handled the applicant and how the record progressed through the hiring stages, you can judge workload and efficiency more fairly. A recruiter with many candidates in early stages may be sourcing heavily, while another may be focused on final interviews and offers.

For buyers evaluating HR software, these comparisons show whether Sherkety ERP & Website Platform supports both operational recruiting and management oversight without needing separate reporting tools.

[SCREENSHOT: Recruitment pipeline grouped by recruiter or job position]

Using workforce analytics to evaluate employees and departments

Recruitment only tells part of the story. To evaluate HR analytics properly in Sherkety ERP & Website Platform, review how employee information supports broader workforce insight after hiring. The most useful analytics start with the employee directory and the fields that help leaders understand who works where, under whom, and in what role.

Common employee details that should support analysis include:

Field	Why it matters
Department	Compare staffing levels across teams
Manager	Review reporting lines and team structure
Job Title	Understand role distribution
Work Location	Compare offices or sites
Contract Status	Separate active, changing, or other employment situations

These fields become more valuable when combined with information from **Attendance**, **Time Off**, **Appraisals**, and employee records. Instead of treating each HR area separately, Sherkety ERP & Website Platform should help you evaluate the workforce as a connected whole. For example, headcount by department becomes more meaningful when viewed alongside leave patterns or appraisal activity.

Organizational views are especially useful during product evaluation. Look for screens that make it easy to understand reporting lines, department structure, and how employees are distributed across the business. This helps buyers answer practical questions such as:

- Which departments are growing fastest?
- Do managers have balanced team sizes?
- Are certain offices understaffed?
- Is employee structure visible enough for planning?

For executives, workforce analytics are less about individual records and more about planning. Department summaries, manager-based views, and staffing distribution help with capacity planning, retention monitoring, and visibility into team structure. For HR teams, the same information supports daily decisions about transfers, hiring priorities, and follow-up actions.

If you want the broader HR context before focusing on analytics, revisit Reviewing Employee Management and Organization Features.

Assessing reporting value for HR leaders and executives

When you assess reporting in Sherkety ERP & Website Platform, focus on whether the HR module turns daily activity into information leaders can actually use. The most valuable reporting outputs are not just raw lists of applicants or employees, but organized views that help answer hiring and workforce questions quickly.

Key reporting areas to look for include:

- applicant pipeline reports
- hiring source analysis
- headcount views
- absence or leave trends
- appraisal tracking

These reports matter because they serve different audiences. Recruiters and HR coordinators usually need detailed operational views, such as how many candidates are in each hiring stage or which openings still need attention. HR leaders and executives need summary reporting that helps them compare departments, identify bottlenecks, and monitor workforce changes over time.

The most useful metrics include:

- open roles
- applicants per stage
- time-to-hire
- department headcount
- leave patterns
- appraisal progress

Good reporting becomes much more practical when Sherkety ERP & Website Platform offers filters, grouped views, and dashboard summaries. Saved filters help HR teams return to the same analysis repeatedly, such as reviewing one department's hiring pipeline or checking leave patterns for a specific office. Grouped reports make it easier to compare one team against another without exporting data into a spreadsheet first.

The main business value here is consistency. When recruitment records and employee records are connected inside the same ERP, reporting can follow the employee journey from vacancy to hire to active workforce participation. That gives decision-makers a clearer picture than disconnected tools usually can. During evaluation, that shared view is one of the strongest signs that the HR module can support both operational control and executive reporting.

[SCREENSHOT: HR reporting dashboard with hiring, headcount, and leave summaries]

Spotting gaps when comparing HR analytics during product evaluation

When comparing HR options, it helps to look for missing links as carefully as visible features. Sherkety ERP & Website Platform may show attractive dashboards, but the real test is whether those summaries lead you into useful detail and whether the HR areas stay connected.

Start by checking if recruitment totals can open into the records behind them. If a dashboard shows open roles or applicants in progress, you should be able to move from that KPI into the related job positions or applicant records. Without that drill-down path, summary numbers are harder to trust because you cannot quickly verify what is driving them.

Next, review filtering options across workforce views. Strong HR analytics should let you narrow results by:

- department
- manager
- office
- employment status
- recruiter
- job position
- recruitment source

If these comparisons only work after exporting data elsewhere, the built-in reporting is less useful for daily decision-making. During product evaluation, this is one of the easiest ways to separate a polished demo from a practical working tool.

Also look for consistent links between **Recruitment**, **Employees**, **Time Off**, and **Appraisals**. If these areas feel disconnected, reporting will likely be fragmented as well. A better experience keeps the employee journey connected so hiring, staffing, leave, and performance can be reviewed together.

Finally, make sure the dashboards serve both audiences. Recruiters need operational views with applicant stages, assignments, and follow-up activity. Executives need summary metrics that show hiring pace, workforce distribution, and department-level trends. If one audience is well supported but the other is not, that gap will matter once the HR module is used beyond the initial rollout.

The next step is Evaluating Core HR Workflows on the Product Page, where you will review how these HR capabilities are presented as complete day-to-day processes.

Overview

This document focuses on how to evaluate recruitment and analytics features on the HR product pages in Sherkety ERP & Website Platform. The goal is not to configure HR settings, but to judge whether the product clearly supports the hiring pipeline, employee visibility, and management reporting that HR teams and executives need.

You will review how the HR pages present the connection between **Recruitment**, **Employees**, **Appraisals**, **Time Off**, and **Reporting**. The most important question is whether these areas feel like one connected HR experience. A strong evaluation should show that a job opening can become an applicant pipeline, that a successful candidate can become an employee record, and that employee information can then feed broader workforce reporting.

This guide also helps you separate operational HR views from executive views. Recruiters usually care about applicant stages, interview progress, recruiter assignments, and stalled applications. Executives usually care about open roles, time-to-hire, headcount by department, leave patterns, and overall workforce trends. When Sherkety ERP & Website Platform presents both levels clearly, it is easier to assess whether the HR module fits your organization.

Use this guide if you are:

- comparing HR software options
- reviewing the HR module before a demo request
- checking whether hiring and workforce reporting are connected
- assessing whether dashboards support both HR teams and leadership

If you need background on the broader HR offering first, start with Exploring HR Module Overview and Business Fit. If you want more detail on employee structure before returning to analytics, see Reviewing Employee Management and Organization Features.

Prerequisites

Before using this guide, make sure you have already reviewed the earlier HR documents so you can focus on recruitment and analytics without repeating the basics.

You should already be familiar with:

- the overall HR value proposition from Exploring HR Module Overview and Business Fit
- employee records, departments, and organization views from Reviewing Employee Management and Organization Features
- attendance, leave, and payroll context from Understanding Attendance Leave and Payroll Capabilities

It also helps if you can access the public HR-related pages in Sherkety ERP & Website Platform, especially areas that describe:

- Recruitment
- Employees
- Appraisals
- Time Off
- Reporting
- ERP app or module comparison content

As you read, keep these evaluation questions in mind:

- Can you follow the hiring process from job opening to employee creation?
- Are applicant stages and recruiter assignments visible enough for day-to-day use?
- Do reporting summaries support both HR operations and executive review?
- Can workforce insights be compared by department, manager, office, or status?

You do not need admin access to use this document. This guide is written for product evaluation from the visible pages and module descriptions, not for editing content or changing setup. If you need help navigating public product and module pages before starting, use Using ERP System Landing Pages to Evaluate Offerings and Evaluating ERP Modules From Catalog to Detail Pages.