

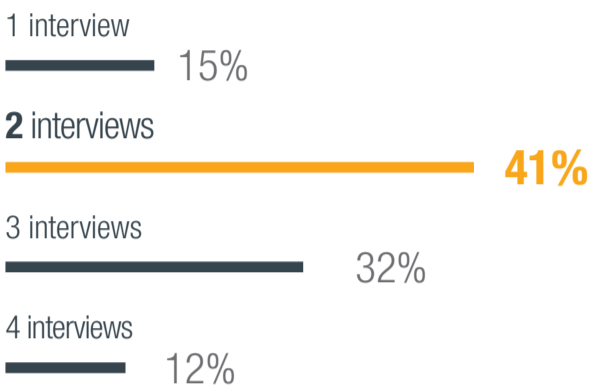


CANDIDATES & RECRUITMENT PROCESSES: INSIGHTS INTO THEIR PERCEPTION

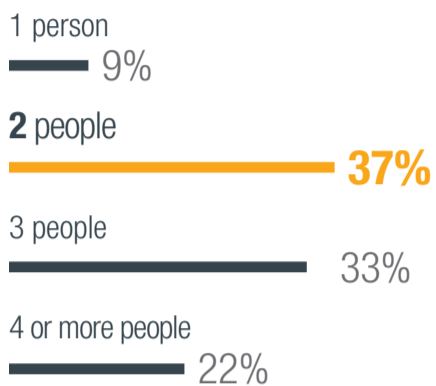
Recruitment processes **how long, how many?**



HOW MANY INTERVIEW ROUNDS DO CANDIDATES GO THROUGH?



HOW MANY PEOPLE DO CANDIDATES SPEAK TO IN INTERVIEWS?



HOW LONG IS THE OVERALL PROCESS?

28%

Less than 2 weeks

45%

Between 2 weeks and 1 month

19%

Between 1 and 2 months

4%

Between 2 and 3 months

4%

More than 3 months



More than half of candidates (66%) think the recruitment process is too long

Recruitment **methods & tools**



76%

of candidates would appreciate to have access to new tools (video CV, personality tests...)



68%

of candidates are **happy with the feedback** they receive from recruitment companies



79%

of candidates have **already participated in personality tests**



94%

of candidates would like to benefit from a greater immersion in the company's culture



23%

of candidates feel as comfortable in a phone interview as in a face to face interview. **But 47% feel more comfortable in online interviews than in face to face ones**



Scenario interviews (role plays, escape games, gaming, technical tests...) are the least used method in Turkey.

Less than

6 out of 10

professionals have been interviewed through these methods

Study based on the answers of 613 candidates collected between April and June 2020