

Employee Engagement Scorecard

Indicator	Desired Trend	Current Trend	Baseline 2012	Q1 2013	Q2 2013	Q3 2013	Q4 2013	2013 Q Average	Q1 2014	Q2 2014	Q3 2014	Q4 2014	2014 Q Average
Integrity													
Absenteeism (FTO-L) (HR)	↓	↓	11,192.00	11,978	7,754	9,061	8,267	9,765	15,284	6,433	8,457	7,770	9,486
Turnover rate for < 1yr of service (HR)	↓	↑	1.43%	1.06%	0.90%	0.7%	0.78%	0.92%	1.30%	1.1%	0.88%	1.08%	1.12%
Turnover rate for introductory period (90 days) (HR)	↓	↓	.08%	0.06%	0.00%	0.12%	0.05%	0.06%	0.00%	0.06%	0.05%	0.16%	0.03%
Commitment													
How well staff work together for care of patients (PG)	↑	↑	87.00%	86.30%	89.40%	87.60%	88.30%	87.93%	87.90%	90.30%	89.60%		89.27%
Turnover Rate-Hospital Wide-Voluntary Only (HR)	↓	↑	4.44%	3.68%	3.43%	3.01%	3.79%	3.54%	3.03%	4.12%	4.04%	4.56%	4.34%
Community Service Hours (PR)	↑	↑	6,399	19,210					24,684				
Percentage of employees who contribute to United Way (HR)	↑	↑	26.00%			21.00%					26.00%		
Accountability													
Overall professional Appearance (PG)	↑	↑	89.50%	88.60%	89.30%	88.20%	90.10%	89.65%	90.40%	91.60%	90.30%		90.77%
Employee Rounding by Managers (SM) * -	↑	↓	63.00%	61.00%	63.00%	62.58%	N-D	63.53%	53.06%	58.4%	70.30%	N-D	62.59%
Number of Survey Respondents (SM) *	↑	↓	271	372	342	338	N-D	344	408	250	293	N-D	317
Active in decision making for my department (SM) * -	↑	↓	51.00%	56.00%	53.00%	46.23%	N-D	51.74%	46.13%	46.00%	51.90%	N-D	48.68%
Comfortable discussing/reporting safety issues in my department (SM) * -	↑	↓	84.00%	89.00%	88.00%	88.38%	N-D	88.45%	79.09%	79.30%	82.6%	N-D	80.30%
Respect													
Courtesy and Respect (PG)	↑	↑	87.00%	87.00%	88.00%	87.51%	84.52%	86.76%	88.40%	82%	84.2%		84.88%
Reward and Recognition (SM) * -	↑	↑	31.00%	37.00%	39.00%	35.17%	N-D	35.71%	33.30%	40.4%	41.6%	N-D	38.43%
Manager responds timely and constructively to my concerns (SM) * -	↑	↓	64.00%	65.00%	64.00%	69.81%	N-D	66.27%	52.12%	58%	65%	N-D	58.34%
Excellence													
Overall Rating HDMPS (PG)	↑	↓	58.00%	54.40%	62.00%	56.70%	57.80%	57.73%	55.60%	53%	60.1%		56.23%
Proud to work at ODMC (SM) * -	↑	↓	53.00%	58.00%	58.00%	61.01%	N-D	59.00%	54.13%	45.2%	51.9%	N-D	49.74%
Communication/Department Meetings (SM) * -	↑	↓	51.00%	52.00%	61.00%	54.72%	N-D	55.91%	47.30%	52.4%	75.1%	N-D	58.27%
Initial On boarding of employees (GHQ/ET)	↑		4.43	4.31	4.63	4.68	4.34	4.64	4.35	4.12	4.33	4.43	4.35

HR - Human Resources

GHQ/ET - General Hospital Orientation

Evaluation Tool (Range 1-5)

PG - Press Ganey

PR - Performance Reviews

SM - Survey Monkey

Employee Scorecard Examples

**Elizabeth Houldsworth, Dillum
Jirasinghe**



Employee Scorecard Examples:

Total Performance Scorecard Hubert Rampersad, 2004-02-18 In the post Enron climate corporate executives are increasingly pressured to increase productivity and create an ethical trustworthy organizational climate Total Performance Scorecard introduces a concept of organizational improvement and change management that combines the Balanced Scorecard model with the learning organization theory The TPS contains a personal balanced scorecard which is tied to an organizational balanced scorecard These scorecards reflect not only performance goals but personal learning and growth goals as well and the organizational scorecards also address organizational climate issues Continuous improvement change management 360 degree feedback and the learning organization are theories that the TPS makes use of in a very straightforward way If implemented the TPS enables a company to tie personal goals to organizational goals and tie personal performance to organizational performance all within a culture that supports integrity personal growth learning and open communication Nirvana

Creating a Balanced Scorecard for a Financial Services Organization Naresh Makhijani, James Creelman, 2011-07-20 How to tap the power of the balanced scorecard for financial services organizations Designed to help financial services organizations build and implement the strategic management framework known as the balanced scorecard Creating a Balanced Scorecard for a Financial Services Organization is the book you need to ensure accountability transparency and risk management in your enterprise The financial crisis revealed the many shortcomings of the industry but with this book in hand you can make the most of the mistakes of the past to build a better stronger business that balances both short and long term goals Rich in the latest theoretical thinking and incorporating case studies that show the balanced scorecard system in action the book covers both financial and non financial performance perspectives in one comprehensive volume Written by two leading practitioners with years of real life experience the book is the definitive step by step guide to implementing the balanced scorecard throughout your organization aligning your whole business with your strategic goals Includes everything you need to improve performance transparency accountability governance procedures risk management and more for financial services organizations of any kind Packed with expert advice and case studies that show the ideas presented in action Written by leading experts who have successfully implemented the balanced scorecard system in their own companies Accessible and in depth Creating a Balanced Scorecard for a Financial Services Organization is the book you need to improve your business

The Most Powerful Brand on Earth Chris Boudreaux, Susan F. Emerick, 2013 Pioneering businesses have shown that a more social workforce can dramatically improve brand awareness and customer service increase revenue and drive greater value and performance from marketing and sales For this to work employees must engage in real time conversations even if they aren't professional communicators This requires new skills governance and infrastructure as well as new ways of managing risk Social business pioneers Chris Boudreaux and Susan Emerick present frameworks guidelines and new case studies for managing these changes within your business

Managing and

Measuring Employee Performance Elizabeth Houldsworth, Dilum Jirasinghe, 2006 As performance management becomes better integrated into businesses attitudes and approaches to it are evolving Through case studies and detailed practice examples from leading international organizations this text addresses the increasing demand for managers in all sectors to manage and measure staff performance *Wiley CPA Examination Review, Outlines and Study Guides* Patrick R. Delaney, O. Ray Whittington, 2009-06-02 Everything today's CPA candidates need to pass the CPA exam Published annually this comprehensive two volume paperback reviews all four parts of the CPA exam Many of the questions are taken directly from previous CPA exams Volume I contains all study guides and outlines while Volume II contains all problem solutions With 2 700 multiple choice questions and more than 75 simulations these study guides provide all the information candidates need to master in order to pass the computerized Uniform CPA Examination O Ray Whittington PhD CPA CMA CIA Chicago IL is the Ledger Quill Director of the School of Accountancy at DePaul University and vice chair of the Auditing Standards Board of the AICPA His previous positions were the Director of the School of Accountancy at San Diego State University and the Director of Auditing Research for the American Institute of Certified Public Accountants AICPA Patrick R Delaney PhD CPA was the Arthur Andersen LLP Alumni Professor of Accountancy and Department Chair at Northern Illinois University and was author of Audit Sampling An Introduction Fifth Edition 0 471 37590 X

Balanced Scorecard Step-by-Step Paul R. Niven, 2002-10-15 This book explains how an organization can measure and manage performance with the Balanced Scorecard methodology It provides extensive background on performance management and the Balanced Scorecard and focuses on guiding a team through the step by step development and ongoing implementation of a Balanced Scorecard system Corporations public sector agencies and not for profit organizations have all reaped success from the Balanced Scorecard This book supplies detailed implementation advice that is readily applied to any and all of these organization types Additionally it will benefit organizations at any stage of Balanced Scorecard development Regardless of whether you are just contemplating a Balanced Scorecard require assistance in linking their current Scorecard to management processes or need a review of their past measurement efforts Balanced Scorecard Step by Step provides detailed advice and proven solutions

Budgeting Basics and Beyond Jae K. Shim, Joel G. Siegel, Allison I. Shim, 2011-11-01 A convenient and up to date reference tool for today's financial and nonfinancial managers in public practice and private industry If the very thought of budgets pushes your sanity over the limit then this practical easy to use guide is just what you need Budgeting Basics and Beyond Fourth Edition equips you with an all in one resource guaranteed to make the budgeting process easier less stressful and more effective The new edition covers rolling budgets forecasts activity based budgeting life cycle budgeting Cloud computing Balanced Scorecard budgeting for nonprofit organizations business simulations for executive and management training and much more Includes several new software packages computer based models and spreadsheet applications including Value Chain Management software Financial Planning and Performance software Web 2 0 Cloud computing and

capital budgeting software Features case studies illustrations exhibits forms checklists graphs samples and worked out solutions to a wide variety of budgeting planning and control problems Offers financial planning and new types of financial modeling variance analysis Web based budgeting active budgeting illuminating what if analyses throughout spreadsheet applications break even analysis project analysis and capital budgeting Budgeting Basics and Beyond Fourth Edition is a practical easy to use problem solver and up to date reference tool for today s financial and nonfinancial managers in public practice and private industry Organization Design Donald L. Anderson,2018-07-04 To thrive in today s rapidly changing global dynamic business environment characterized by constant change and disruption organizations must be able to adapt and innovate to maintain their competitive edge Organization Design Creating Strategic Agile Organizations prepares students to make smart strategic decisions when designing and redesigning organizations Structured around Galbraith s Star Model the text explores five facets of organization design strategy structure processes people and rewards Author Donald L. Anderson distills contemporary and classic research into practical applications and best practices Cases exercises and a simulation activity provide multiple opportunities for students to practice making design decisions Includes an innovative organization design simulation activity that puts students in the role of a design practitioner *CFO Fundamentals* Jae K. Shim,Joel G. Siegel,Allison I. Shim,2012-03-06 The thorough reference that goes wherever you go The Complete CFO Reference is the perfect up to date reference tool for today s busy CFO controller treasurer and other finance professionals Written in an easy format and packed with checklists samples and worked out solutions for a wide variety of accounting and finance problems readers can take this handy reference wherever they go on a business trip visiting a client conducting a conference call or attending a meeting Covers all major developments in finance and accounting every CFO needs to know about including IFRS Web based planning and ranging from financial reporting and internal control to financial decision making for shareholder value maximization Includes tables forms checklists questionnaires practical tips and sample reports Incorporates Accounting Standards Codification ASC throughout the book as well as coverage of International Financial Reporting Standards IFRS and its impact on financial reporting XBRL reporting risk management and disaster recovery Web based planning and budgeting Web 2 0 cloud computing and environmental costing Simplifying day to day work in dozens of critical areas The Complete CFO Reference is the perfect up to date reference tool for today s busy chief financial officer CFO controller treasurer financial director budgeting director and other financial professionals in public practice and private industry 10 Step KPI System Aleksey Savkin,2017-04-18 Finding winning KPIs is not about picking some smart sounding candidates from the long list of options The best performance metrics are those that are born in the discussion and are tailor made for your organization This book is for those business professionals who are looking beyond standard performance metrics this book will guide you step by step to develop the most effective KPIs **IT Performance Management** Peter Wiggers,Maritha de Boer-de Wit,Henk Kok,2012-06-25 IT Performance Management addresses the way organizations should

balance the demand and the supply of information technology optimizing the cost and maximizing the business value of IT In this book several aspects of IT performance management are described The way this management is executed and the techniques which should be used depend on the maturity of the relationship between the IT function and the lines of business of an organization The foundation of the authors approach is based on the flow of money and related management objectives However performance management is primarily based on perceptions Therefore this book introduces the IT value perception model This model describes four separate levels of perception for the business value of IT If the demand and the supply of IT do not share the same perception level the balance is lost which will lead to friction and inefficiency within an organization This book is not about what is good or what is bad but rather is about the what the why and to a limited extent the how of managing the performance of IT Therefore the book finishes with a back to business section in which a self assessment checklist a potential growth path and ten next steps are provided This enables the reader to start applying this book in his every day working environment immediately IT Performance Management Provides an overview of best practices and available thinking on the subject of IT cost and value Describes the subject of IT cost and value related to management issues on IT strategy portfolio management service management architecture and sourcing Addresses differing degrees of maturity between IT and the business illustrated by case studies *Strategic Management* Upendra Kachru,2009 Written in a lucid way this book traverses the entire panorama of strategic management *Encyclopedia of Industrial and Organizational Psychology* Steven G. Rogelberg,2007 Publisher description *Wiley CPA Exam Review 2008* O. Ray Whittington,Patrick R. Delaney,2007-12-04 Completely revised for the new computerized CPA Exam Published annually this comprehensive four volume study guide for the Certified Public Accountants CPA Exam arms readers with detailed outlines and study guidelines plus skill building problems and solutions that help them to identify focus and master the specific topics that need the most work Many of the practice questions are taken from previous exams and care is taken to ensure that they cover all the information candidates need to pass the CPA Exam Broken down into four volumes Regulation Auditing and Attestation Financial Accounting and Reporting and Business Environment and Concepts these top CPA Exam review study guides worldwide provide More than 2 700 practice questions Complete information on the new simulation questions A unique modular structure that divides content into self contained study modules AICPA content requirements and three times as many examples as other study guides *Service Systems Management and Engineering* Ching M. Chang,2010-04-26 The ultimate instructional guide to achieving success in the service sector Already responsible for employing the bulk of the U S workforce service providing industries continue to increase their economic dominance Because of this fact these companies are looking for talented new service systems engineers to take on strategic and operational challenges This instructional guide supplies essential tools for career seekers in the service field including techniques on how to apply scientific engineering and business management principles effectively to integrate technology into the workplace This book provides

Broad based concepts skills and capabilities in twelve categories which form the Three Decker Leadership Architecture including creative thinking and innovations in services knowledge management and globalization Materials supplemented and enhanced by a large number of case studies and examples Skills for successful service engineering and management to create strategic differentiation and operational excellence for service organizations Focused training on becoming a systems engineer a critically needed position that according to a 2009 Moneyline article on the best jobs in America ranks at the top of the list Service Systems Management and Engineering is not only a valuable addition to a college classroom but also an extremely handy reference for industry leaders looking to explore the possibilities presented by the expanding service economy allowing them to better target strategies for greater achievement

Handbook of Corporate Performance Management Mike Bourne,Pippa Bourne,2012-06-19 Companies can gain a real competitive advantage from managing their performance effectively This book is bristling with ideas tools and practical examples of how your business can manage performance better Mark Baker Head of Risk and Assurance for Pentland Brands Mike Pippa Bourne have really covered the field with this book from the practical tools to the conceptual approaches A thoughtful but highly practical approach to corporate performance measurement and management Paul Woodward CEO Sue Ryder Former CEO Schering UK The theory of corporate performance management is not complicated but putting it into practice is quite another issue This book explains very clearly the underpinning theory and it also provides examples of how leaders have tackled some of the thorny problems associated with implementation Mike Ophield Managing Director Crowcon If you are finding it hard to implement your strategy then it s time to read this book Corporate Performance Management will take you through the tools and approaches to ensure your strategy is executed and to manage the resulting performance Andrew Brodie HR Director Faccenda Group

Strategic Management Graham Hubbard,John Rice,Peter Galvin,2014-09-01 Renowned for its comprehensive rigorous and case rich approach this resource trains future business leaders to analyse a wide range business issues apply appropriate concepts and successfully implement business strategy Strategic Management is written with practical usage in mind and is designed to suit the needs of both post graduate and undergraduate students The 5th edition brings the subject to life with ten brand new in depth case studies covering a wide variety of Australian and international examples

Enterprise Management with SAP SEMTM/ Business Analytics Marco Meier,Werner Sinzig,Peter Mertens,2006-03-30 In order to make strategy happen there is a need for powerful management information systems SAP focuses on the application of modern business administration concepts e g Value Based Management the Balanced Scorecard the Management Cockpit or flexible planning methods The book describes the methodology and implementation of a powerful tool for enterprise management Practical examples show how SAP Strategic Enterprise Management Business Analytics SAP SEM BA can help to improve cross functional planning reporting and analyzing SAP SEM BA is a leading edge IT solution for top management and related departments in large enterprises and groups It demonstrates the state of the art

of modern management information and decision support systems **Metrics 2.0** Ruth A. Huwe, 2010-04-15 This one stop handbook gives managers who have been charged with creating metric scorecards techniques that will make them truly effective Written for managers who want need to create and use scorecards Metrics 2 0 Creating Scorecards for High Performance Work Teams and Organizations provides a unique perspective on this vital management tool Focusing on performance improvement it describes the intellectual foundation behind scorecards and demonstrates how metrics can be used to enhance feedback motivation and employee engagement The book offers a background primer on statistics and research methods outlining the basics of metrics such as attributes scope of measures and levels of analysis to help managers understand what should go into the scorecard and why Key techniques for using scorecards are showcased and step by step guidance on creating metric scorecards for teams departments and entire organizations is provided including specialized situations such as customer service measurement or monitoring off site performance Finally managers are taught how to analyze results intelligently and translate metrics into effective operational practices Extensive running examples address both service and manufacturing metrics and each chapter ends with a set of learning objectives Achieving \$5 Trillion Economy of India Arti Chandani, Rajiv Divekar, J. K. Nayak, 2022-02-02 The contents of this volume focuses on the economic issues such as income inequality foreign direct investment world income classification business issues such as customer churn analysis internal branding human resources issues among others The papers were presented during the 11th Annual Research Conference of Symbiosis Institute of Management Studies SIMSARC2020 The book also focuses on the information technology and its application for the business in the form of social media role of artificial intelligence etc The contents of the volume are highly relevant consisting of recent data and results and based on strong research and statistical analysis They widely cover the business society and environmental issues faced in the present times and the challenges faced by India to reach its goal of a trillion dollar economy The papers not only discuss the issues but also come up with research based solutions and will be of interest to scholars corporates policy makers and academics alike

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