# **Employee Engagement Scorecard**

Indicator	Desired Trend	Current Trend	Baseline 2012	Q1 2013	Q2 2013	3013 Q3	Q4 2013	2013 Q Average	Q1 2014	Q2 2014	Q3 2014	Q4 2014	2014 Q Average
A management of the second second	Integrity	F	diameters.				Sec	Samuel Co.	THE PERSON	Samuel Control	and the second	and the same	
Absentoeism (PTO-U) (HR)	- 4	+	11,193.00	13,879	2,254	9,061	8,267	9,795	15,284	6,433	8,457	7,770	9,486
Turnover rate for < tipr of service (HR)	4	+	1.40%	1.00%	0.90%	0.7%	0.78%	0.92%	1.30%	1.1%	4.88%	1.38%	1.12%
Turnover rate for introductory period (III) 6axi) [IIII]	- 4	+	.08%	0.06%	0.00%	0.12%	0.08%	0.00%	9.00%	0.00%	0.09%	0.36%	0.03%
	Commitme	net.		W	10000		10000		-				The same
How well staff work together for care of patients (PC)		Ť	87.00%	86,20%	89.60%	87.60%	68,30%	87.90%	87,50%	90,30%	88.60%		89.27%
Turnover Rate Hospital Wide Voluntary Dnly (HR)	+	Α.	4.64%	3.68%	1476	3.01%	2.79%	1.24%	1.00%	4.12%	4.04%	4.56%	4.24%
Community Service Hours (PR)	- 1	Φ.	6,209	19,216	Section 1				24,684				
Percentage of employees who contribute to United Way (MI)	+	+	26.00%			21.00%			THE STATE OF		26.00%		
	Accountable	Rey											
Overall professional Appearance (PG)	+	7	89.00%	88,62%	89.30%	88.20%	10.10%	89.05%	90.40%	91,60%	90.30%		90,77%
Employee Rounding by Managers (SM) * *	7	- 4	63.00%	61,00%	67.00%	62.58%	74-0	63,50%	53.00%	56.4%	70.30%	9-0	80.59%
Number of Survey Respondents (SM) *	•	4	271	3372	343	303	74-0	344	408	250	2818	140	31.7
Active in decision making for my department (SM) * ~	•	+	\$1.00%	56.00%	53.00%	46.23%	74-0	51.34%	45.13%	46,00%	53.90%	N-D	48.68%
Comfortable discussing/reporting safety issues in my department (SM) * ~	•		84,00%	80.00%	88.00%	88.36%	80	88,45%	79.09%	29,20%	82.6%	19-0	80.30%
	Respect				i Santa	سننا							
Courtery and Respect (PG):	1	- +	87.00%	87.00%	88.00%	87,51%	84,52%	86.76N	88.49%	82%	84.2%		84,88%
Reward and Recognition (SM) * *	7	1	31.00%	37.00%	10.00%	30.13%	NO.	25.72%	13.30%	40.4%	41.6N	190	38.41%
Manager responds timely and constructively to my concerns (SM) * "	1	+	64.00%	65.00%	64.00%	69.83%	NO.	66.27%	52.12%	58%	69%	N-D	38.34%
	Excellenc		Name (Spirit		Service Co.	recorded to		Comment)	ALC: UNKNOWN		depart of the		FRANCE
Overall Rating HONAPS (NO)	<b>†</b>	4	58.00%	54,40%	43.00%	56,32%	57.80%	57.77%	15.60%	53%	60.1%		56.23%
Proud to work at CEMC (SM) * *	1	+	53,00%	58.00%	58,00%	61.01%	W-D	59.00%	34.12%	45.2%	51.9%	100	43.74%
Communication/Department Meetings (SM) * *	1	+	51.00%	52.00%	63.00%	54.72%	P-0	55.91%	47.30%	52.4%	75.1%	9-0	58.27%
Initial On boarding of employees (GHO/ET)			4.43	4.31	4.63	4.48	434	4.44	4.36	4.12	4.13	4.43	4.31

HR - Human Resources GHO/K7 - General Hospital Orientation Evaluation Tool (Runge 1-5) PG - Press Spring

PR - Performance Reviews

SM - Survey Monkey

# **Employee Scorecard Examples**

Graham Hubbard, John Rice, Peter Galvin

# **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 Safety Metrics for the Modern Safety Professional C. Gary Lopez, 2020-11-24 This book investigates the world of leading indicators and explores how they can be used effectively providing 21st century safety professionals with alternative metrics and quidance which will enable them to make a difference in managing risk within an organization The safety and health profession has been hindered by ineffective metrics for decades with the primary metrics of choice being the OSHA incident rate and lost time accident rate This narrow focus on what constitutes loss is not in line with the new concepts of managing the total risk that an organization faces The book looks at indicators on a tactical level where they can be very effective in providing management with clear direction and manageable items they can utilize to elevate the safety efforts of an organization It also explores the limitations of leading indicators at the strategic

level and how they re tied into the management merit review system to determine bonus and salary increase structures It features measurements of areas of loss not usually considered by safety managers suggests ways to use leading indicators and promotes a departure from traditional body count thinking This book will be of interest to safety professionals involved in risk management in the modern workplace 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 **Encyclopedia of Industrial and Organizational Psychology** Steven G. Wiley CPA Exam Review 2008 O. Ray Whittington, Patrick R. Delaney, 2007-12-04 Rogelberg, 2007 Publisher description 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 quides 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 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

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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 Engineering Management C. M. Chang, 2016-11-25 Engineering Management Meeting the Global Challenges prepares engineers to fulfill their managerial responsibilities acquire useful business perspectives and take on the much needed leadership roles to meet the challenges in the new millennium Value addition customer focus and business perspectives are emphasized throughout Also underlined are discussions of leadership attributes steps to acquire these attributes the areas engineering managers are expected to add value the web based tools which can be aggressively applied to develop and sustain competitive advantages the opportunities offered by market expansion into global regions and the preparations required for engineering managers to become global leaders The book is organized into three major sections functions of engineering management business fundamentals for engineering managers and engineering management in the new millennium This second edition refocuses on the new strategy for science technology engineering and math STEM professionals and managers to meet the global challenges through the creation of strategic differentiation and operational excellence Major revisions include a new chapter on creativity and innovation a new chapter on operational excellence and combination of the chapters on financial accounting and financial management The design strategy for this second edition strives for achieving the T shaped competencies with both broad based perspectives and in depth analytical skills Such a background is viewed as essential for STEM professionals and managers to exert a strong leadership role in the dynamic and challenging marketplace The material in this book will surely help engineering managers play key leadership roles in their organizations by optimally applying their combined strengths in engineering and management **Organisational Behaviour** Stephen P. Robbins, 2009 This book is the first Southern African edition of Stephen P Robbins s Organizational Behaviour the best selling organisational behaviour textbook High-Performance Coaching for Managers William J. Rothwell, Behnam Bakhshandeh, 2022-07-05 Coaching is a worldwide necessary skill for managers It is important as a fundamental part of an organization s talent efforts including talent acquisition development and retention strategies For a coaching program to succeed in an organization it should be recognized as a useful approach throughout the organization and become part of the fabric of the corporate culture Performance Coaching for Managers provides an important tool for organizations to use to train their managers on coaching This book differs significantly from other books in the coaching market Many books on coaching cast coaches as facilitators

who question their clients the coachees helping them to articulate their own problems formulate their own solutions develop their own action plans to solve problems and measure the success of efforts to implement those plans That is called a nondirective approach But this book adopts a directive approach by casting the coach as a manager who diagnoses the problems with worker job performance and offers specific advice on how to solve those problems While there is nothing wrong with a nondirective approach it does not always work well in job performance reviews in which the manager must inform the worker about gaps between what is needed the desired and what is performed the actual The significant difference between what is currently available in the market and what is offered in this book is the authors collective experience of over 70 combined years of hands on research and delivery experiences in the Human Resources Development field According to the Harvard Business Review 2015 workers generally expect their immediate supervisors to give them honest feedback on how well they do their jobs and specific advice on what to do if they are not performing in alignment with organizational expectations When workers do not receive advice but instead are questioned about their own views they regard their managers as either incompetent or disingenuous Effective managers should be able to offer direction to their employees After all managers are responsible for ensuring that their organizational units deliver the results needed by the organization If they fail to do that the organization does not achieve its strategic goals This book gives managers direction in how to offer directive coaching to their workers

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