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) | † | 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/E7 - General Hospital Orientation Evaluation Tool (Runge 1-5) PG - Press Garney

PR - Performance Reviews

SM - Survey Monkey

Employee Scorecard Examples

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