

### 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 |
|--|---------------|---------------|---------------|---------|---------|---------|---------|----------------|---------|---------|---------|---------|----------------|
| <b>Integrity</b>   |               |               |               |         |         |         |         |                |         |         |         |         |                |
| 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%          |
| <b>Commitment</b>  |               |               |               |         |         |         |         |                |         |         |         |         |                |
| 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%  |         |                |
| <b>Accountability</b>  |               |               |               |         |         |         |         |                |         |         |         |         |                |
| Overall professional Appearance (PG)                                     | ↑             | ↑             | 89.50%        | 88.60%  | 89.30%  | 88.20%  | 90.10%  | 89.05%         | 90.40%  | 91.60%  | 90.30%  |         | 90.77%         |
| Employee Rounding by Managers (SM) * -                                   | ↑             | ↓             | 63.00%        | 61.00%  | 67.00%  | 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%         |
| <b>Respect</b>   |               |               |               |         |         |         |         |                |         |         |         |         |                |
| Courtesy and Respect (PG)  | ↑             | ↑             | 87.00%        | 87.00%  | 88.00%  | 87.51%  | 84.52%  | 86.70%         | 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%         |
| <b>Excellence</b>  |               |               |               |         |         |         |         |                |         |         |         |         |                |
| Overall Rating HDMPS (PG)  | ↑             | ↓             | 58.00%        | 54.40%  | 62.00%  | 56.70%  | 57.00%  | 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

**Judd E. Hollander**



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## **Table of Contents Employee Scorecard Examples**

1. Understanding the eBook Employee Scorecard Examples
  - The Rise of Digital Reading Employee Scorecard Examples
  - Advantages of eBooks Over Traditional Books
2. Identifying Employee Scorecard Examples
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an Employee Scorecard Examples
  - User-Friendly Interface
4. Exploring eBook Recommendations from Employee Scorecard Examples
  - Personalized Recommendations
  - Employee Scorecard Examples User Reviews and Ratings
  - Employee Scorecard Examples and Bestseller Lists
5. Accessing Employee Scorecard Examples Free and Paid eBooks
  - Employee Scorecard Examples Public Domain eBooks
  - Employee Scorecard Examples eBook Subscription Services

- Employee Scorecard Examples Budget-Friendly Options
- 6. Navigating Employee Scorecard Examples eBook Formats
  - ePub, PDF, MOBI, and More
  - Employee Scorecard Examples Compatibility with Devices
  - Employee Scorecard Examples Enhanced eBook Features
- 7. Enhancing Your Reading Experience
  - Adjustable Fonts and Text Sizes of Employee Scorecard Examples
  - Highlighting and Note-Taking Employee Scorecard Examples
  - Interactive Elements Employee Scorecard Examples
- 8. Staying Engaged with Employee Scorecard Examples
  - Joining Online Reading Communities
  - Participating in Virtual Book Clubs
  - Following Authors and Publishers Employee Scorecard Examples
- 9. Balancing eBooks and Physical Books Employee Scorecard Examples
  - Benefits of a Digital Library
  - Creating a Diverse Reading Collection Employee Scorecard Examples
- 10. Overcoming Reading Challenges
  - Dealing with Digital Eye Strain
  - Minimizing Distractions
  - Managing Screen Time
- 11. Cultivating a Reading Routine Employee Scorecard Examples
  - Setting Reading Goals Employee Scorecard Examples
  - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Employee Scorecard Examples
  - Fact-Checking eBook Content of Employee Scorecard Examples
  - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
  - Utilizing eBooks for Skill Development
  - Exploring Educational eBooks
- 14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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