

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-Involuntary 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%	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%
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

Tania Mol



Employee Scorecard Examples:

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 **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 Budgeting Basics and Beyond Jae K. Shim, Joel G. Siegel, Allison I. Shim, 2011-09-29 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 **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 **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 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 *A Complete and Balanced Service Scorecard* Praveen K. Gupta, Rajesh K. Tyagi, 2008-07-01 In the U S service related activities have become dominant aspects of the economy and currently account for well over 50% of our GNP The authors framework eliminates outdated low value techniques originally created for manufacturing firms replacing them with advanced techniques that fully leverage your investments in technology Tyagi and Gupta begin by explaining why conventional balanced scorecard approaches don't work well for service organizations discussing issues ranging from the inherent variability of customers servers and processes the crucial importance of engagement and the unique challenges of service innovation Next they introduce a Service Scorecard framework that encompasses the seven key elements of service organization success Growth

Leadership Acceleration Collaboration Innovation Execution and Retention You ll learn how to set clear performance targets at the function and business level benchmark performance against best practices identify improvement opportunities and capture performance data that offers a leading indicator for financials Their proven approach is designed for easy understanding and implementation without the need for expensive consultants Simply put it offers today s most direct path to measuring performance and optimizing business value in any service organization Corporate Performance Management

David Wade,Ron Recardo,2009-11-03 Business experts business economists and organizational psychologists agree that a specific business strategy must be chosen for a corporation to excel Beyond the strategy companies must have a performance measurement system that ties every aspect of the organization from the boardroom to the factory floor to the strategy In their book Corporate Performance Management noted authors David Wade and Ron Recardo show companies how to craft a strategic focus and create sound business strategy by using a unique and pragmatic performance measurement system Concepts in the book are illustrated by real world case studies It provides tools and techniques to show how to apply the concepts within an organization David Wade is the director of performance measurement for Aetna Inc and the author of several business related books and articles Ron Recardo is the founder and managing partner of The Catalyst Consulting Group L L C The author of several articles and books he is a frequent speaker at meetings of professional associations trade groups and senior executives Beyond the Balanced Scorecard Mark Graham Brown,2007-01-12 Improve the Health of

Your Organization by Using the Right Metrics The vast majority of companies use some form of balanced scorecard to measure performance measu yet recent research suggests that most scorecards are based on singular unsophisticated measurements providing flawed data on the state of the organization Beyond the Balanced Scorecard Improving Business Intelligence with Analytics by Mark Graham Brown provides managers with the right metrics for evaluating important aspects of performance that are not accurately tracked by most companies and government organizations Leaders will learn how to objectively measure Relationships with Customers Employee Satisfaction External Business Environment Supplier Vendor performance Strategy and Financials This book will show you how to construct a performance index as well as provide you with example metrics of various aspects of performance that are difficult to measure **Rutherford's Vascular**

Surgery and Endovascular Therapy, 2-Volume Set,E-Book Anton N. Sidawy,Bruce A. Perler,2022-06-04 Encyclopedic definitive and state of the art in the field of vascular disease and its medical surgical and interventional management Rutherford s Vascular Surgery and Endovascular Therapy offers authoritative guidance from the most respected and innovative global thought leaders and clinical and basic science experts of our time The thoroughly revised 10th Edition published in association with the Society for Vascular Surgery and authored by multidisciplinary and international contributors is an outstanding reference for vascular surgeons vascular medicine specialists interventional radiologists and cardiologists and their trainees who depend upon Rutherford s in their practice Under the expert editorial guidance of Drs

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examine and analyze the organization's accounting system and as a basis for evaluating proposed changes to the system. With international examples that bring the current business environment to the forefront, problems and cases to promote critical thinking, and online support for students and instructors, *Management Accounting in a Dynamic Environment* is no mere introductory textbook. It prepares readers to use accounting systems intelligently to achieve organizational success. The authors have identified several cases to accompany each chapter in the textbook. These are available through Ivey Publishing: <https://www.iveycases.com/CaseMateBookDetail.aspx?id=434>

A Guidebook for Performance-based Transportation Planning

Cambridge Systematics, 2000. This is the purpose of this guidebook: to help organizations improve the development, implementation, and management of their transportation plans and programs. By adding an element of performance measurement and monitoring to existing transportation planning processes, agencies can obtain better information about the performance of their existing programs and services. Performance-based planning provides a process and tools to identify and assess alternative programs, projects, and services with respect to overall transportation plan goals and objectives. Ch. 1 Overview, p. 3.

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.

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, 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.

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 worldwide.

Strategic Management Upendra Kachru, 2009. Written in a lucid way, this book traverses the entire panorama of strategic management.

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 Tools for Enterprise Performance Evaluation , **High-Performance**

Coaching for Managers William J. Rothwell, Behnam Bakhshandeh, 2022-07-05 Coaching is a 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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