

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 | 8,657 | 7,770 | 9,486 |
| Turnover rate for < 3yr 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% | 0.17% | 0.01% | 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% | 86.20% | 85.40% | 87.60% | 88.30% | 87.93% | 87.90% | 90.30% | 89.60% | | 89.27% |
| Turnover Rate-Hospital Wide-Involuntary Only (HR) | ↓ | ↑ | 4.84% | 3.88% | 3.43% | 3.01% | 3.79% | 3.54% | 3.03% | 4.12% | 4.04% | 4.56% | 4.34% |
| Community Service Hours (PR) | ↑ | ↑ | 6,209 | 19,210 | | | | | 24,884 | | | | |
| 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% | 89.05% | 90.40% | 91.60% | 90.30% | | 90.77% |
| Employee Rounding by Managers (SM) * * | ↑ | ↓ | 63.00% | 61.00% | 62.00% | 62.58% | N-D | 63.52% | 53.06% | 54.4% | 70.30% | N-D | 62.59% |
| Number of Survey Respondents (SM) * | ↑ | ↓ | 271 | 372 | 362 | 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% | 79.20% | 82.6% | N-D | 80.30% |
| Respect | | | | | | | | | | | | | |
| 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% | 38.00% | 31.1% | 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 | 58.94% |
| Excellence | | | | | | | | | | | | | |
| Overall Rating HCNAPS (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/IT) | ↑ | | 4.62 | 4.31 | 4.63 | 4.88 | 4.94 | 4.84 | 4.35 | 4.12 | 4.33 | 4.43 | 4.35 |

HR - Human Resources
GHQ/IT - General Hospital Orientation
Evaluation Tool (Range 1-5)

PG - Press Ganey
PR - Performance Reviews
SM - Survey Monkey

Employee Scorecard Examples

Richard Bailey



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