

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 < 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%	89.65%	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

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N Colangelo



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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.

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Islamic Business and Performance Management Achmad Firdaus, Khaliq Ahmad, 2023-05-31 This unique book discovers a new dimension in the study of strategic and performance management in Islamic Business studies It addresses the missing link of spirituality from modern day organizational structure in the presence of high tech pressure in all areas of human endeavours The authors propose an integrated study of Islamic business approach to strategic and performance management

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Optimizing Strategy For Results Ron Price, Timothy Mwololo Waema, BSc, PhD., Evans Baiya, 2022-03-15 From foundation to fully optimized Every executive acknowledges the importance of having a business strategy but when it comes to creating and implementing a strategy for their organization the how and what of strategic planning becomes elusive In their manuscript *Optimizing Strategy for Results* authors Waema Price and Baiya give leaders the tools processes and step by step instructions to Establish a proven framework for creating a strategy that can be dynamic and responsive Address the importance of creating a culture aligned to create and execute on this strategy Align the diversities of people s talent skills and passions as a key component of leveraging their strengths throughout the strategy continuum Strategy is a process not an event When it is done well strategy includes great preparation over time vigorous debate about what should and should not be a part of the strategy commitment meticulous planning ongoing focus regular review meaningful evaluation and learning *Optimizing Strategy for Results* will teach readers how to prepare for create and optimize strategy to achieve results

Metrics 2.0 Ruth A. Huwe, 2010-04-15 This one stop handbook gives managers who have been charged with creating metric scorecards techniques that will make them truly effective Written for managers who want need to create and use scorecards *Metrics 2.0 Creating Scorecards for High Performance Work Teams and Organizations* provides a unique perspective on this vital management tool Focusing on performance improvement it describes the intellectual foundation behind scorecards and demonstrates how metrics can be used to enhance feedback 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 Includes a statistics chapter with an expanded discussion of power analysis and a reprint of Cohen s classic power charts Offers a conceptualization section in each chapter that provides a vocabulary of

metric terms Presents an expanded discussion of Katz and Kahn s properties of an open system Provides a description of how generic system theory concepts can be applied to the workplace An extensive reference section with a step by step summary helps managers put it all together

Internal Marketing Pervaiz K. Ahmed, Mohammed Rafiq, 2013-06-17 A clear sighted introduction to a complex subject Internal Marketing provides the reader with a succinct overview of the most recent thinking and practice The text begins by defining what internal marketing is and how it can work and from this foundation Outlines state of the art thinking and practice Demonstrates how internal marketing can be used to facilitate such diverse strategies as TQM New Product Development and Change Management Highlights the techniques managers need to understand to use IM effectively within their organizations Contains a range of international and up to the minute examples and cases of best practice from companies around the world Throughout the book the emphasis is on understanding the principles that have made internal marketing such a potent force within leading corporations This is combined with a pragmatic assessment of the many challenges involved in making it a reality within an organization

The Most Powerful Brand On Earth Chris Boudreaux, Susan F. Emerick, 2013-08-22 Brands that thrive and profit from employee and customer empowerment generate significantly greater awareness and revenues while also decreasing the costs of marketing selling and customer service However employees must engage in public real time conversations And most people are not professional communicators Achieving those outcomes requires new skills business processes governance measurement and infrastructure In addition leaders must learn new ways of managing risk while helping employees build and manage external relationships in real time Now in The Most Powerful Brand on Earth social business pioneers Chris Boudreaux and Susan Emerick help you successfully manage all these changes Drawing on their experience leading social media transformations at IBM and other top companies they present frameworks and case studies from key innovators that show how to Leverage the surprising dynamics of online influence Plan execute and manage the development of key relationships Measure outcomes and performance in effective and useful ways Resolve crucial security privacy and regulatory issues that arise when others represent you online Gain crucial support from leaders participants and other stakeholders Empower the people and teams you attract hire and support Navigate cultural and process changes that will make or break your program Preview trends that will shape your social empowerment programs in coming years

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in Financial Institutions in an ERM Framework Ashish Dev, Vandana Rao, 2006 Focusing on internal business unit performance this in depth practitioner guide addresses both traditional and risk adjusted performance measures in financial institutions providing you with the tools to implement a balanced scorecard approach to performance measurement

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