

Monitoring KPIs to Improve Business Performance

OrgPlus Can Derive Multiple KPIs, Such as Span of Control, Gender Composition Ratio, and Revenue per FTE

KPIs are key metrics, such as “Sales per FTE” or “Customer Conversion Ratio,” that help an organization manage progress toward organizational goals. Although there are a number of standard KPIs that most organizations use to track performance, many companies choose to define their own KPIs to match their particular business challenges. Using KPIs and dashboards is the easiest way for an organization’s executive team to monitor vital organizational statistics.

KPIs in OrgPlus

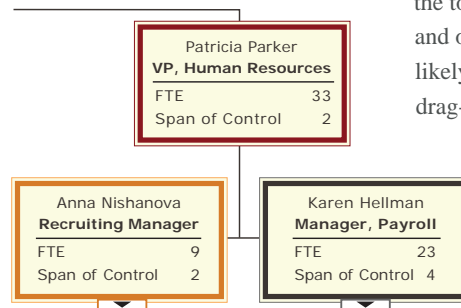
Some common KPIs that are available in an OrgPlus dashboard for use in human capital management are:

- Revenue per FTE
- Gender composition ratio
- Profit per FTE
- Span of Control
- HR expense per employee
- Diversity ratio
- Training expense per employee
- Management effectiveness indicator
- Technology investment per employee
- Voluntary/Involuntary termination rate
- Compensation alignment indicator
- Promotion rate (Internal/External)
- High-potential employee indicator

By connecting to multiple data systems, OrgPlus makes it easy to display information not only about individual employees, but also in aggregate by department, division or the entire organization. Using data already captured elsewhere in the organization, OrgPlus can derive multiple metrics and KPIs, such as Span of Control, Gender Composition Ratio, Revenue per FTE, among others. Very little setup is required to create these metrics, and since OrgPlus connects directly to your Systems of Record, the OrgPlus dashboard will always be correct and up-to-date.

OrgPlus makes it easy to identify problems anywhere in your organization by allowing users to view data at the company, department and individual employee level, depending on the issue at hand. OrgPlus provides

the tools to model various scenarios and options to see which one is more likely to yield positive results. The drag-and-drop interface is intuitive and can be used to rearrange the organization (without affecting the underlying data) in order to see what effect any changes will have.



Powerful conditional formatting tools make it easy to highlight metrics that are out of pre-defined range; data grouping and drill-down tools allow the user to define and test a remediation strategy easily. Advanced search, Directory and OrgTree features provide alternate views of the data that can shed light on why the problem is occurring. Custom reports can be built quickly to distribute findings and help executives define a mitigation strategy.

Collaboration is made easy through context sensitive export to Excel, where additional data can be added and reported on. Information can be shared through robust publishing to PDF, PowerPoint or Excel.

KPIs outlined in this article are just a small sample of all the KPIs that can be delivered using OrgPlus.

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