# THREE PLUS CONSULTING FCARDS

Metric Set Data Quality Scorecard Metric Organization HR Services Metric Period 2023 - Mar ිදි Personal Details → 100.00% D&I Data Percentage of employees with completed race details in Workday. Detailed report showing current list of employ DQ Race Details Completeness ees without these details 87.50% DQ Gender Completeness Average o 100.00%Metric 2023-Mar 2023-Feb 2023-Apr Actual Value DQ Age Issues DQ Marital Status Completeness 97.81% 98.03% 97.39% 97.74% 100.00%DQ Date of Birth Completeness 97.81% 98.03% 97.39% 97.74% DQ Nationality Completeness 18.75% **DQ Marital Status Completeness** 97.37% 96.94% 96.95% 97.09% View More .. DO Emergency Contact Completenes 92.78% 92.78% 92.37% 92.64%

Scorecards are a very useful tool to display KPIs at specified intervals. Scorecards process data during schedules (outside of working hours), allowing you to access a snapshot of data in an instant. This is particularly useful for large or complex pieces of data or metrics which are measured on a regular basis.

No additional SKU is required, scorecards are available for all customers.

### FEATURES

Optional **RAG status** tracking, specific to each individual metric.

Visualise trends - arrow shows improvement, static or deterioration from last period.





Initial effort is medium-high.



Customise frequency - monthly, quarterly, annually, etc. Customise each metric's definition and link to live data.

Filtering - users can filter by time period or cost centre/supervisory org.

Easily create a Matrix report showing a **full year view** of the metrics results.

**Custom security** - lock down exactly who can see each metrics.

Some report writer experience is required.



Once scheduled, very little annual maintenance is needed.

## **USE CASES**

#### **Data Quality**

Measure and track the quality of your data in Workday. Are there employees without a date of birth? Are there employees on a grade that does not match their job profile?

### Monthly & Quarterly **Exco Metrics**

KPIs that are measured on a recurring basis are an excellent candidate for scorecards.

Talent What does your recruitment look like on a monthly basis? Which recruiting sources bring in the most applicants? How long does it take to offer or hire a candidate?

#### **Business Processes**

Are processes within Workday completed efficiently? What percentage of BPs took more than 10 days to complete?

#### Learning & Development

Display your L&D KPIs in an accessible and easy to read format. Track mandatory learning completion rates, self-directed vs directed learning, hybrid vs in person learning