FY24 - Onboarding Achievement Rate

Employee Onboarding   **Targets and Thresholds**

1	2	3	4	5	6	7	8	9	10
1.00	-3.00	-7.00	-11.00	-15.00	-19.00	-23.00	-27.00	-31.00	-35.00

Description

Employee Onboarding Achievement Rate is based on the number of monthly cancelled accessions compared to the number of cancelled accessions in the previous year. A cancelled accession is defined as an applicant that is hired and a Form 50 is processed but ultimately have their hire Form 50 accession cancelled.

Measurement Period

The monthly report is based on the number of cancelled accessions compared to the number of cancelled accessions the same month, the previous year.

The YTD is calculated by summing the cancelled accessions for all completed months compared to the sum of those same completed months the previous year.

Data Source and Calculation

Source	–	Human Capital Enterprise System (HCES)
Indicator Value	–	Number of monthly cancelled accessions divided by monthly Number of monthly cancelled accessions the previous year
Business Rule	–	**Formula for single month:** **(Cancelled Accessions Month FY / Cancelled Accessions Month FY - 1) - 1**
		Example Rate for single month: **(1,667 Cancelled Accessions APR 22 / 2,227 Cancelled Accessions APR 21) - 1 = -25.15%**
		Example YTD : **(29,306 Cancel Acc. OCT - JUN FY 22 / 24,675 Cancel Acc. OCT - JUN FY 21) - 1 = 18.77%**
Decimal Precision	–	Two Decimals

Data Validation

HCES Data for Cancellation of Accession Nature of Actions (NOA) is retrieved using SQL from HRBI Database in Teradata.
Parameters include NOA codes: 398 with NOA Effective Dates only for the according month from formula above.

Applicable Positions / Units, Measurement Depth and Weight:

Scorecard Name	Depth Emp Util/FE Retail	FE Weight	Total Weight Towards Composite
HQ CHRO	Nation	20.0%	10.0%