

FY21 - Functional Effectiveness - CHRO

Functional Effectiveness - CHRO

Targets and Thresholds

1	2	3	4	5	6	7	8	9	10
1	2	3	4	5	6	7	8	9	10

Description

The Functional Effectiveness indicator for the HQ CHRO scorecard is made up of three other NPA Indicators, Gap to Cap, EEO Formal Per 100 Employees vs SPLY and Employee Utilization. Each of those indicators is calculated to a final cell and combined as shown below

Measurement Period

This performance indicator will be measured each month and cumulative scores will be reported as Year-To-Date (YTD) result.

Data Source and Calculation

Source	–	See individual Indicator Information pages to see the source for each part The Functional Effectiveness - CHRO indicator is calculated from the final cells of the four parts as noted: Gap to Cap - 25% EEO Formal - 25%					
Business Rule	–	Employee Utilization - 50% The final cell is calculated for each of the parts, multiplied by the percentages above, added together and rounded to a whole number.					
Example	–	Final achieved Cell for: Gap to Cap - 6 EEO Formal - 2 Employee Utilization - 5					
			x 25%	=	1.50 +		4.50
			x 25%		0.50 +	=	(Rounds to Cell 5)
			x 50%		2.50		
Decimal Precision	–	0 Decimals					

Data Validation

See individual Indicator Information pages to learn how to validate each of the parts of the Functional Effectiveness - CHRO indicator within their various source systems.

Applicable Positions / Units, Measurement Depth and Weight:

Scorecard Name	Depth	Weight	Total Weight Towards Composite
HQ CHRO	Nation	100.0%	30.0%