

# MiScorecard Performance Summary

Business Unit: Civil Service  
 Executive/Director Name: Janine M. Winters  
 Reporting Period: Mar 2016

Green >90% of target  
 Yellow >= 75% - 90% of target  
 Red <75% of target  
 Date Approved: 4/26/2016

Metric ID	Metric	Status	Progress	Target	Current	Previous	Frequency	Metric Definition
<b>1. Customer Service and Operational Efficiency</b>								
1	MI HR satisfaction score	Green		95.0%	96.9%	95.4%	Monthly	The percentage of customers who respond as being "Very Satisfied" or "Satisfied" with the overall service received from the MI HR Service Center.
2	MI HR average speed of answer (month)	Green		0:02:15	2:06	2:09	Monthly	How quickly calls to the MI HR Service Center are answered each month. On average MI HR handles 10,000 calls from state employees per month.
4	Average turnaround time for position actions (workdays).4th quarter	Green		5	2.97	3.4	Quarterly	The average time to process position actions (establishments, reclassifications, etc.) from submission by the HR office via PARIS through review, approval and update into HRMN.
5	Percentage of position actions completed within 10 days.	Green		90	93.3	93.3	Quarterly	The percentage of position actions (establishments, reclassifications, etc.) completed within 10 days.4th quarter
6	Percentage of hiring managers satisfied with quality of candidates in the hiring pool. 4th quarter.	Green		90	86.1	84.7	Quarterly	The percentage of managers who respond that they were "Satisfied" or "Very Satisfied" with the quality of the candidates in the hiring pool. CSC will survey hiring managers for all appointments in the prior quarter.
7	Benefits open enrollment satisfaction	Green		90.0%	95.0%	96.9%	CY Annually	Employee satisfaction with the annual online benefits open enrollment process.
<b>2. CSC Employee Engagement</b>								
8	Employee landscape Champions percentage	Green		60.0%	62.0%	61.0%	CY Annually	Percentage of Champions within CSC per engagement survey results
9	Department Leadership	Green		60.0%	60.8%	61.2%	CY Annually	Average agreement score on six specific engagement survey items pertaining to Department Leadership.
10	Department Communications	Green		60.0%	65.0%	65.0%	CY Annually	Average agreement score on three specific engagement survey items pertaining to Department Communications