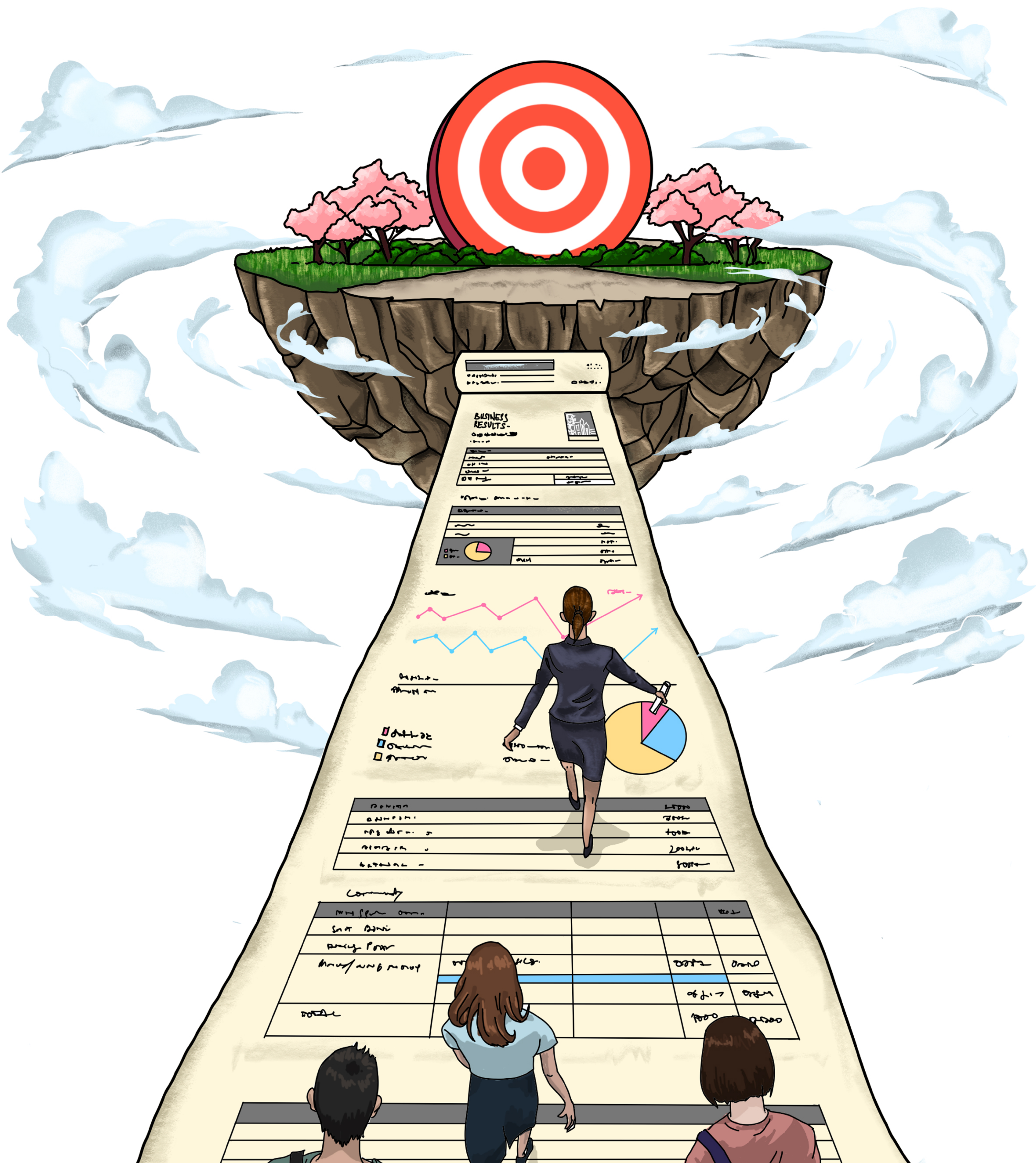


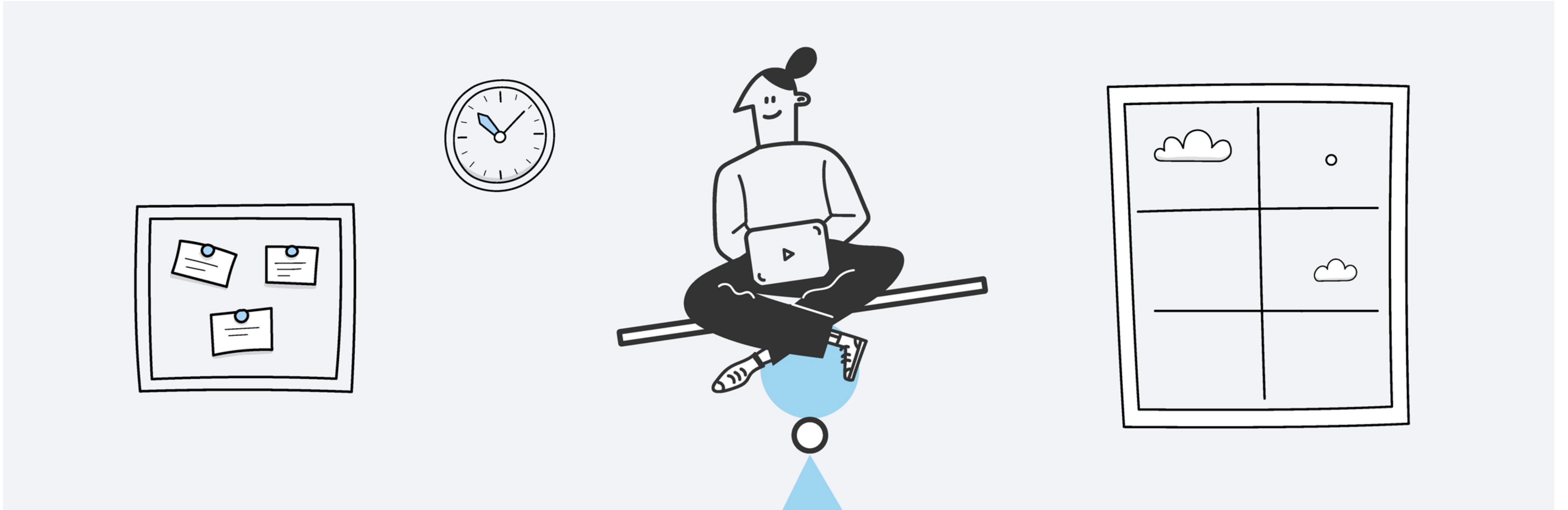
HR Metrics that Drive Business Impact





HR Analytics – The **Next Goalpost** for HR Professionals

HRs are finally getting a seat at the business high table. However, are they ready to take over the reins?



HR is one of the most overworked yet overlooked functions in the world. According to SHRM's most recent [report](#), 84% of HR professionals said that they regularly felt stressed, while 62% went so far as to state that they were considering leaving HR.

The report further revealed that even though a majority of HR leaders and CXOs agreed that HR needs to become more strategic, the ground reality was different. 73% of HR leaders and 76% of C-suite executives stated that despite their desire to move towards strategic HR, the function remained predominantly administrative.

When CXOs were asked what the upskilling priority for HRs should be in 2024, they listed financial and analytical skills alongside leadership and management skills as key areas to concentrate on.

Dave Ulrich, the reputed co-author of 'The HR Scorecard' and 'HR from the Outside in' has been a vocal proponent of upskilling HRs in analytics. In 'The HR Scorecard', he has written extensively on how HR professionals are so overburdened and focused on operational tasks that they struggle to showcase their impact.

AIHR has published a [report](#) about the state of HR upskilling in 2023. One of its startling findings is: 79% of HR Professionals aren't equipped to solve the challenges businesses will face in the next 5 years. It also stated that there is a huge gap between CHRO priorities and current HR competencies.

In a world where the relationship between HR and businesses is becoming increasingly outcome-driven, it's critical that HR professionals start moving towards the goalpost of data usage and analytics.



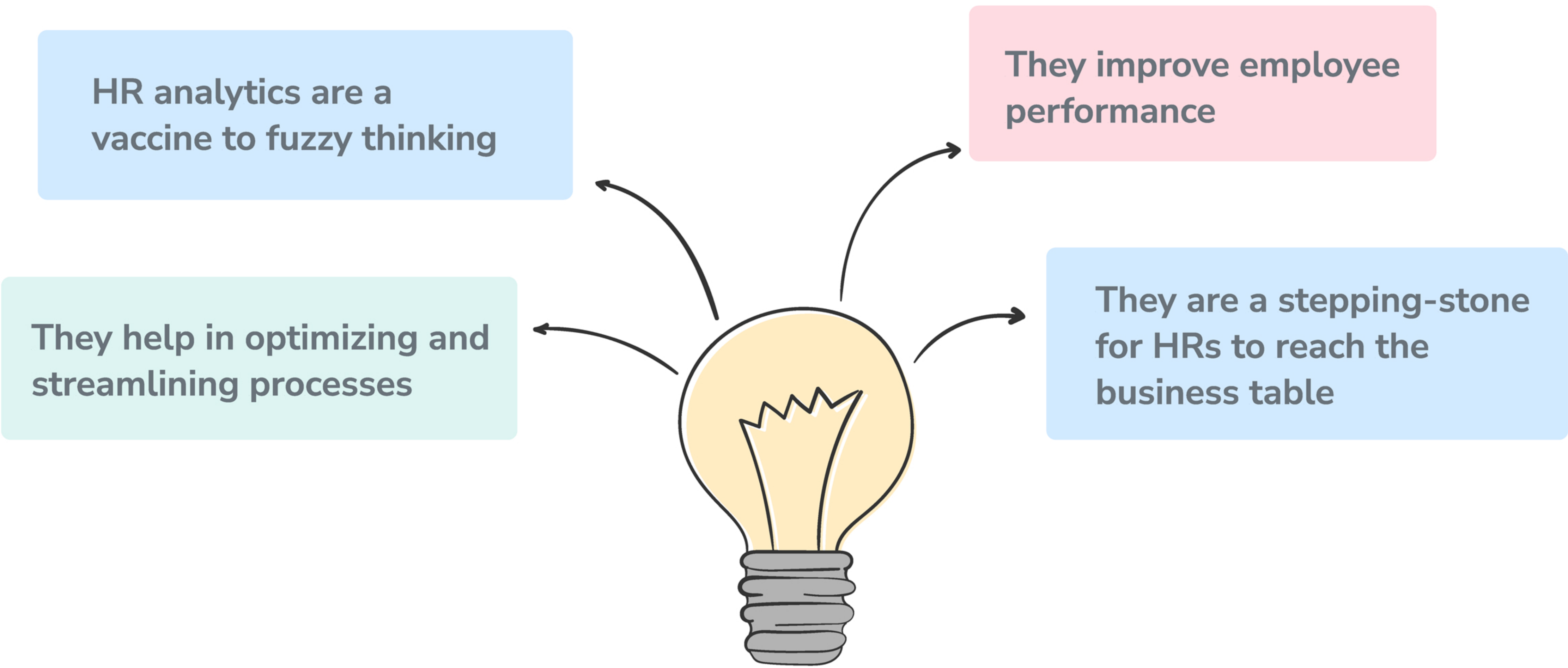
Why Should HRs **Focus on Metrics** that Drive Business Results?

HR Metrics is the language spoken at the business high table. The current volatility and disruptions in the business world have put HR function at the center stage as organizations have begun to realize that a people-centric approach is the surest way towards sustained success.



In other words, we are witnessing a new relationship between HR and organizations. CXOs expect HRs to be more agile and adaptable, with a deep understanding of the goals and challenges that their company faces. To succeed in this new relationship, HRs have to become data driven.

Data and analytics introduce objectivity against unstable, fuzzy thinking. A data-driven HR function can significantly improve employee performance and will also be in a better position to assist leaders in decision-making.





Evolution of HR Metrics

Needless to say, a lot has changed in terms of what metrics businesses track to measure the effectiveness of their HR function. In the following, let's briefly explore the evolution of HR metrics in the last few years.

- **Operational Reporting** - Operational reporting involves reactive reporting about what happened in the past and finding immediate solutions to problems. It has a stronger focus on data accuracy and timeline, and there is a general sense of urgency associated with it.
- **Advanced Reporting** – A step-up from operational reporting, advanced reporting is proactive. It doesn't limit itself to finding immediate solutions to what happened in the past. Instead, it analyzes trends and benchmarks and is used to create self-service dashboards.
- **Advanced Analytics** – This involves statistical analysis to identify and solve business problems. It also includes an integrated data ecosystem through which organizations can get a better understanding of workforce and business data. Advanced analytics can help organizations identify trends, opportunities, and areas of improvement, enabling them to make more informed business decisions.
- **Predictive Analytics** – Integrating business with workforce planning, predictive analytics is a more sophisticated form of advanced analytics. It includes scenario analysis, the development of a predictive model, real-time reporting, and feedback. Predictive analytics can help organizations forecast future HR trends and identify potential risks, so that they can take proactive steps to mitigate them.
- **Prescriptive Analytics** - The newest and most cutting-edge type of HR analytics, prescriptive analytics uses machine learning and artificial intelligence to make recommendations on how to improve HR processes and make data-driven decisions. It goes beyond predicting future outcomes and suggests the best course of action to achieve business goals.

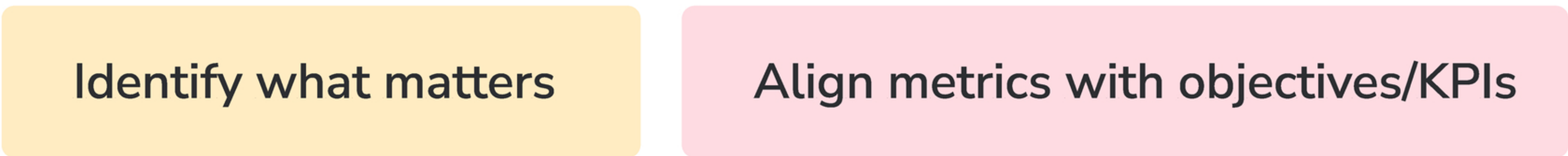
How to Prepare Ground and Introduce HR Metrics

Before you get started with HR metrics, it's important that you prepare the ground and build competencies internally among all stakeholders within your organization. When it comes to analytics, it's important that you introduce the metrics in a way that would ensure maximum adoption. In order to do that, the following steps would help.



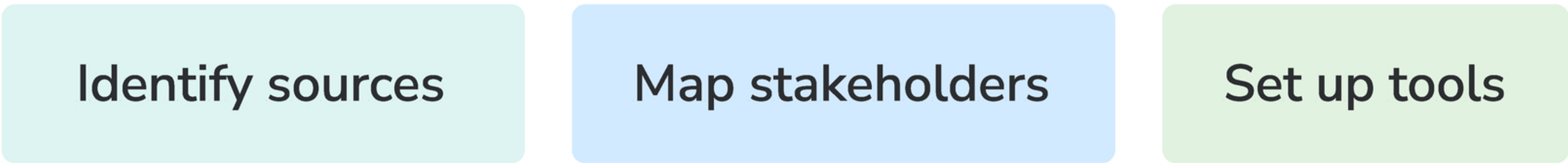


Selecting Metrics and KPIs



In the first stage, you would have to identify what matters for your organization and for your teams so that you can align metrics and KPIs accordingly. It’s important that HR KPIs are framed in accordance with the long-term vision as well as immediate goals of your business.

Set up Data Sources



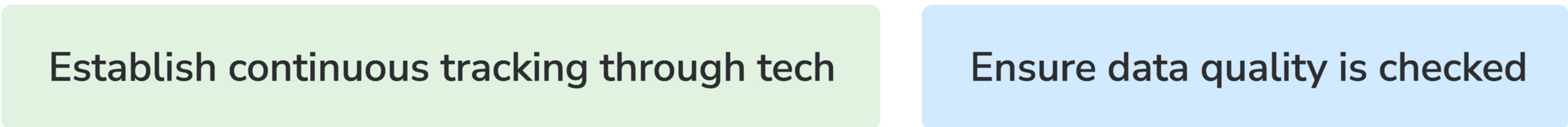
Once you and your company leadership are clear about which metrics to track and what would be the KPIs for the HR function, the next step would be to identify data sources. Data sources could be systems, tools, or people. You would have to map stakeholders for each data source and set up technology-backed tools so that they continuously capture data.

Activate Data Sources



Now that data sources, stakeholders, and tools are in place, you would have to give the cogwheels a push so that the process of analytics gets activated. An important part of this step is creating awareness among all stakeholders and training them in data handling so that they don’t underestimate its importance and the continuous stream of data is not disturbed.

Establish Monitoring



Many times, when analytics do not give the desired results, HRs lose faith in the whole process. This usually happens when data has not been captured correctly. Set up data monitoring so that its quality is not compromised.



Data Visualization

Easy-to-understand visualization

Dashboards

Analytics won't be helpful unless they tell a story. It will be all for nothing if analytics are not presented in the desired format and do not reach the right stakeholders. This is where dashboards come in. They visualize data in an easily discernable format and assist in timely decision-making.

Actionable Items

What needs to be changed

What needs to be amplified

What new objectives to explore

Finally, with analytics in place, you and your company's management will have actionable items in your hands. You will gain clarity on what is going right, what is going wrong, and what new initiatives are to be introduced. All of these actionable items have to be communicated to the relevant stakeholders. With one cycle complete, you would be able to relook at the metrics and redefine them as required.

HRMS - The HR Superhero with Data Superpowers

An automated HRMS is the superhero you and your HR team deserves to leverage the power of data and analytics. Following are some areas where an HRMS could empower you in your quest to make the most out of data.

The One-stop Data Receptor - An automated HRMS unifies the many HR functions under one umbrella and works as a single data receptor. You can rely on it to capture the data from all processes on a continuous basis. It also generates diagnostic analysis. While all of this continues, you can add new employees and remove those who no longer work at your organization.

Your Personal HR Concierge - With an HRMS, you can empower all stakeholders with personalized dashboards so that they are equipped with relevant data all the time. You can define dashboards for employees, managers, department heads, and most importantly, for your CEO.



Source of Strategic Intelligence - An HRMS empowers you to gather and access actionable strategic intelligence for timely business decisions. What's more, you don't have to review the data as its algorithms will ensure data integrity.

The Destroyer of Silos - You can put your worries about silos to rest by deploying an HRMS as it makes data movement across organizations seamless. By doing this, you can ensure every department is apprised of what other departments are doing without complications.

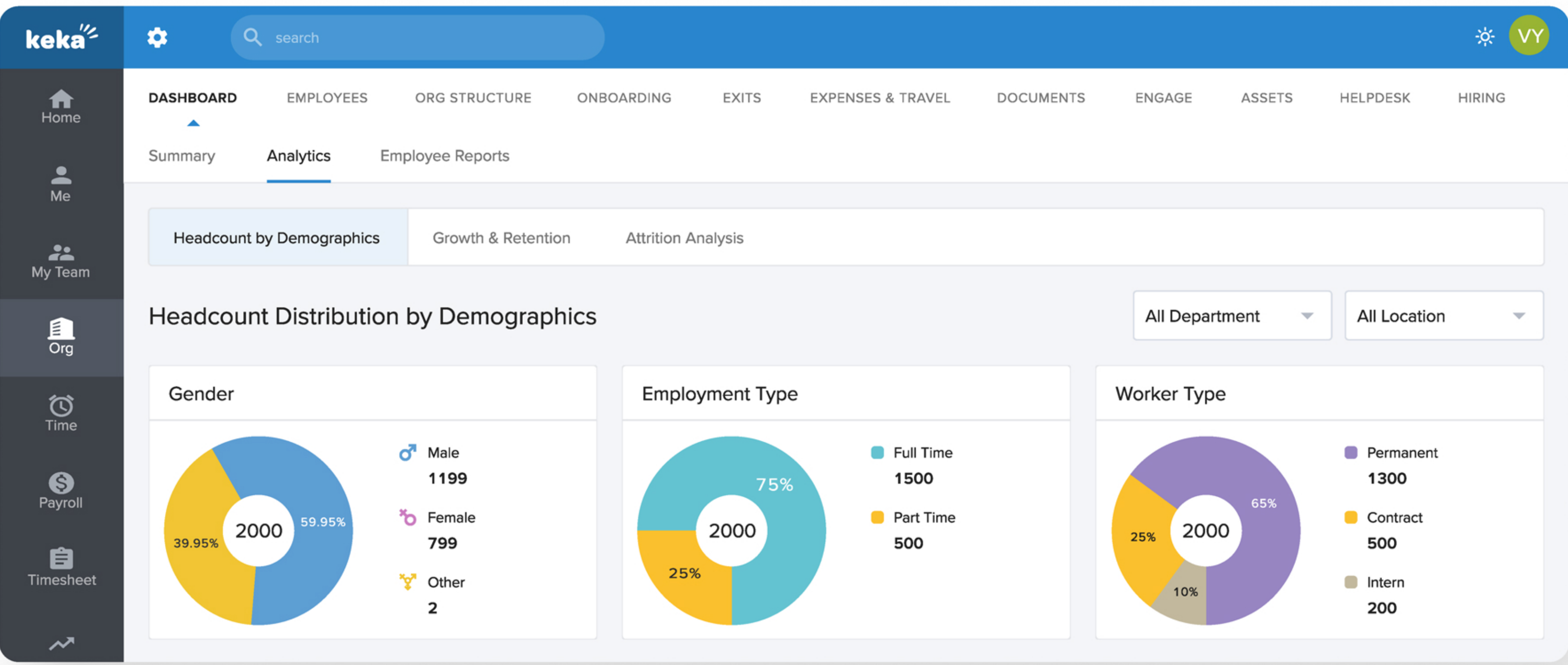
Ready for Plug and Play, for Quick Adoption - A critical component of an automated HRMS is that it's ready to use instantly and doesn't require time-consuming deployment. All historical data, logic, and configurations are stored and activated the moment you start using the system.

As a path-breaking HRMS, Keka has been constantly waging a war against manual HR processes and decision-making that is devoid of logic and facts. We have busted the myth that data analytics are accessible only to enterprises and big companies. Keka has made analytics accessible for SMEs and made it possible for businesses to build a rock-solid decision-making process that is backed by data.

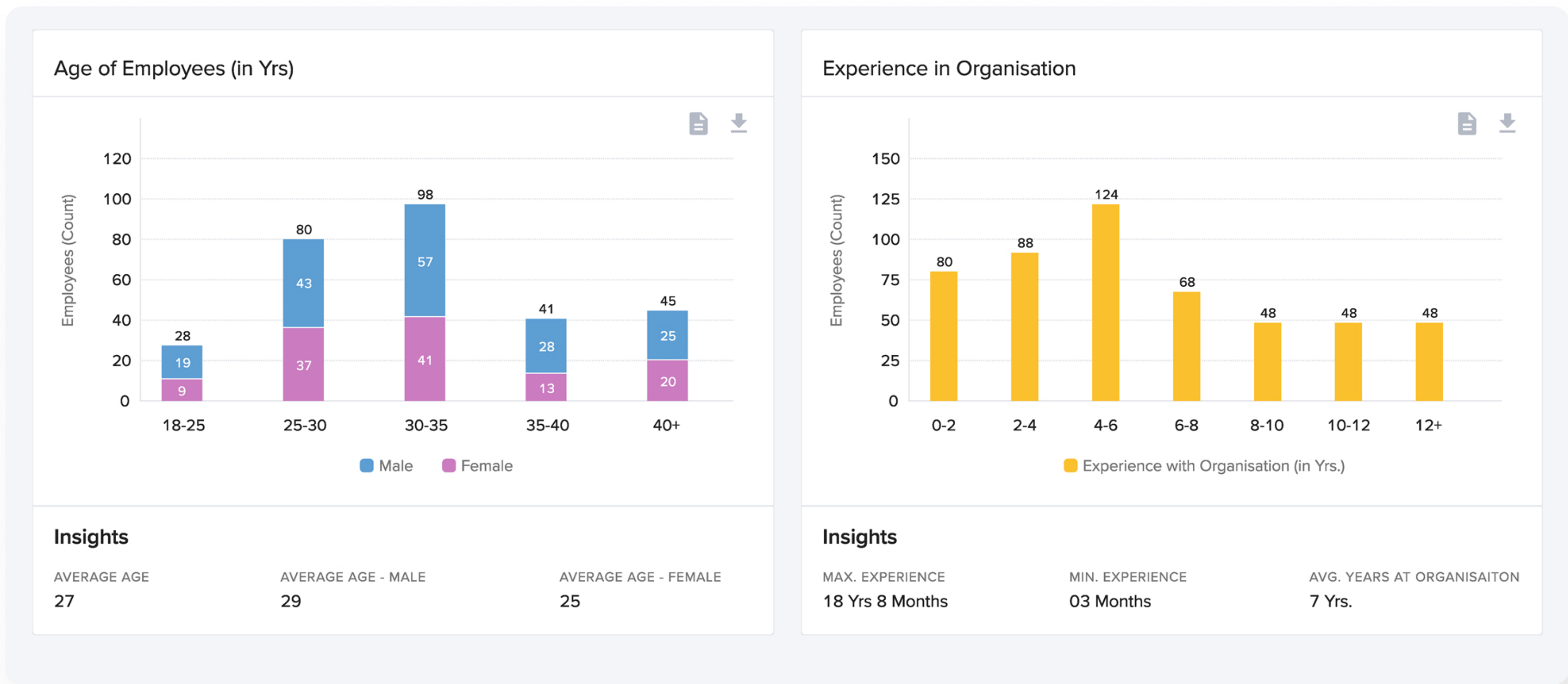
Let's briefly explore the key metrics Keka empowers you with, in major areas of HR operations.

Organization Overview

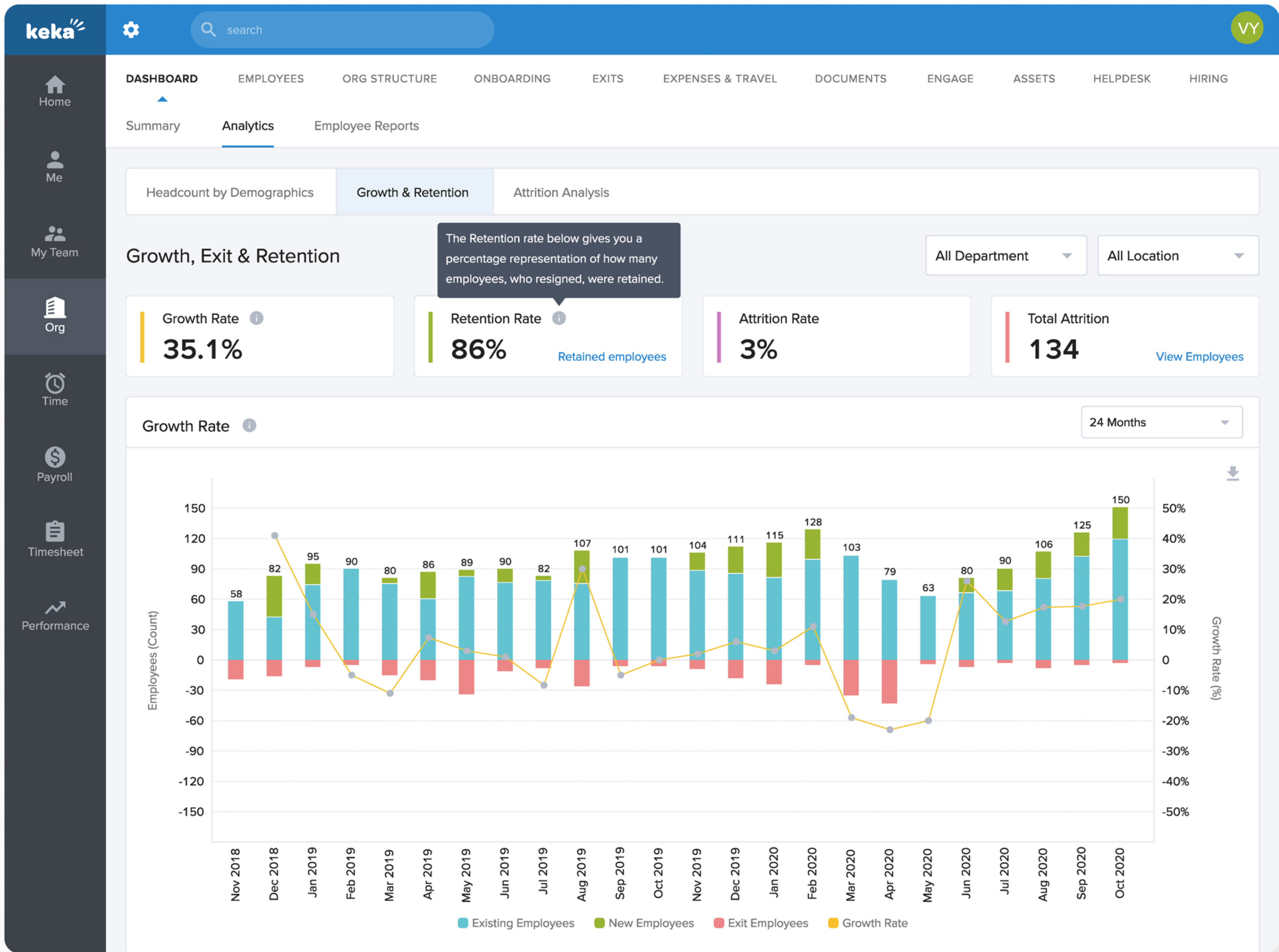
Keka provides HRs and business leaders with reliable and actionable insights on key areas of operations. In the following, let's look at some important dashboards and metrics through which Keka empowers HRs and business leaders.



Headcount Distribution by Demographics: Keka's dashboard lets you have a quick snapshot of your entire workforce. You can access headcount distribution at your company based on different demographic metrics.



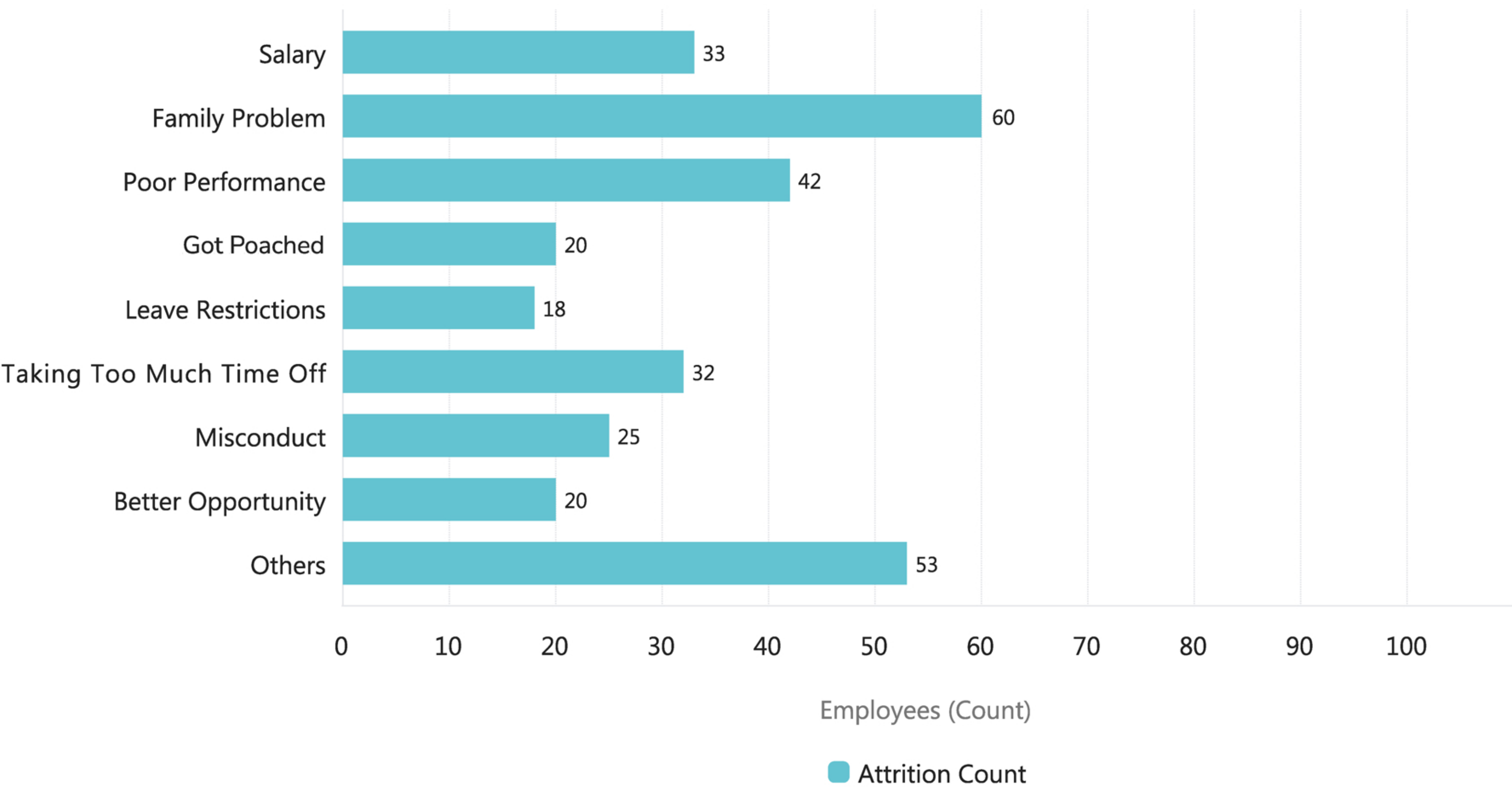
Employee Age and Experience in Organization: With Keka, you can view the average age of employees and their experience within the organization. This data will help in succession planning, employee engagement, and improving diversity and inclusion.



Employee Growth, Exit and Retention: Keep an eye on employee attrition, retention, and employee growth with a month-by-month comparison of each. You could also filter it based on department and location and conduct a thorough attrition analysis to identify reasons for employees leaving.



Exit Reason



Insights

REASON FOR HIGHEST ATTRITION
Family Problem

REASON FOR LOWEST ATTRITION
Leave Restrictions

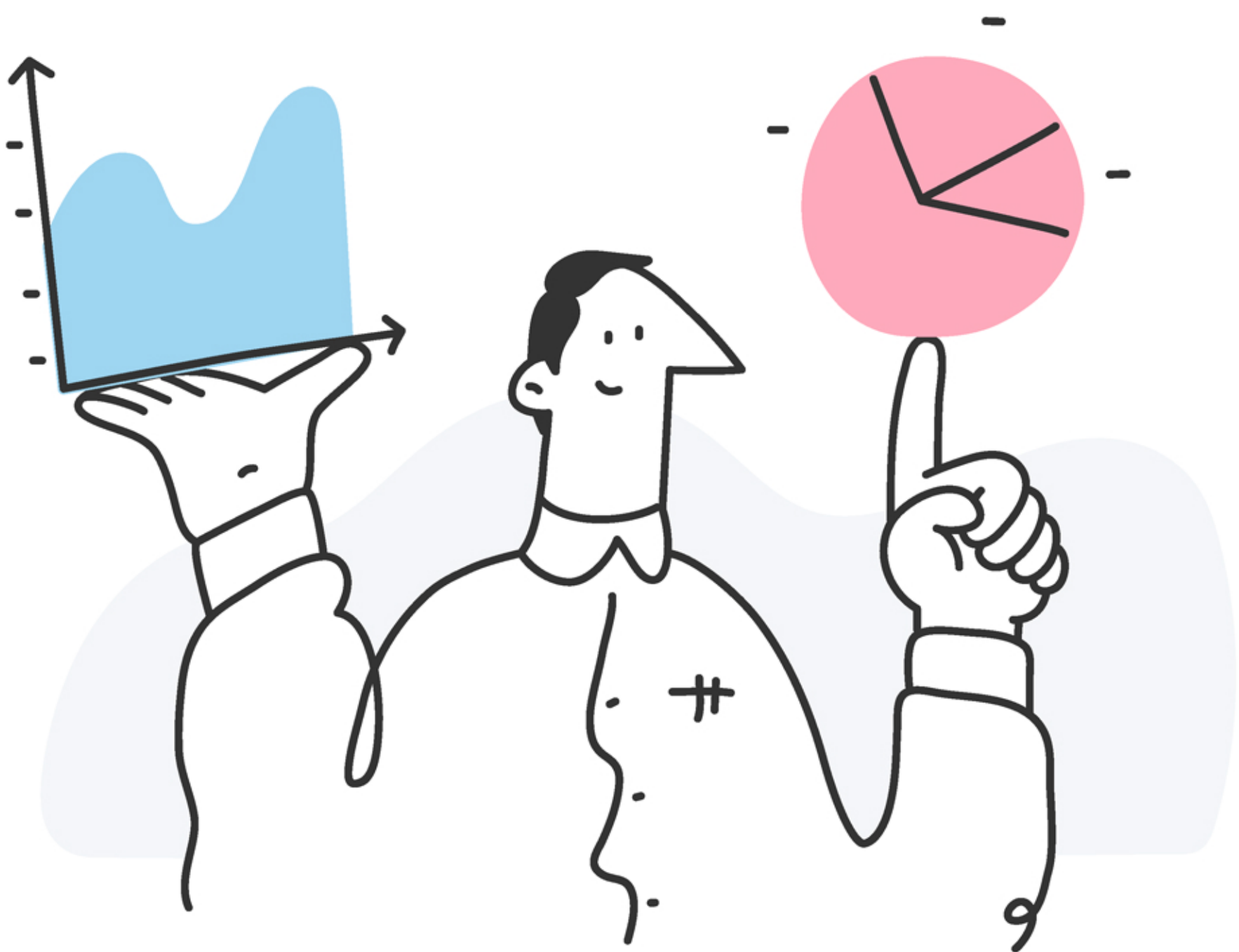
Employee Exit Reasons: This metric will help you know the major causes of employees exiting your organization, voluntarily or involuntarily, so that you can take corrective measures.

"In God we trust, all others must bring data."

- W. Edwards Deming

"If you torture data long enough, it will confess to anything."

- Ronald Coase



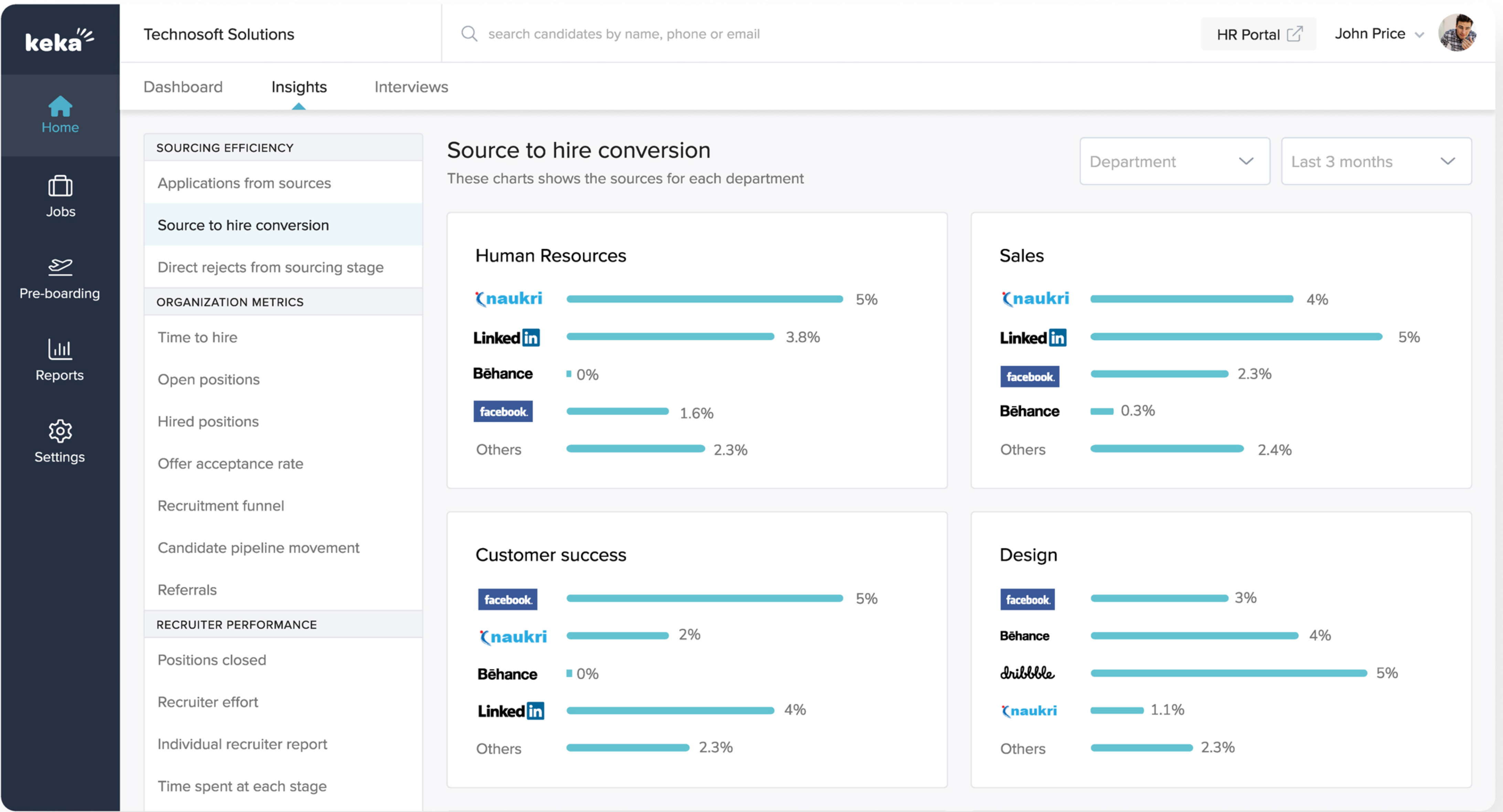


Hiring and Workforce Planning

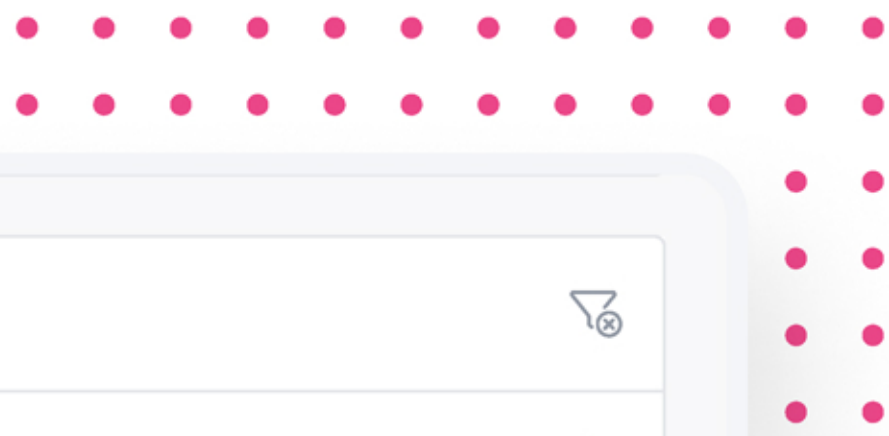
Your CEO could be concerned about the following:

- Which source provides candidates with maximum offer acceptance?
- What is the offer acceptance rate for each source? so that more could be invested in high-return sources
- What is the source to hire conversion and what is the average time to fill?

Keka features a comprehensive set of tools providing a 360-degree view of the hiring process. With our dashboards, you can view department-wise sourcing statistics, source-wise application details, source-to-hire conversion, and offer acceptance rate. In addition, you can apply different filters to each of these data sets and gather information about a specific department in a particular month. Other metrics featured in Keka are as follows:

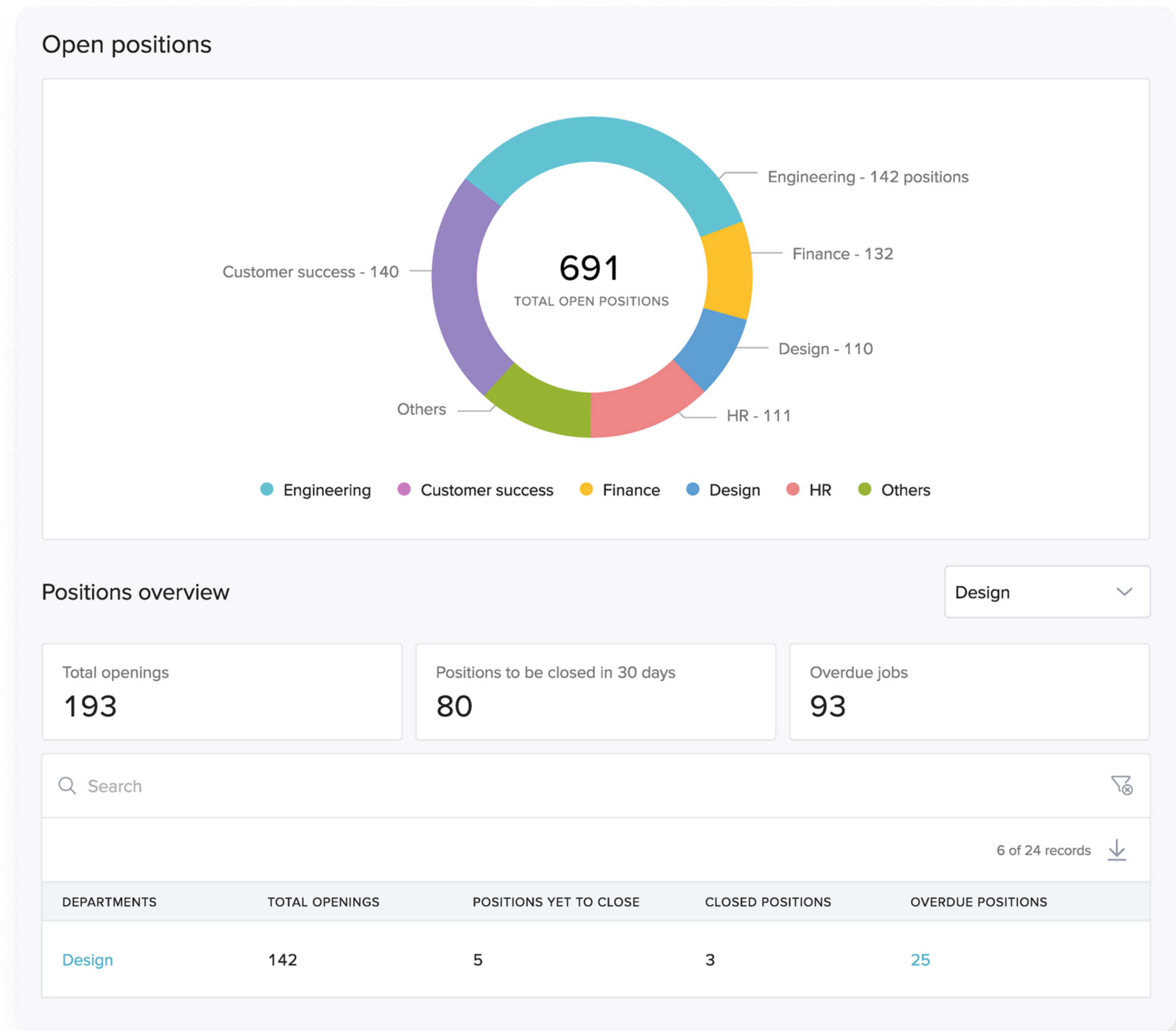


Source to Hire Conversion: Find out which sources provide you with the best candidates and enable faster hiring closures. With this metric, you can also identify which source works best for which role so that you can invest in it accordingly.



<div>Q Search</div>			
Total: 21			
JOBS	DEPARTMENT	HIRED CANDIDATES	AVERAGE TIME TO HIRE (DAYS)
Blog Editor	HR	76	12 days
Reporter	IT	65	13 days
Team Editor	Customer Service	17	17 days
Marketer	Sales	NA	NA
Broadcaster	Production	28	3 days
Sales Manager	Administration	50	39 days
Team Owner	Design	22	3 days
235 records			
Show 50			
< 1 2 3 4 >			

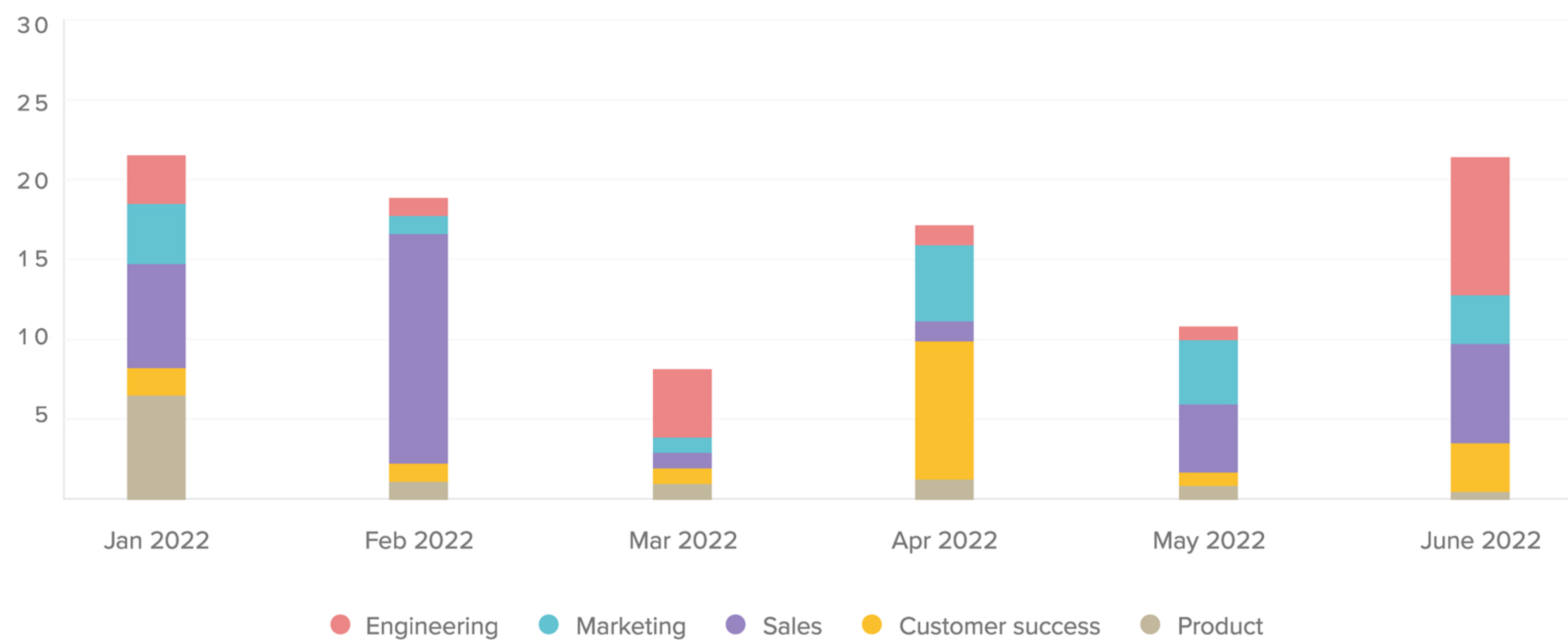
Time to Hire: This metric helps you determine the average time taken to hire for each role. Time-to-hire refers to the period when a candidate applies for a job until they accept the offer.



Open Positions Across the Organization: Get a real-time view of all the open positions in your organization with details of how many positions must be closed in the next month and which positions are already past their closure deadline. Use this data to identify hiring bottlenecks and to prioritize hiring based on urgency.



Positions Closed Over Time



Hired Positions: Know how many positions have been filled with monthly analysis and department-wise data. Find out which departments have the highest number of open positions. You can also view the total hired positions against those still pending closure in each department.

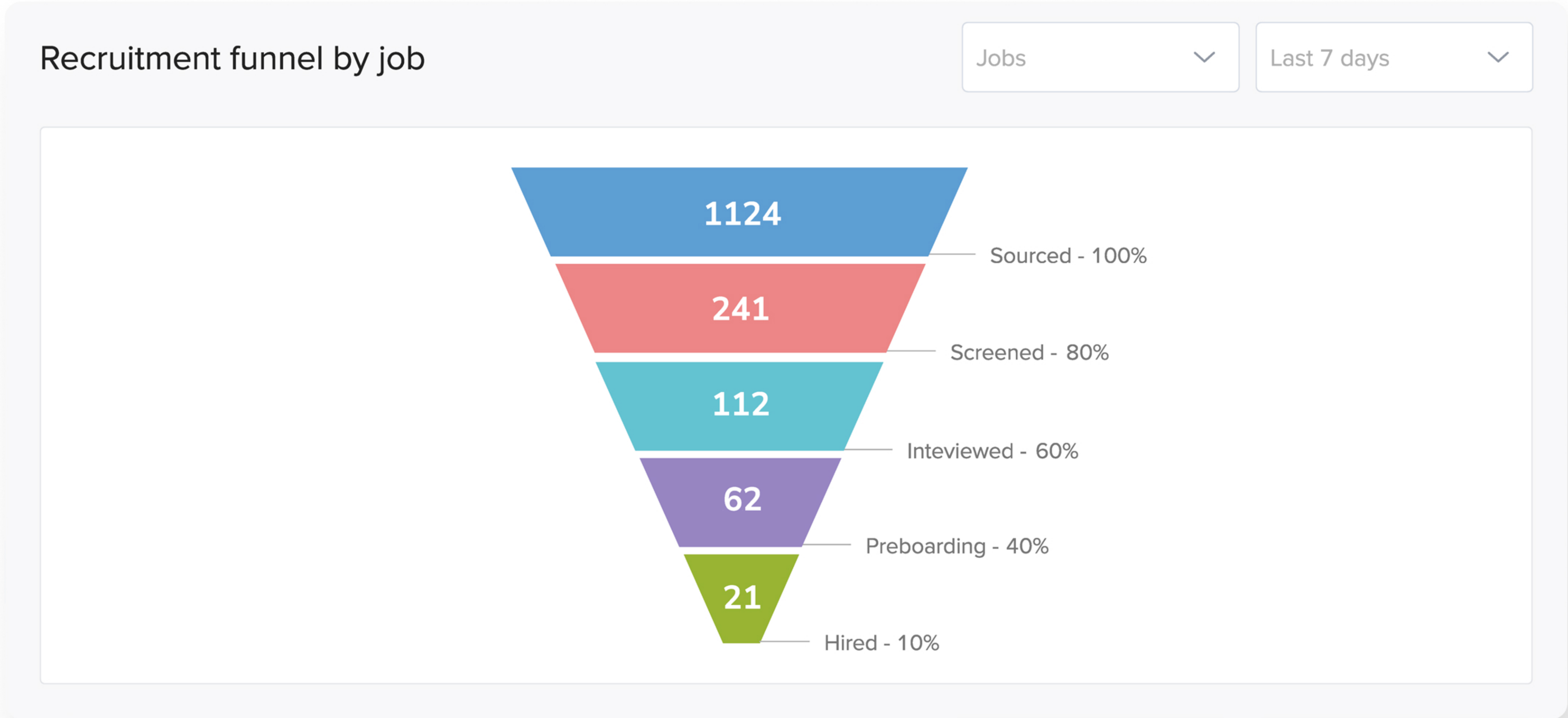
Time to Hire



Insights

OFFER SENT	NO OF CANDIDATES ACCEPTED	NO OF CANDIDATES PENDING	NO OF CANDIDATES REJECTED
99 candidates	70 candidates	20 candidates	10 candidates

Offer Letter Acceptance Insights: Get a bird's eye-view about how many offer letters have been shared, how many have been accepted, how many are pending a response, and the total number of rejections. Apart from providing insights about your brand's strength, this metric could also be used with Source to Hire Conversion data to further drill down on source effectiveness.



Recruitment Funnel: Gain visibility over your entire recruitment funnel with a complete breakdown of how many of the total sourced profiles have been screened, how many interviews have been conducted, how many candidates are in the pre-boarding stage and how many have been hired.

Recruiter effort

Jobs

Recruiter

Last 3 months

Sourced candidates

2,938

Notes added

8,382

Stages movement

379

Interviews scheduled

39

Hired

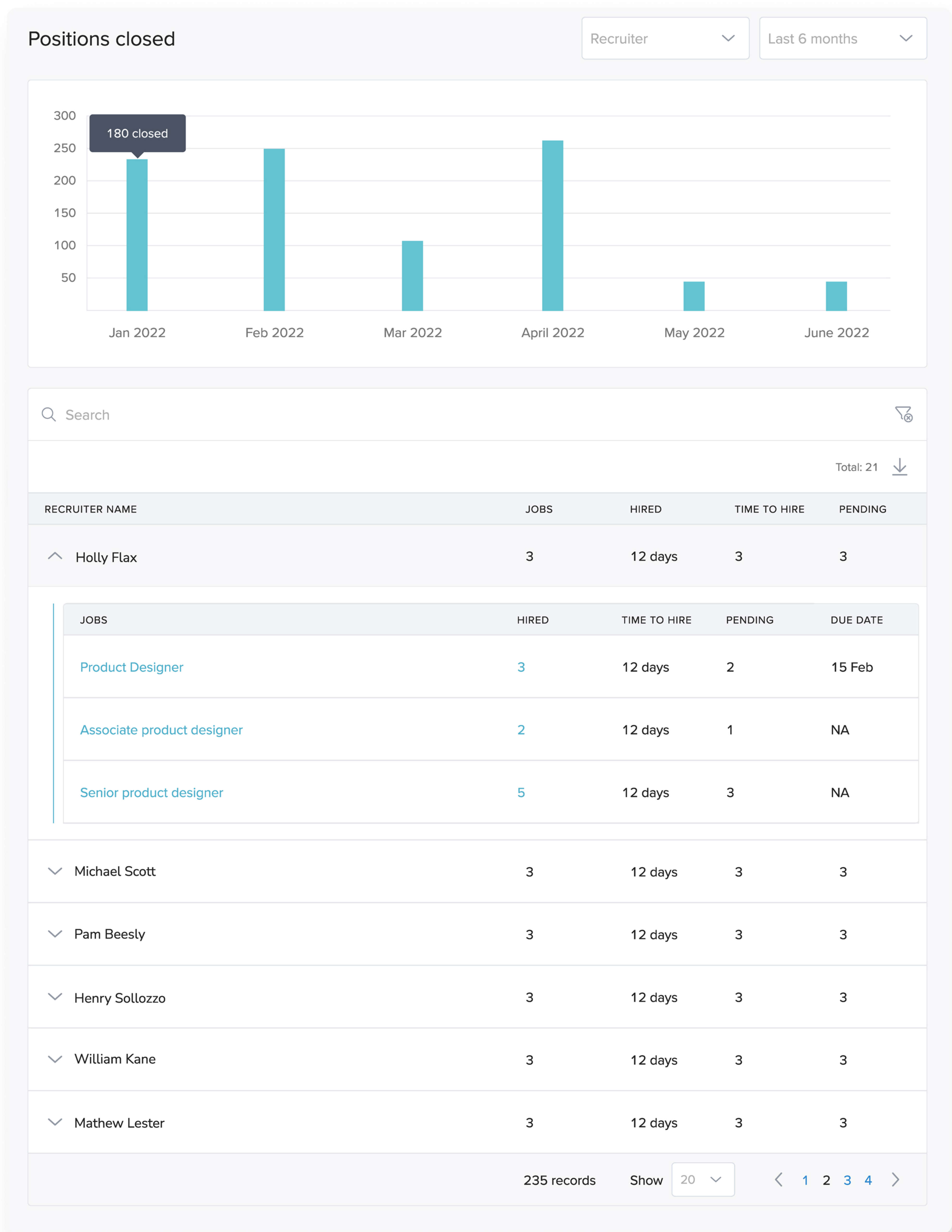
39

Q Search

Total: 21

RECRUITER NAME	SOURCED	NOTES ADDED	STAGES MOVEMENT	INTERVIEWS SCHEDULED	HIRED
Arlene McCoy	1130	426	922	922	922
Kristin Watson	429	798	453	453	453
Robert Fox	429	816	540	540	540

Recruiter Effort: Know who are your top-performing recruiters by measuring their efforts. Find out the total number of candidates each recruiter has sourced, the number of interviews conducted and the total number of hires for each recruiter.



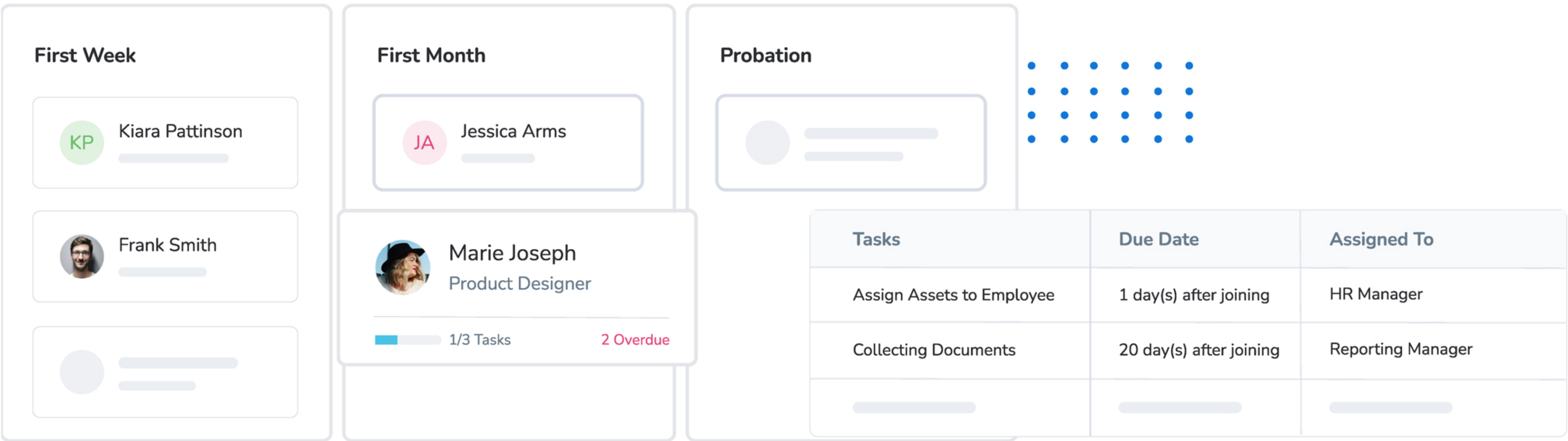
Positions Closed by Each Recruiter: You can also get a clear view of the hiring performance of each recruiter, such as how many positions they have closed, what was their average time to hire and how many are pending.



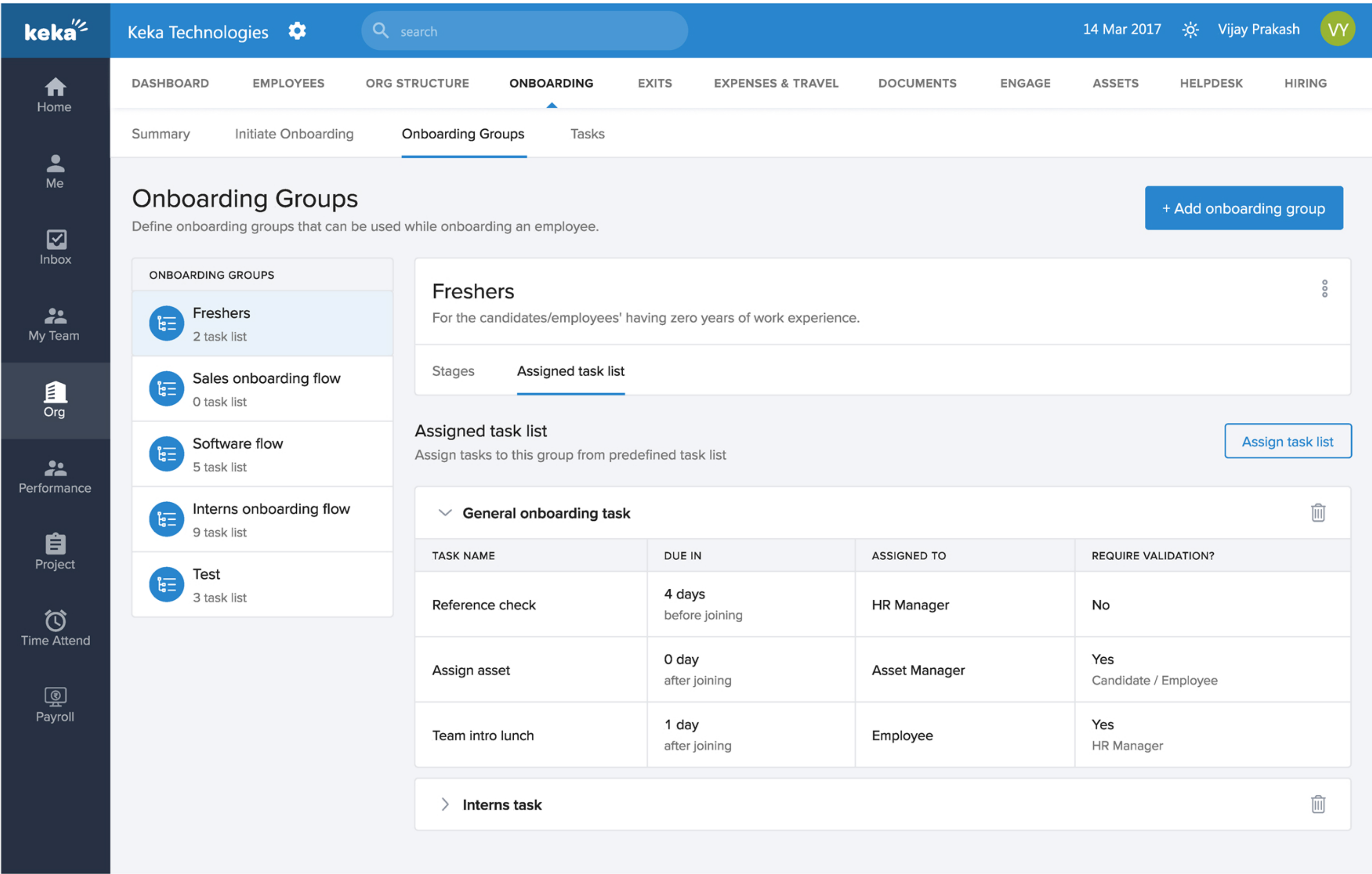
Seamless Onboarding

- Onboarding aspects your CEO would be interested in:
- How effective is the entire onboarding process and how quickly is it being adopted by new hires?
 - What is the average time taken for new hires to reach operational productivity?
 - How are the new hires rating their onboarding experience?

Onboarding plays a crucial role in improving employee experience. Keka simplifies and streamlines the entire onboarding process to make it fun while also making sure that all onboarding requirements and tasks are completed on time.



Stage-wise Onboarding Data: With Keka’s dashboards, you can view which new joiner is at what onboarding stage and ensure the relevant stakeholders are apprised of their progress.



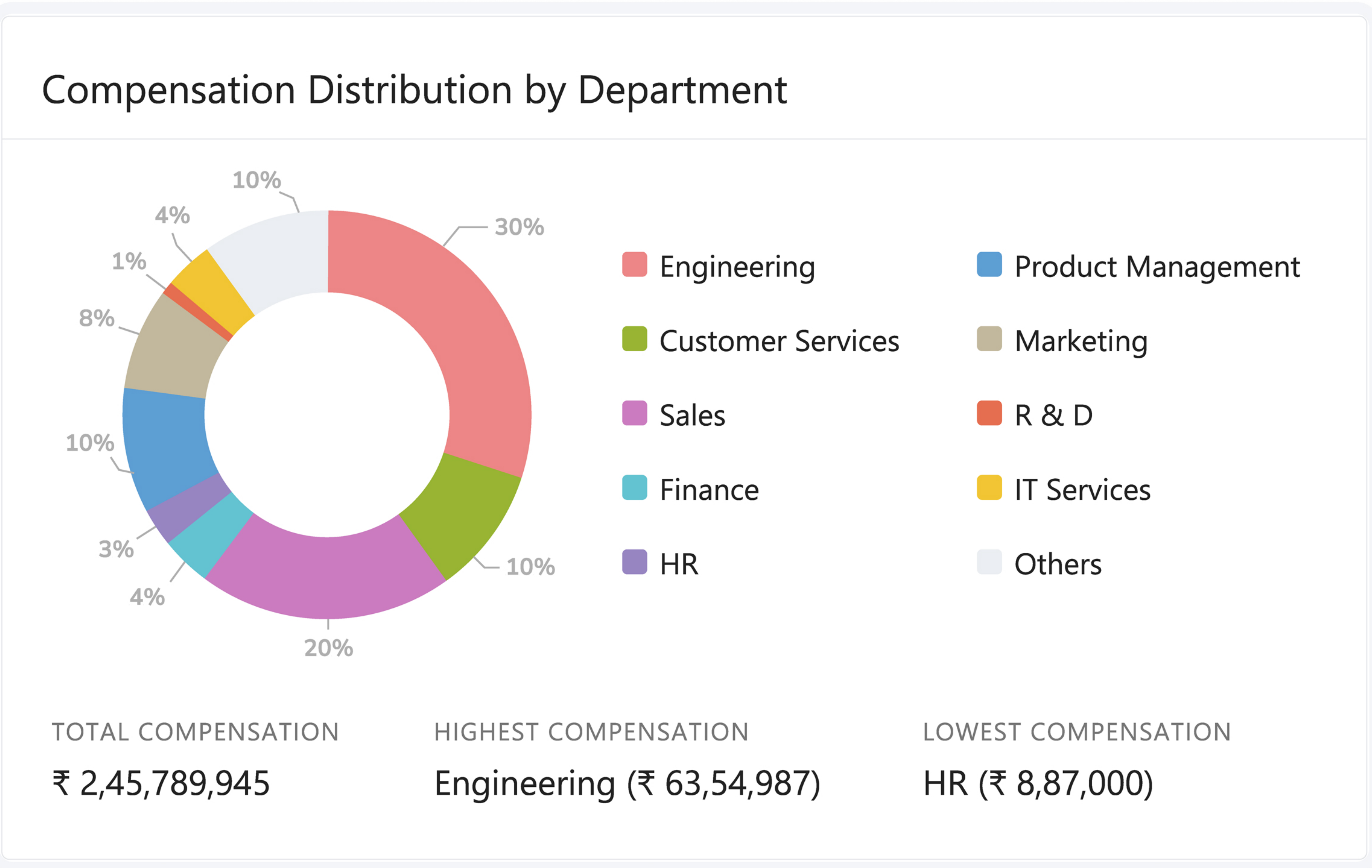
Onboarding Groups: Define onboarding groups, assign tasks, due dates, stakeholders, and whether it would need a validation upon completion.



Payroll Automation

- Some important payroll aspects to ponder over:
- Does your CEO have access to payroll data for different legal entities/ organizations they manage?
 - Can your CEO access data regarding average base pay for budget estimations?
 - How much are the overtime expenses, drilled down to departments, managers, and employees?

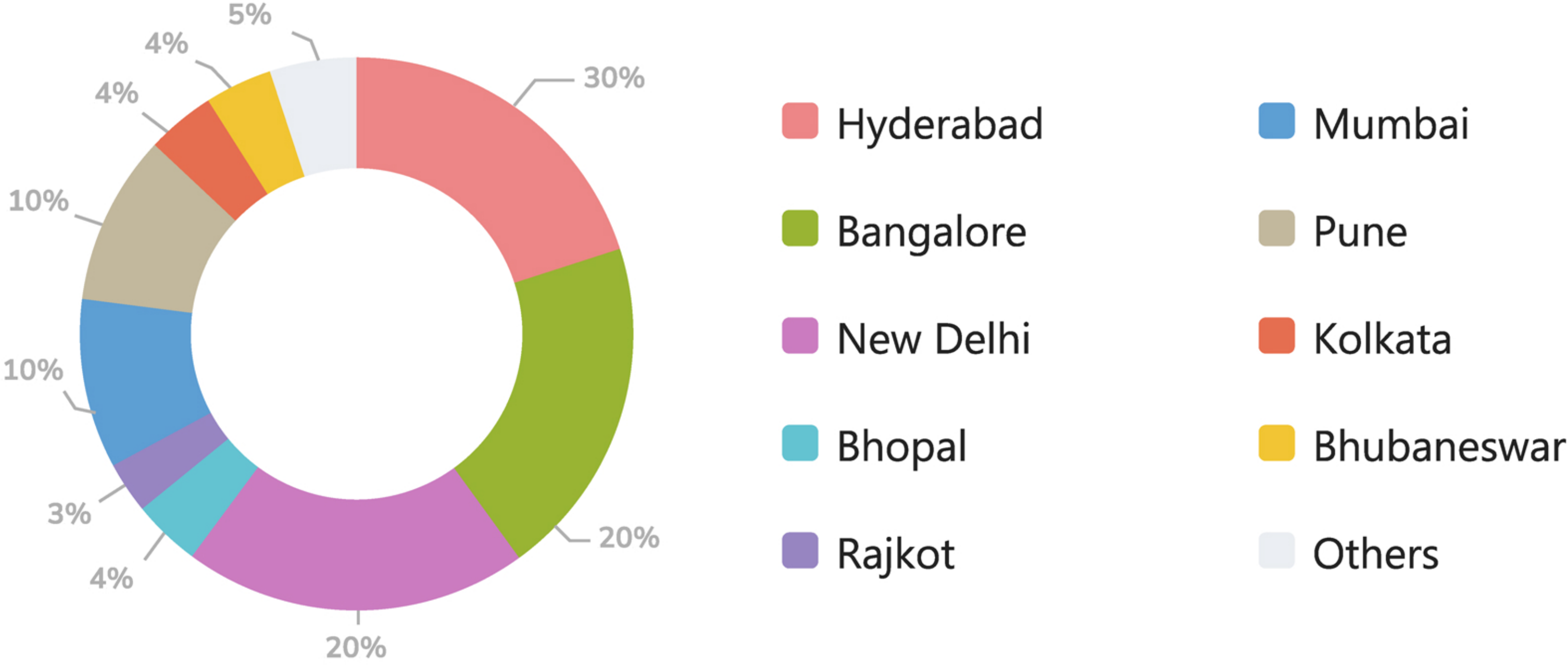
Keka empowers you with highly actionable HR intelligence that would put you on your CEO’s radar! Information such as total compensation paid for each legal entity (if your organization runs multiple legal entities), budget estimations, compensation cost comparisons, pay group comparisons, average base pay, and geographical differentiations are some key areas you can gather data about. Let’s have a look:



Compensation Distribution by Department: Get a detailed view of department-wise compensation data, with information about the total compensation, which department receives the highest and lowest compensation.



Compensation Distribution by Location



TOTAL COMPENSATION
₹ 2,45,789,945

HIGHEST COMPENSATION
Hyderabad (₹ 63,54,987)

LOWEST COMPENSATION
Rajkot (₹ 8,87,000)

Compensation Distribution by Location: Similar to department-wise compensation data, you can also access compensation data for each of your organization’s locations with highest and lowest compensation details.

Planned Vs Actual Compensation (Variance) - Past Months



Snapshot - Apr 19 to Mar 20
You can view monthly snapshot by clicking and selecting respective month on the graph.

TOTAL COMPENSATION COST
₹ 2,45,789,945

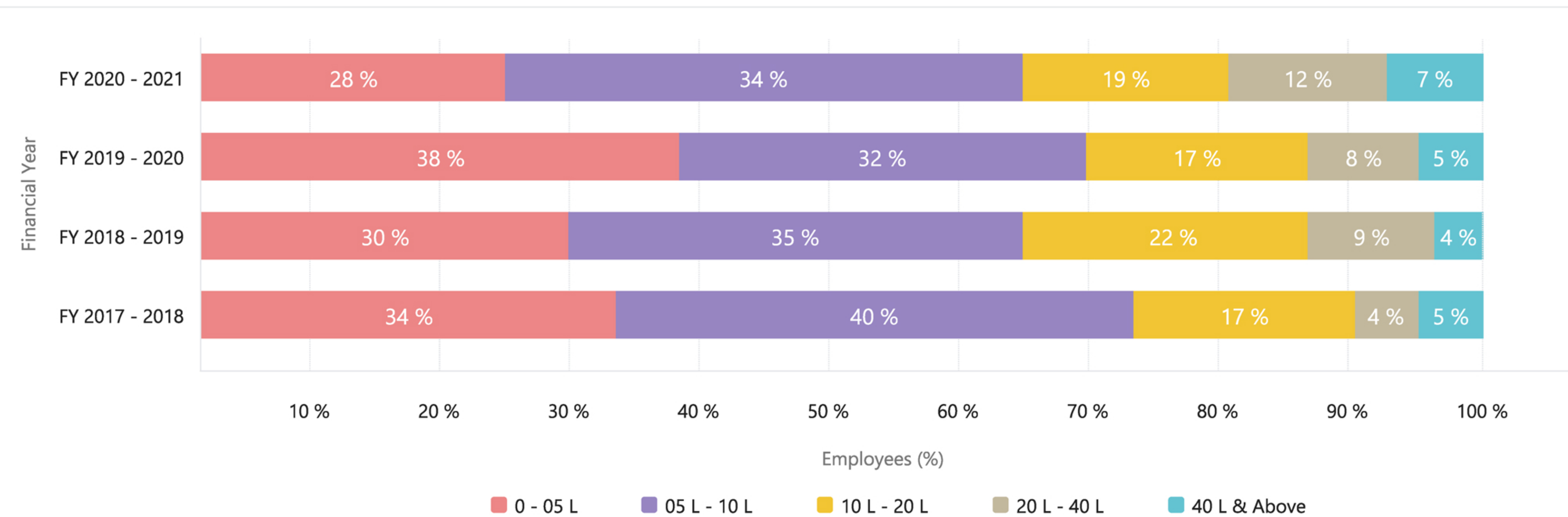
ACTUAL COMPENSATION COST
₹ 1,89,900,400

VARIANCE
₹ 11,872,000 [What caused this dive?](#)

Planned vs. Actual Compensation (Variance): Gauge how much your compensation cost has differed from what you had planned. Get a month-on-month snapshot with details of total and actual compensation costs and the variance.

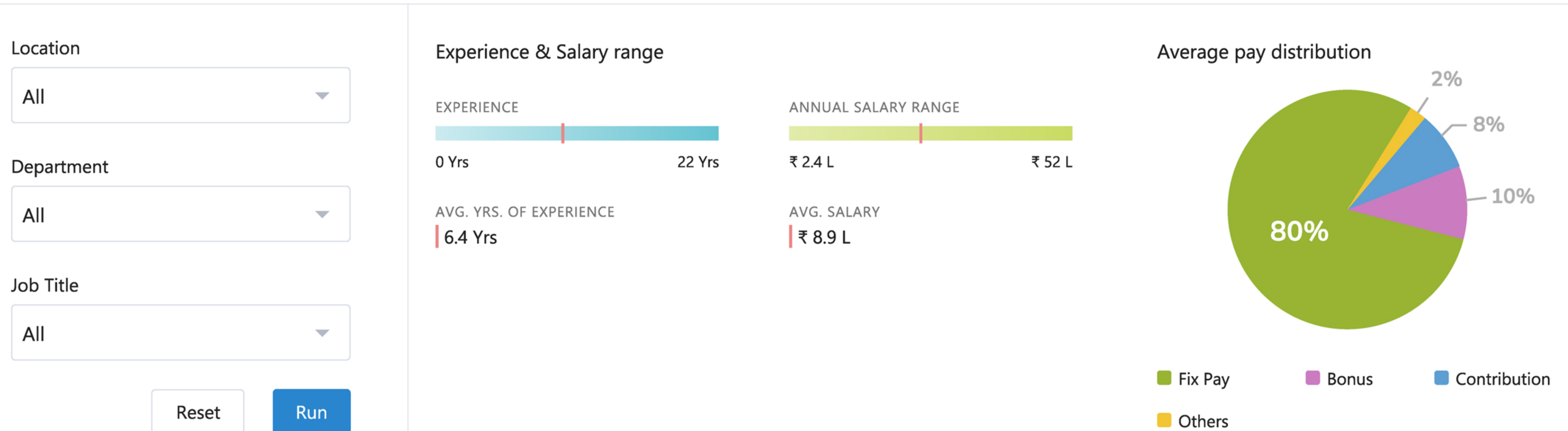


Employees by salary range (Last 4 years)



Employee Salary Range: Get a clear view of year-on-year employee salary ranges that you could define and specify. Effortlessly find out how much percentage of your employees fall under which salary range.

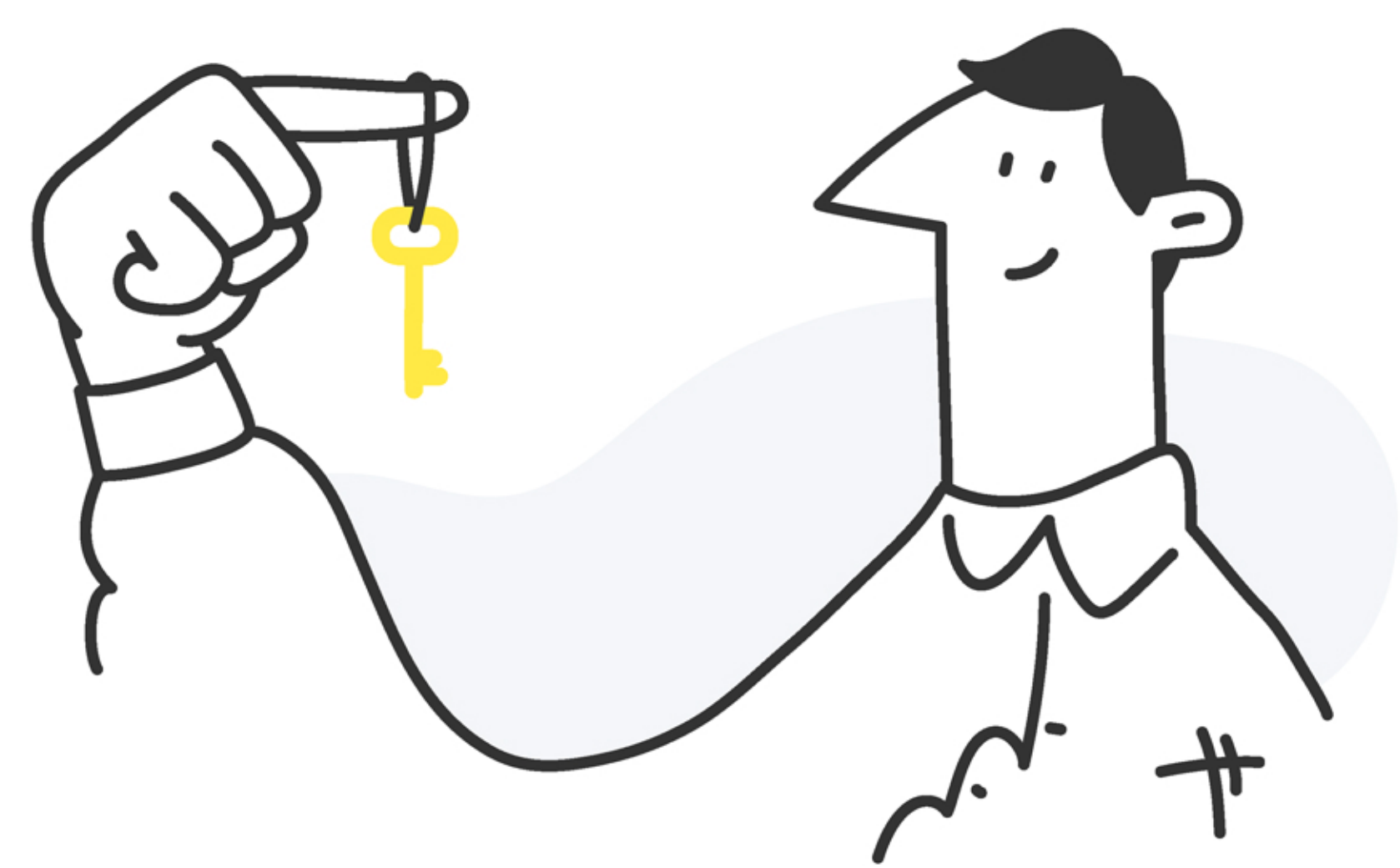
View average base pay



Average Base Pay: Find out the average base pay according to employee experience and their annual salary range. This data would be crucial in compensation benchmarking to attract better talent.

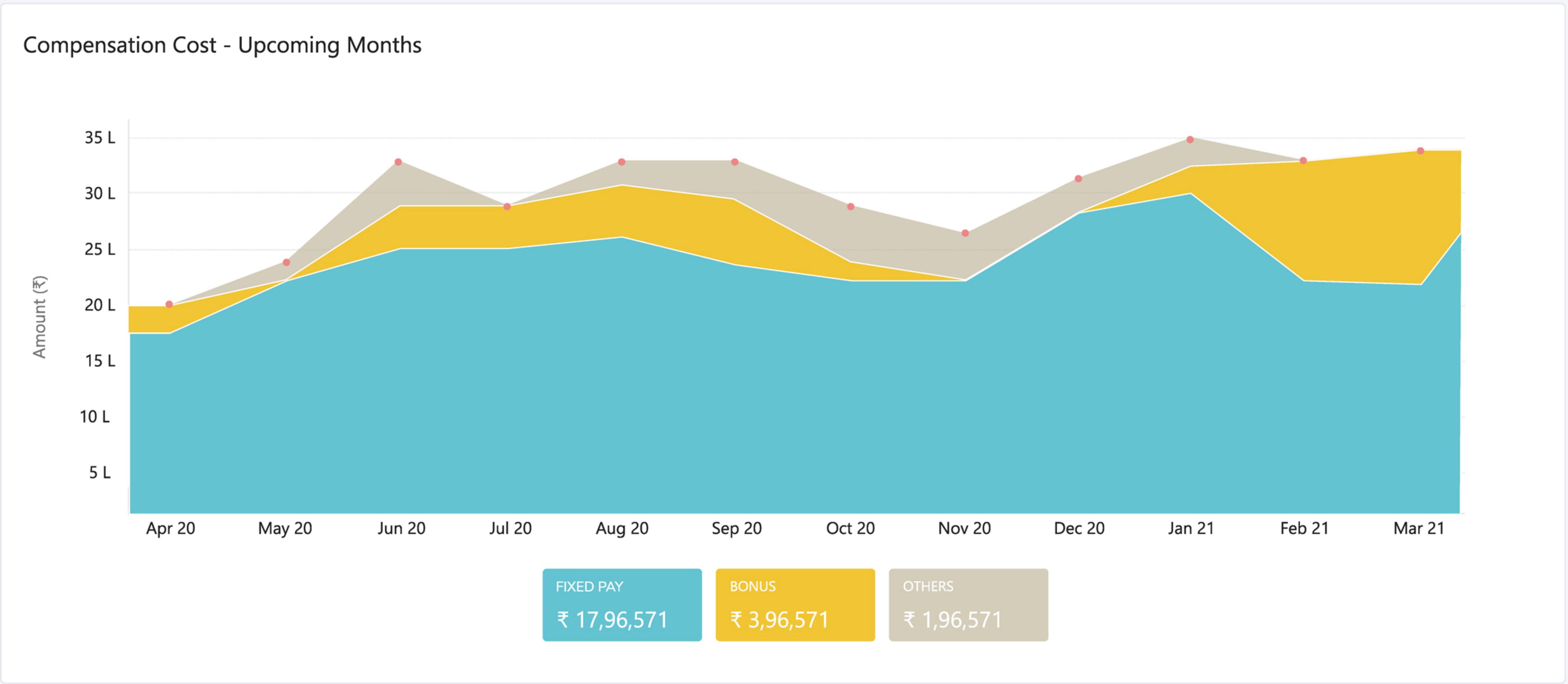
"Data is like the new oil, but without refining, it's useless."

- Michael Palmer





Compensation Planning



Compensation Planning: Plan your budget by getting an accurate view of fixed and varied compensation costs. Use this data to manage costs effectively and ensure compliance.

Compare Compensation Cost

Business Unit

Use this to compare compensation cost between Business Unit. Maximum three BU are allowed for comparison.

Download PDF

Location

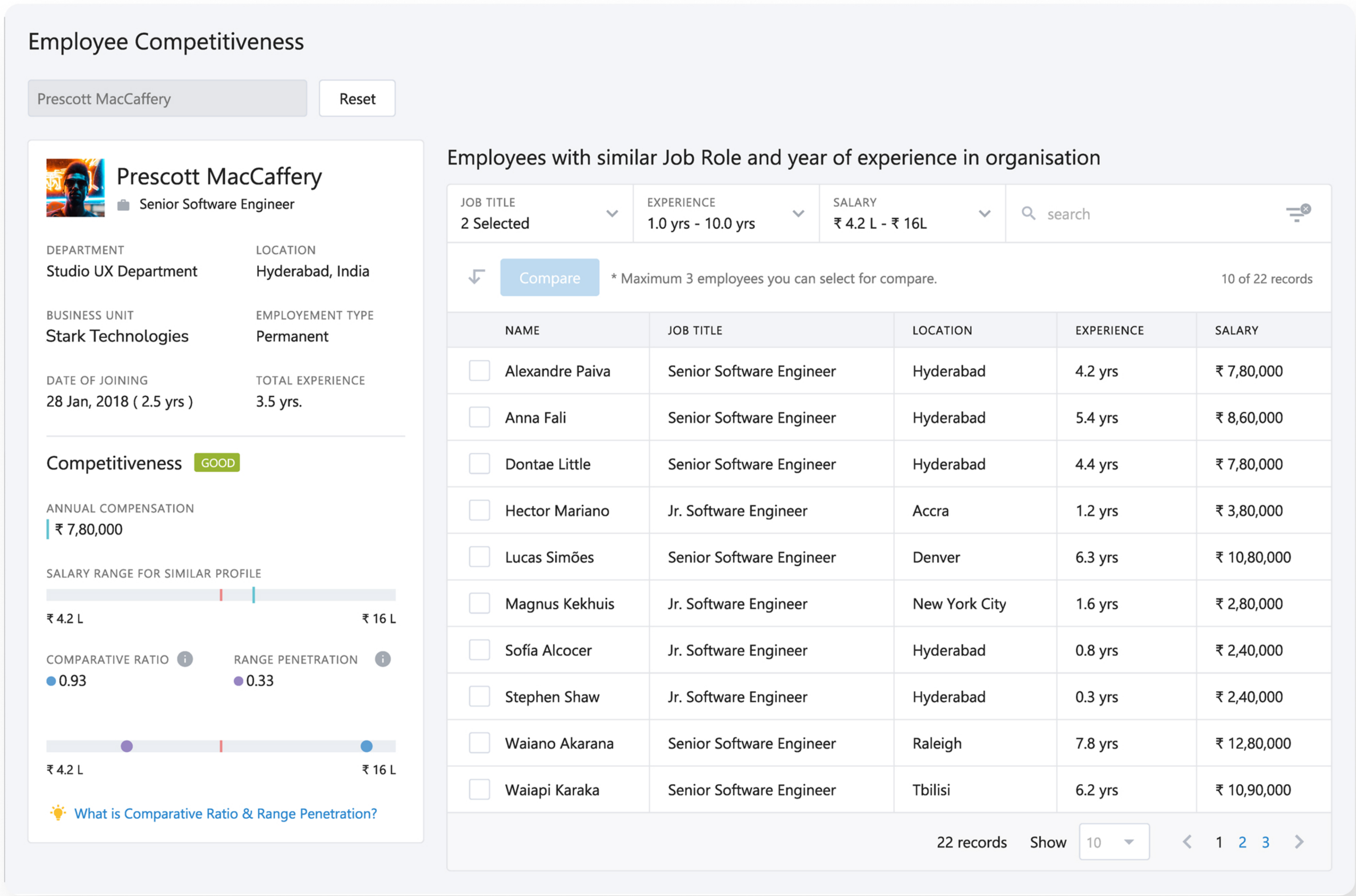
Use this to compare compensation cost between Location. Maximum three locations are allowed for comparison.

Departments

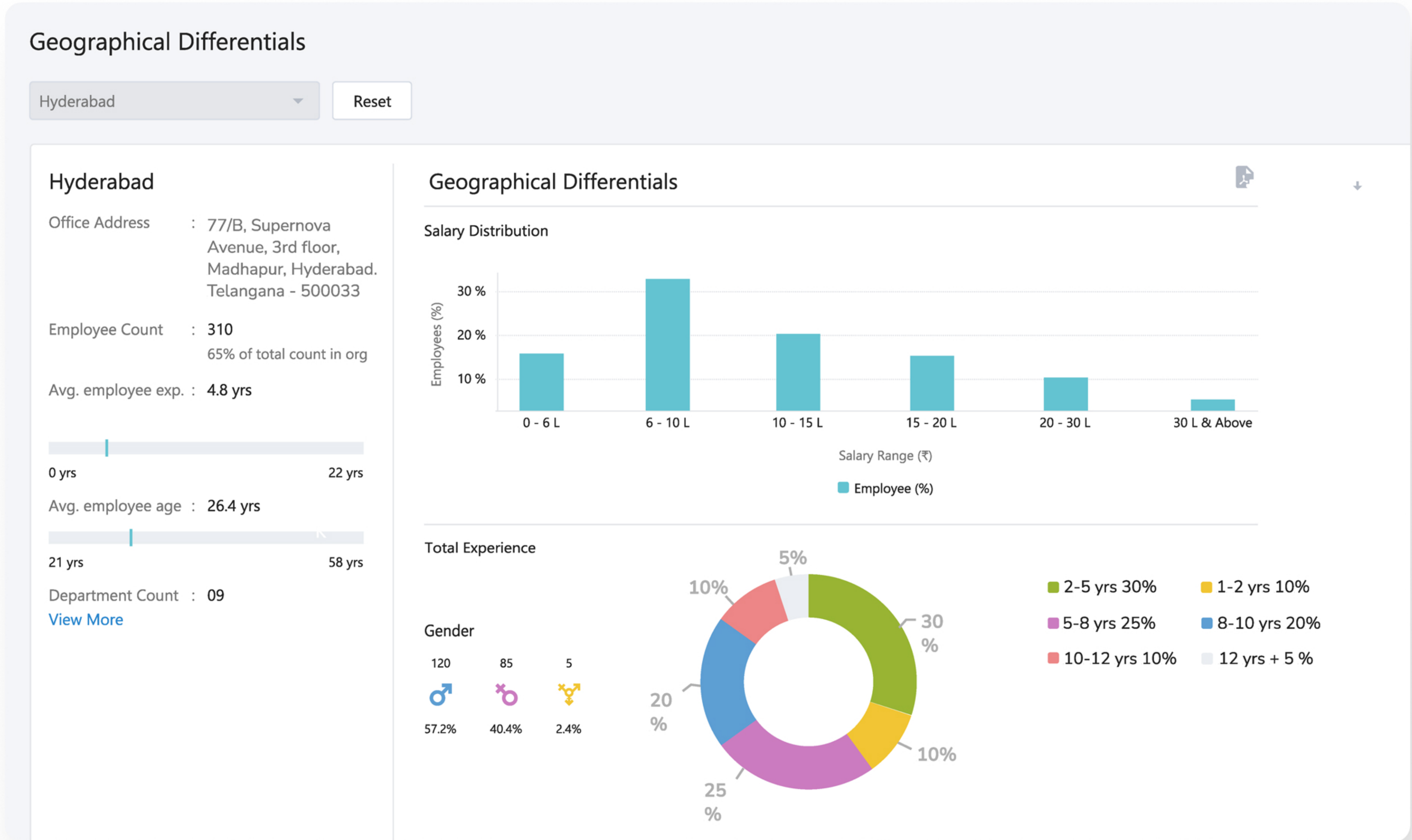
Use this to compare compensation cost between departments. Maximum three departments are allowed for comparison.

<div><div></div><div></div></div>	<div>Dunder Mifflin</div> <div>Selected as primary business unit</div>	<div>Wayne Enterprises</div> <div>Selected as secondary business unit</div>	<div>Stark Technologies</div> <div>Selected as secondary business unit</div>
<div>Headcount</div> <div><div>♂ Male</div><div>♀ Female</div><div>👤 Other</div></div>	<div>210</div> <div><div>120</div><div>85</div><div>5</div></div> <div><div>57.2%</div><div>40.4%</div><div>2.4%</div></div>	<div>156</div> <div><div>120</div><div>85</div><div>5</div></div> <div><div>57.2%</div><div>40.4%</div><div>2.4%</div></div>	<div>405</div> <div><div>120</div><div>85</div><div>5</div></div> <div><div>57.2%</div><div>40.4%</div><div>2.4%</div></div>
<div><div>📅 FY 2020 - 2021</div><div>Planned Compensation Cost</div><div>View Monthly Avg. ☐</div></div>	<div>₹ 2,45,89,945</div>	<div>₹ 1,85,89,945</div>	<div>₹ 5,85,89,945</div>
<div>Department</div>	<div>10</div> <div><div>Engineering</div><div>Product Specialist</div><div>R & D</div><div>Product Manager</div><div>Marketing</div><div>Finance</div><div>UI/UX Design</div><div>Interns</div></div> <div>More...</div>	<div>07</div> <div><div>Engineering</div><div>Product Specialist</div><div>Product Manager</div><div>Marketing</div><div>Finance</div><div>UI/UX Design</div><div>Interns</div></div> <div>More...</div>	<div>12</div> <div><div>Engineering</div><div>Product Specialist</div><div>Product Manager</div><div>Marketing</div><div>Finance</div><div>UI/UX Design</div><div>Interns</div><div>R & D</div></div> <div>More...</div>
<div>Location</div>	<div>📍 05</div> <div><div>Hyderabad</div><div>Pune</div></div>	<div>📍 20</div> <div><div>Hyderabad</div><div>Pune</div></div>	<div>📍 10</div> <div><div>Hyderabad</div><div>Pune</div></div>

Compensation Costs of Multiple Legal Entities: With Keka, you can compare the compensation costs of multiple business units and legal entities, locations, as well as departments. The multi-layered comparison provides a rich set of insights that will help in identifying cost centers.



Employee Competitiveness: With this metric, you can compare the competitiveness of employees who fall in a similar range in terms of experience, job titles, and salaries.





Compare all selected employees

	Prescott MacCaffery Engineering	Alexandre Paiva Engineering	Anna Fali Engineering	Dontae Lit Engineering
Job Role	Senior Software Engineer	Senior Software Engineer	Senior Software Engineer	Senior Software Engineer
Business Unit	Stark Technologies	Stark Technologies	Stark Technologies	Stark Technologies
Years of Experience	4.2 yrs.	5.4 yrs.	4.4 yrs.	4.4 yrs.
Location	Hyderabad	Hyderabad	Hyderabad	Hyderabad
Employee Type	Permanent	Contract	Contract	Contract
Performance	Last rating: 4.1/5 Average rating: 3.8/5	Last rating: 4.2/5 Average rating: 4.2/5	Last rating: 4.2/5 Average rating: 4.2/5	Last rating: 4.2/5 Average rating: 4.2/5
Annual Compensation	<div>₹ 7,80,000</div> <div><div></div><div></div><div></div><div></div></div> <div>Fixed: ₹ 6,24,000 (80%) Bonus: ₹ 78,000 (10%) Contribution: ₹ 35,000 (5%) Other: ₹ 35,000 (5%)</div>	<div>₹ 10,00,000</div> <div><div></div><div></div><div></div><div></div></div> <div>Fixed: ₹ 8,00,000 (80%) Bonus: ₹ 1,00,000 (10%) Contribution: ₹ 50,000 (5%) Other: ₹ 50,000 (5%)</div>	<div>₹ 10,00,000</div> <div><div></div><div></div><div></div><div></div></div> <div>Fixed: ₹ 4,00,000 (80%) Bonus: ₹ 1,50,000 (10%) Contribution: ₹ 1,50,000 (5%) Other: ₹ 3,00,000 (5%)</div>	<div>₹ 12,00,000</div> <div><div></div><div></div><div></div><div></div></div> <div>Fixed: ₹ 9,60,000 (80%) Bonus: ₹ 1,80,000 (10%) Contribution: ₹ 1,80,000 (5%) Other: ₹ 1,80,000 (5%)</div>
Comperative Ratio & Range Penetration	<div>0.93 & 0.33</div> <div>GOOD</div> <div><div></div><div></div></div> <div>SALARY RANGE FOR SIMILAR PROFILE</div> <div>₹ 4.2 L ₹ 16 L</div>	<div>0.85</div> <div>GOOD</div> <div><div></div><div></div></div> <div>SALARY RANGE FOR SIMILAR PROFILE</div> <div>₹ 4.2 L ₹ 16 L</div>	<div>0.85</div> <div>GOOD</div> <div><div></div><div></div></div> <div>SALARY RANGE FOR SIMILAR PROFILE</div> <div>₹ 4.2 L ₹ 16 L</div>	<div>0.85</div> <div>GOOD</div> <div><div></div><div></div></div> <div>COMPERATIVE RATIO</div> <div>₹ 4.2 L</div>

Comparative Ratio and Range Penetration: Compare employees based on their job roles, business units, years of experience, location, nature of employment, and performance. Use this data to generate comparative ratio and range penetration.

"Data is like garbage. You'd better know what you are going to do with it before you collect it."

- Mark Twain

"Analytics is like a crystal ball. You can see into the future, but you still have to make the right decisions to get there."

- Nate Silver



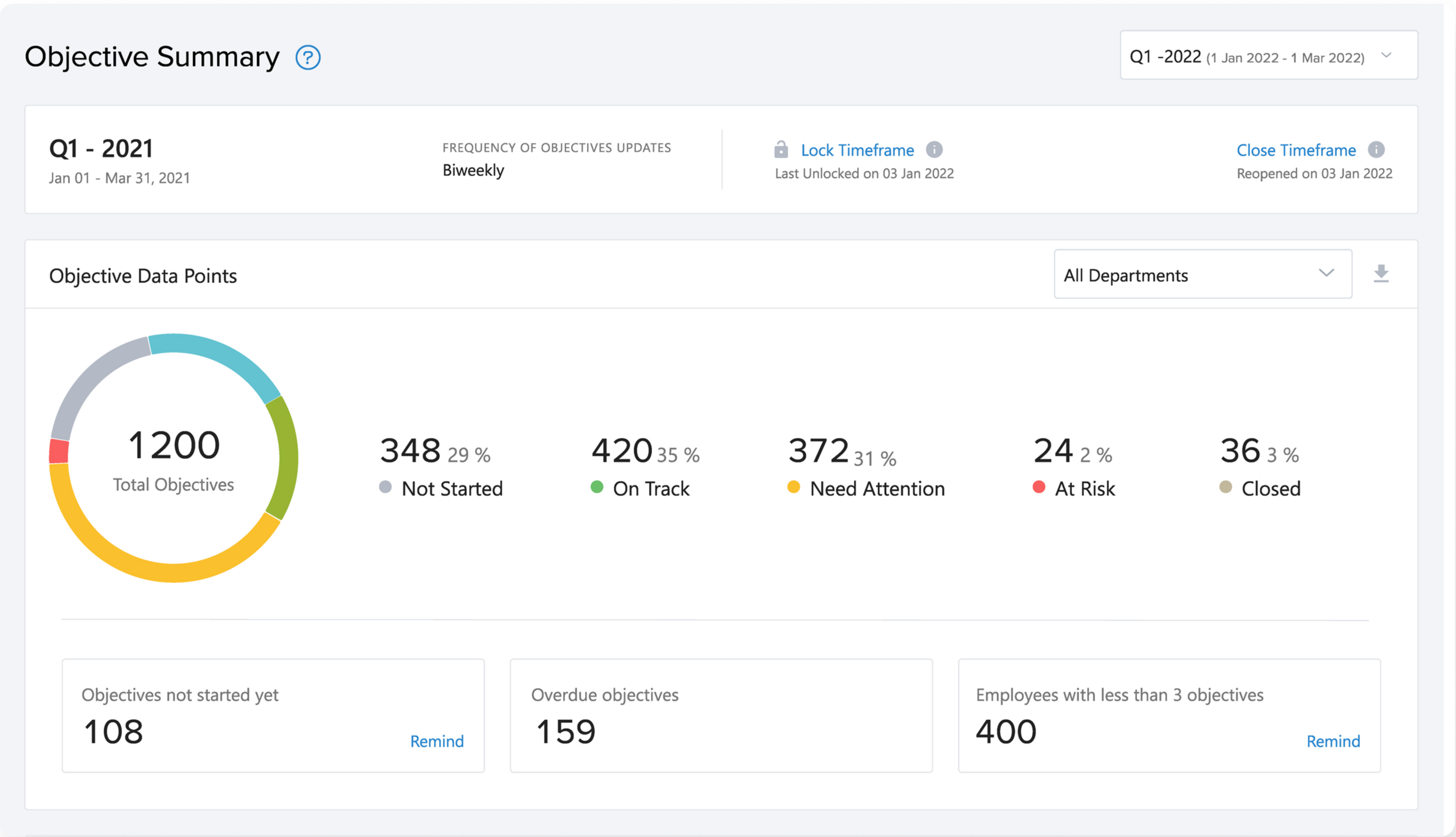


Performance Management

Information your CEO would expect you to assist them with:

- How is the entire company faring in terms of achieving goals?
- Is there any attrition among top performers?
- What are the different performance bands based on which employees are evaluated?

Get a complete and detailed overview of how your teams are performing in terms of goals. You can also track whether your employees are upskilling themselves aggressively enough and which areas they are upskilling themselves in. The 9-Box Grid Matrix will help you visualize the performance and potential of your employees, while the bell curve will assist you in planning appraisals.



Summary of All Objectives: A detailed view of all objectives with information on how many of them are yet to be started, which of them are on track, how many need attention, and which objectives are at risk. You can also define a minimum number of objectives for each employee, following which Keka will identify those with objectives below the defined minimum limit.



Active Objectives

All your team objectives except closed ones will be shown here.

Import Key Results

Import Objectives

+ Add Objective

TIMEFRAME	REPORT TYPE	DEPARTMENT	OBJECTIVE TYPE					
Q3-2020	Direct Reports	2 Items selected	2 Items selected	search				
50 of 245 records								
NAME		KEY RESULTS	OWNER	DEPARTMENT	TIMEFRAME	OBJECTIVE TYPE	ADDED BY	ACTIONS
	Achieve sales driven product management	0	Denice Ekdahl Senior Software Engineer	Sales	Q3-2020	Individual	Denice Ekdahl 10 Jul, 2019	...
	Provide sales revenue to financial capital	1	Onyekachukwu Chibueze Senior Software Engineer	Dev	Q3-2020	Department Product Department	Farrokh Hashemi 20 Jul, 2019	...
	Implementing agile product management across Performance Team	2	Tamaki Ryushi Senior Software Engineer	CS	Q3-2020	Indiviudal	Tamaki Ryushi 11 Feb, 2020	...
	Achieve sales driven product management	1	Denice Ekdahl Senior Software Engineer	Inside Sales	Q3-2020	Individual	Denice Ekdahl 07 Mar, 2020	...
	Provide sales revenue to financial capital	1	Onyekachukwu Chibueze Senior Software Engineer	Inside Sales	Q3-2020	Department Product Department	Shirline Dungey 17 Feb, 2020	...
	Implementing agile product management across Performance Team	2	Tamaki Ryushi Senior Software Engineer	Inside Sales	Q3-2020	Individual	Tamaki Ryushi 31 Mar, 2020	...
245 records					Show	100	<div>< 1 2 3 4 ></div>	

Active Objectives: Drill down to the details of all active objectives, such as their respective owners, which departments they belong to, objective type and their time frame. You can apply filters to find out the active objectives of specific departments, time frames, report types, and more.

Employees with fewer or no Objectives

Employees with less than 3 Objectives or no Objectives will be shown here. You can also search and [Bulk Assign Objectives](#).

TIME FRAME

Mar 2022

DEPARTMENT

LOCATION

NO OF OBJECTIVES

SEARCH

New Objective

Add from existing Objectives

Remind

5 of 5 records

	EMPLOYEE NAME	DEPARTMENT	LOCATION	OBJECTIVES	ACTIONS
☒	<div>Vinay Vora</div> <div>Sales Associate</div>	Denice Ekdahl	Cochin	0	<div>+</div>
☐	<div>Vinay Vora</div> <div>Sales Associate</div>	Denice Ekdahl	Cochin	0	<div>+</div>
☒	<div>Vinay Vora</div> <div>Sales Associate</div>	Denice Ekdahl	Cochin	0	<div>+</div>
☒	<div>Vinay Vora</div> <div>Sales Associate</div>	Denice Ekdahl	Cochin	0	<div>+</div>
☒	<div>Vinay Vora</div> <div>Sales Associate</div>	Denice Ekdahl	Cochin	0	<div>+</div>

5 records

Show

50

<

1

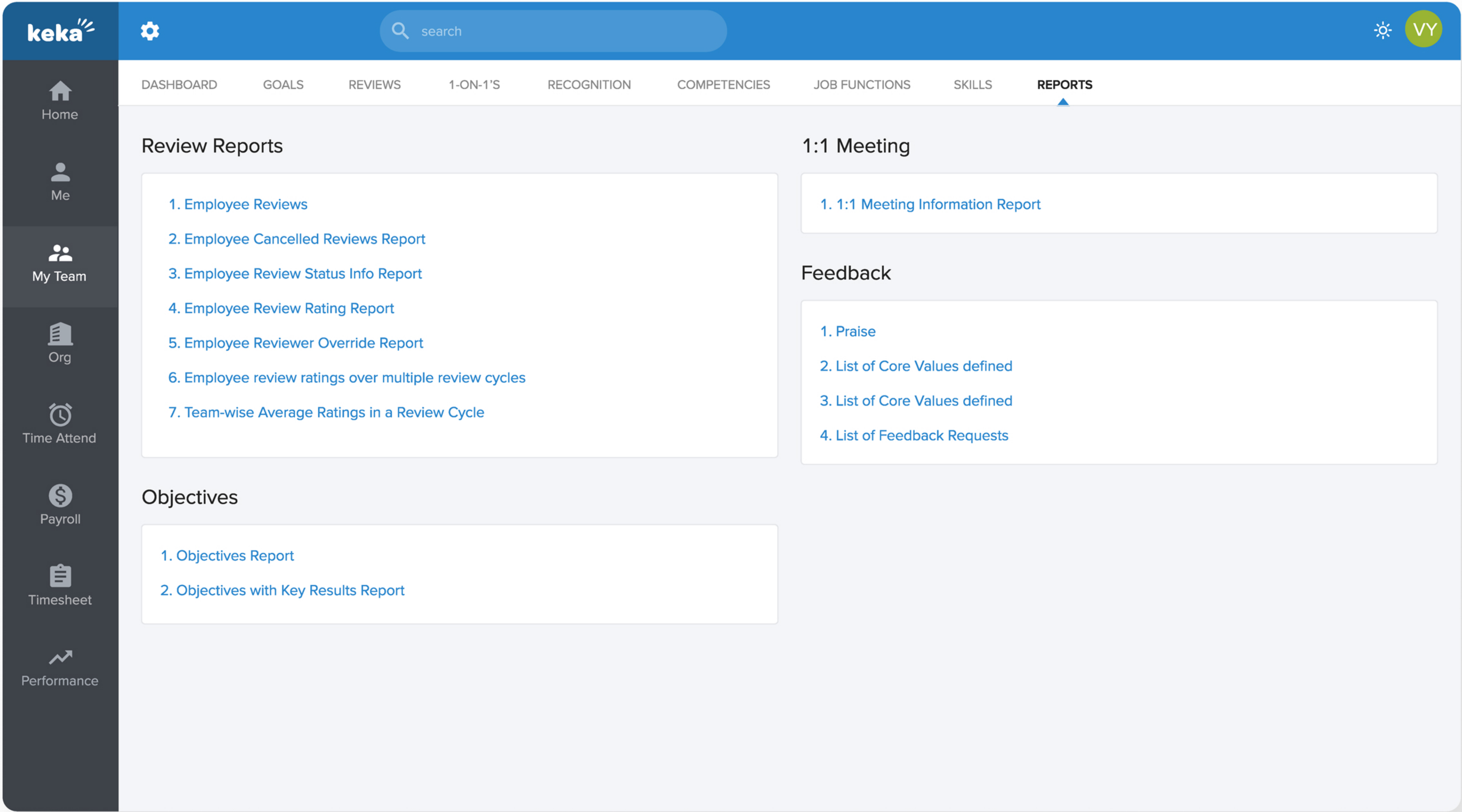
2

3

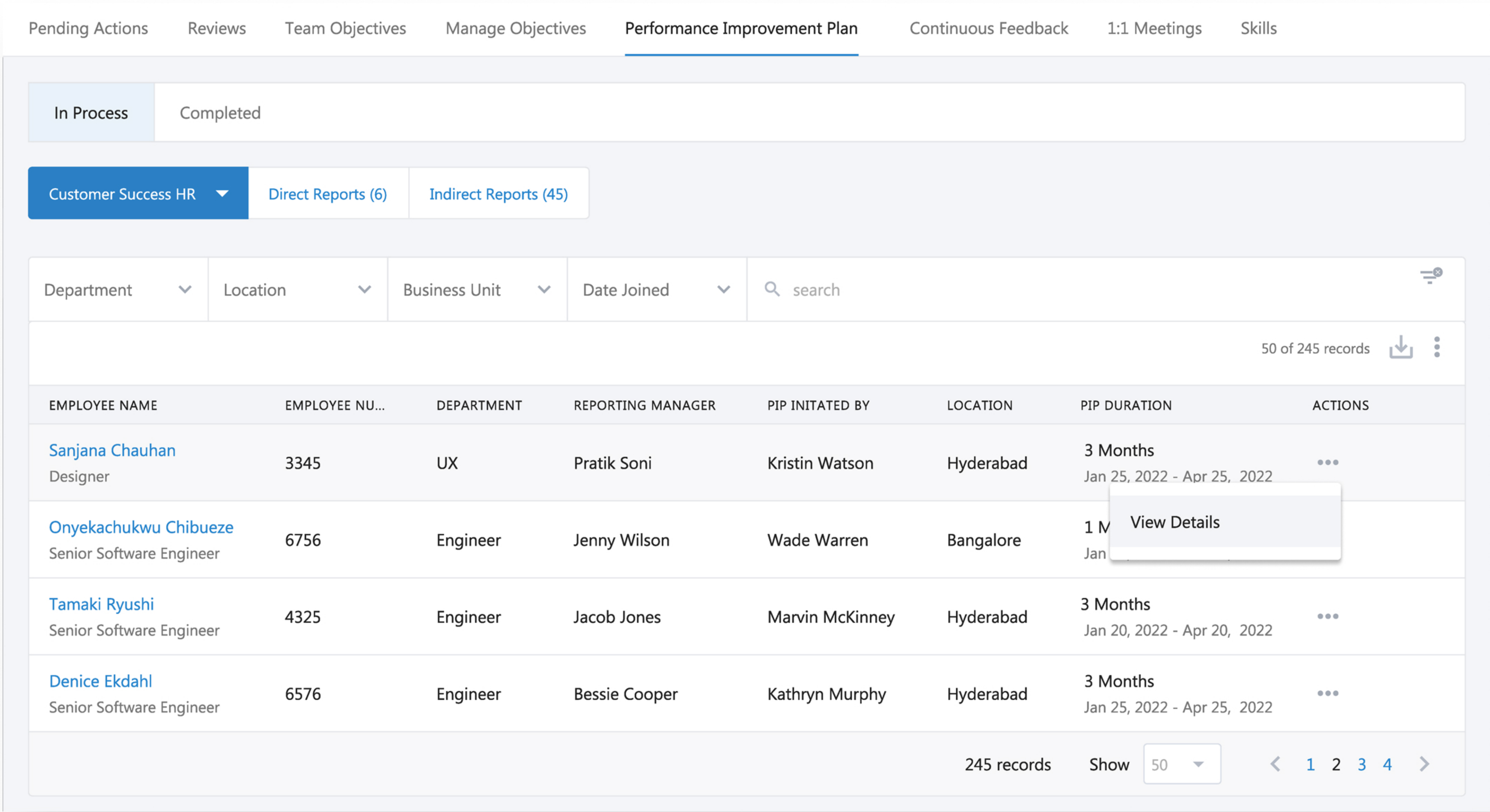
4

>

Employees with No Objectives: Identify employees who have not yet updated their objectives and have not aligned themselves with any of the organizational goals.



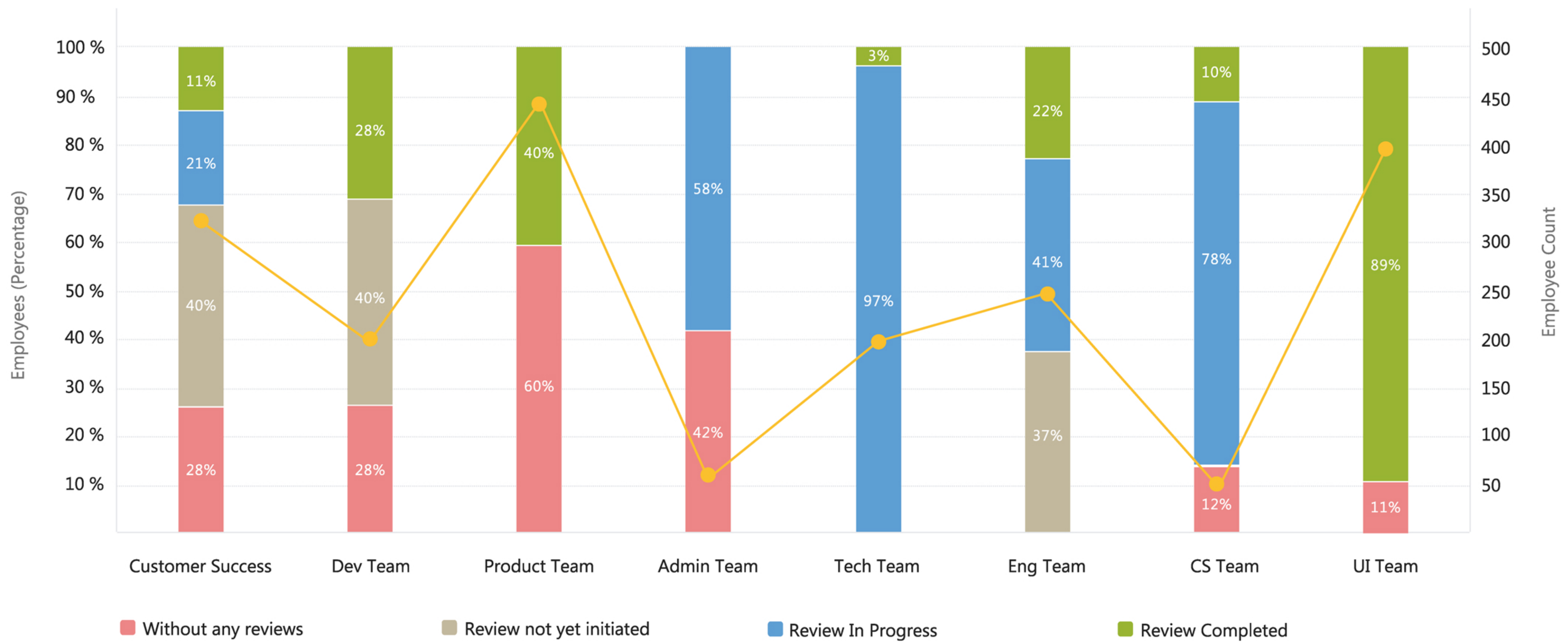
Performance Review Reports: Access a comprehensive set of performance reports, including reports related to reviews, objectives, 1:1 meetings, and feedback. Download any report at the click of a button!



Performance Improvement Plan: Easily access the list of employees who have been added to the Performance Improvement Plan (PIP) and access details such as who initiated the PIP for each employee, and the duration of PIP, among other details.



On Going Review Summary



Dashboards for Goal Rating and Review Cycle: Here, you will get all important dashboards related to goals and reviews in a single place. View department-wise breakdown of employees with and without goals. Similarly, find out how many reviews have been initiated, how many are in progress, and how many have been completed.

1:1 meetings

Meetings which are created by you or you are the primary participant.

UPCOMING MEETINGS

1:1 meeting with Onyekachukwu
Today, 9:30 AM
Recurring every Thursday

1:1 meeting with Chibueze
Today, 10:30 AM
Recurring every Thursday

PENDING MEETINGS

1:1 Meeting
With Jenny Wilson

1:1 Meeting
With Jacob Jones

1:1 Meeting
With Kathryn Murphy

1:1 Meeting
With Bessie Cooper

1:1 meeting with Jenny Wilson
Today, 9:30 AM , occurs every Thursday
Scheduled by Ezequiel Dengra

Meeting Participants +

Finish meeting

Talking Points

- Progress in the product
- Issues in ongoing project
- Upcoming task
- Add new talking point

Action items

- Add new action item

Meeting summary

Write your meeting summary here.

Join from here

Your meeting is scheduled on 25th jan at 9:30 AM. You can join by clicking here.

Join Teams

Ezequiel Dengra

Goals

Q2 2020

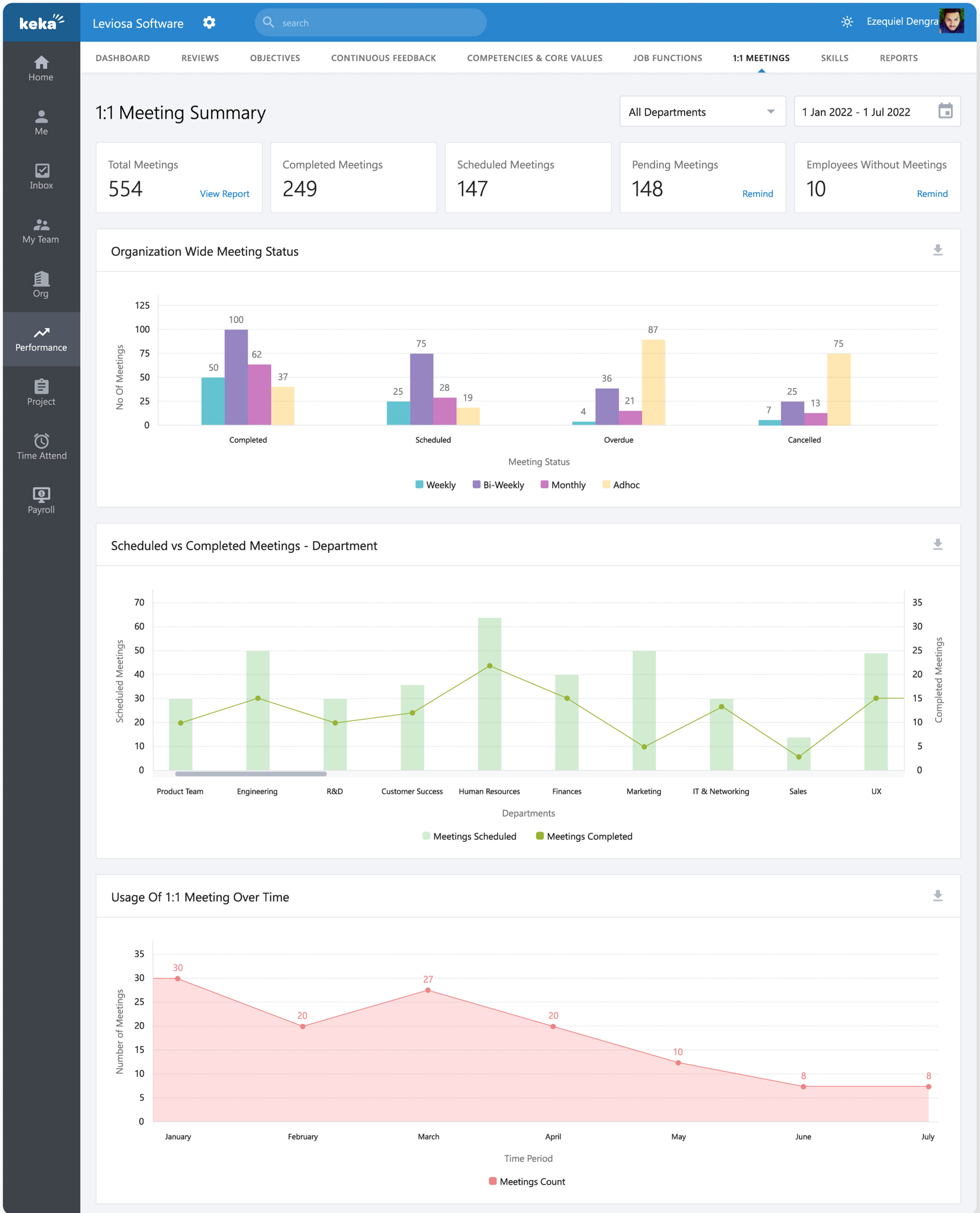
Last updated 4 days ago

Overall progress

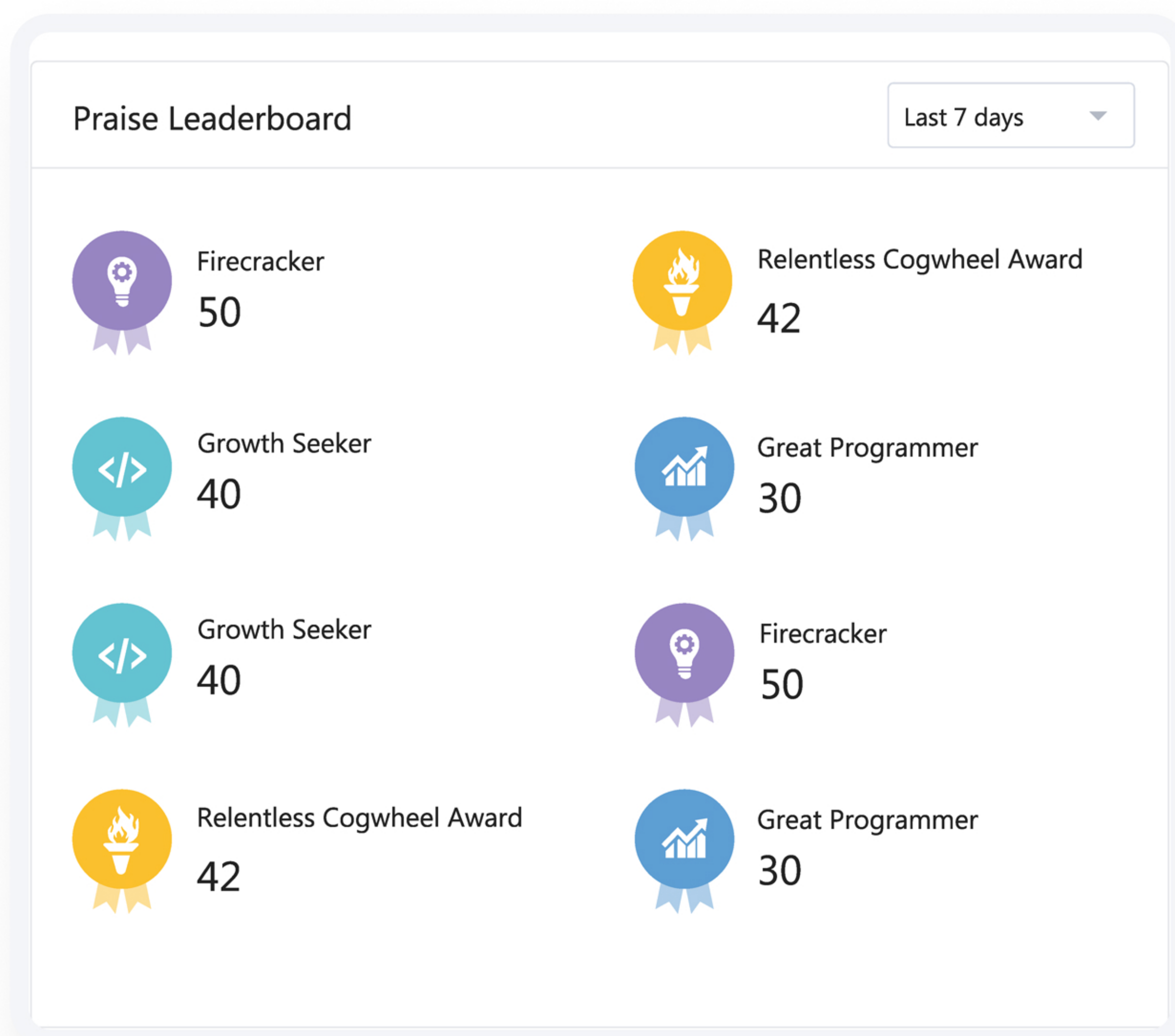
20% ON TIME

Achieve a monthly recurring revenues of 4.5 L MRR this quarter

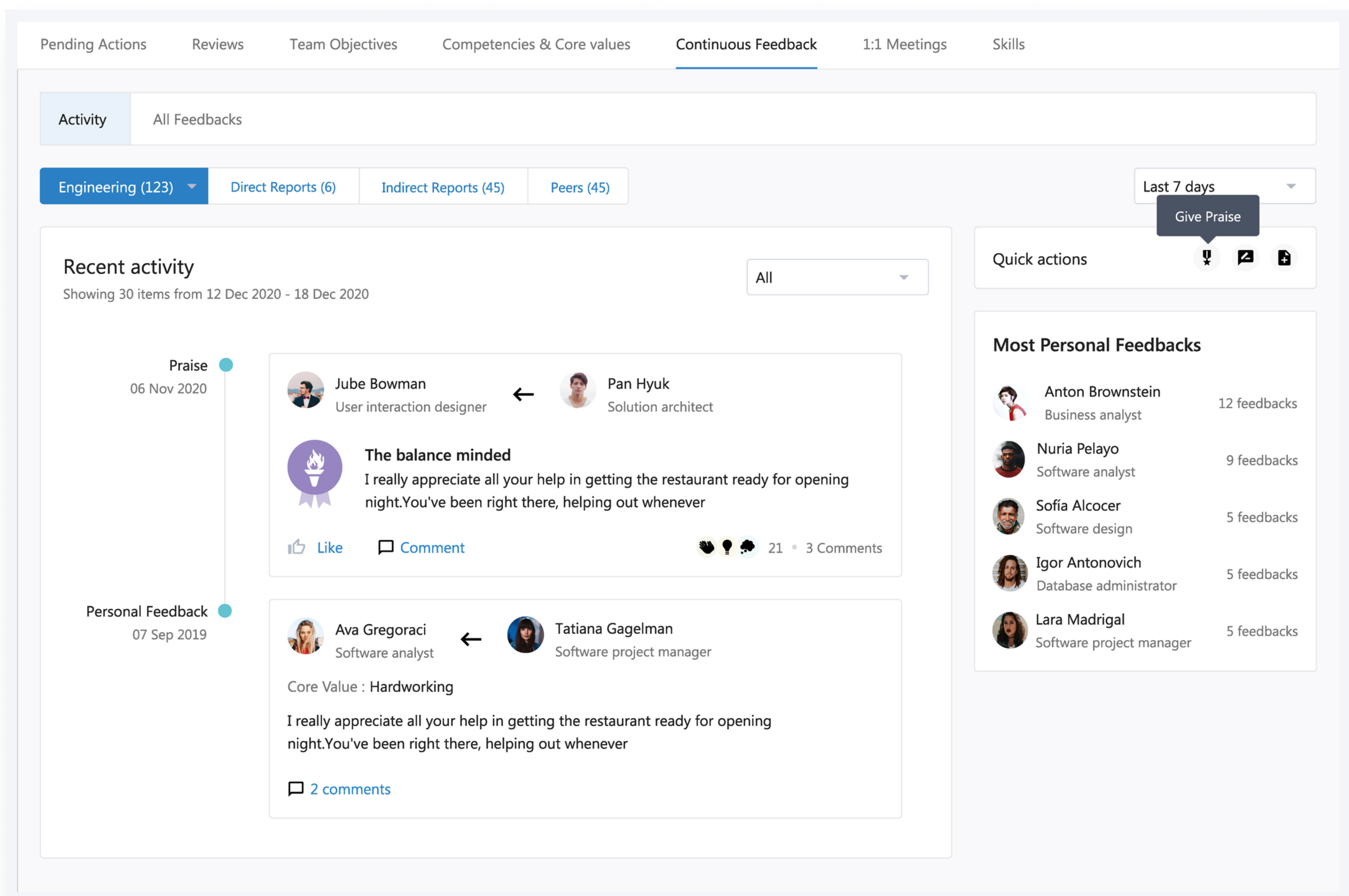
1:1 Meetings: The 1:1 meeting screen provides you with details of past and upcoming meetings. You can also view talking points and note down meeting summaries, action items, and comments. The screen of each meeting also contains a link from where you can directly join the meeting, as well as a snippet of the employee's goal achievement summary.



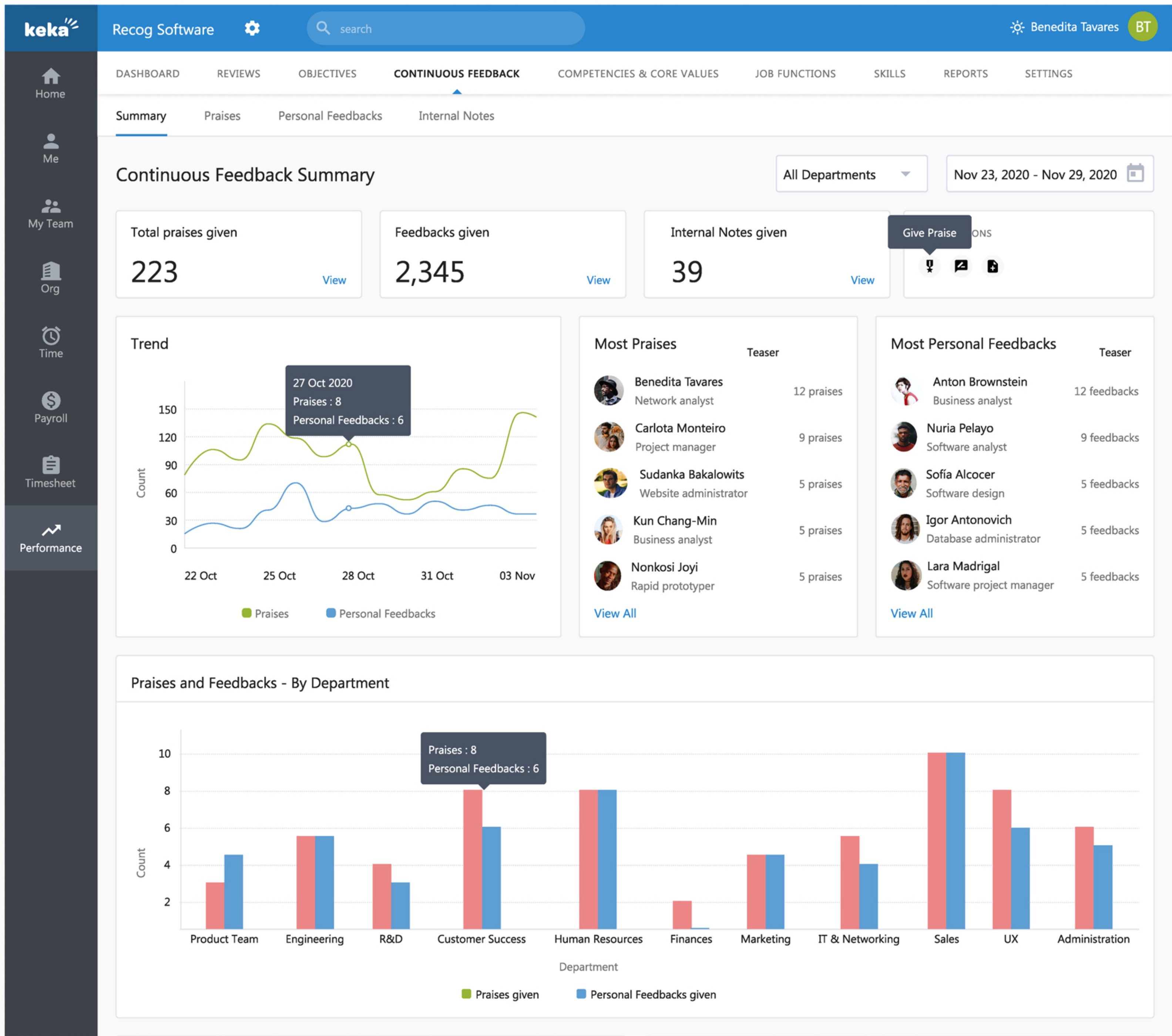
Organization-wide 1:1 Meetings Summary: Find out the organization-wide status of 1:1 meetings with this dashboard. View the total number of 1:1 meetings scheduled, how many have been completed, and also the types of 1:1 meetings conducted.



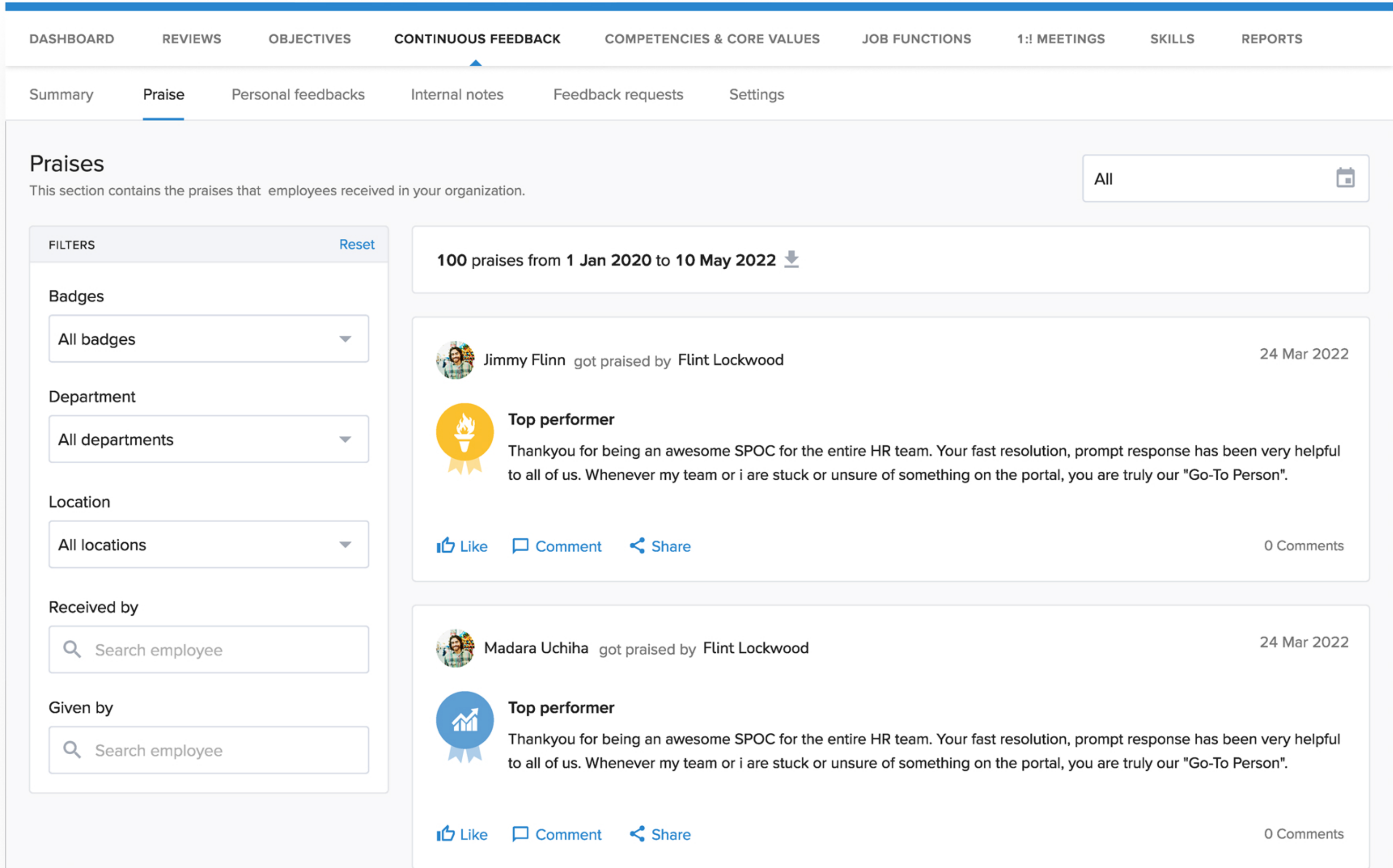
Badge Analytics: Keka features a set of highly interesting badges that employees could use to praise their peers and share feedback. This screen depicts how many times each badge has been used in a defined time frame.



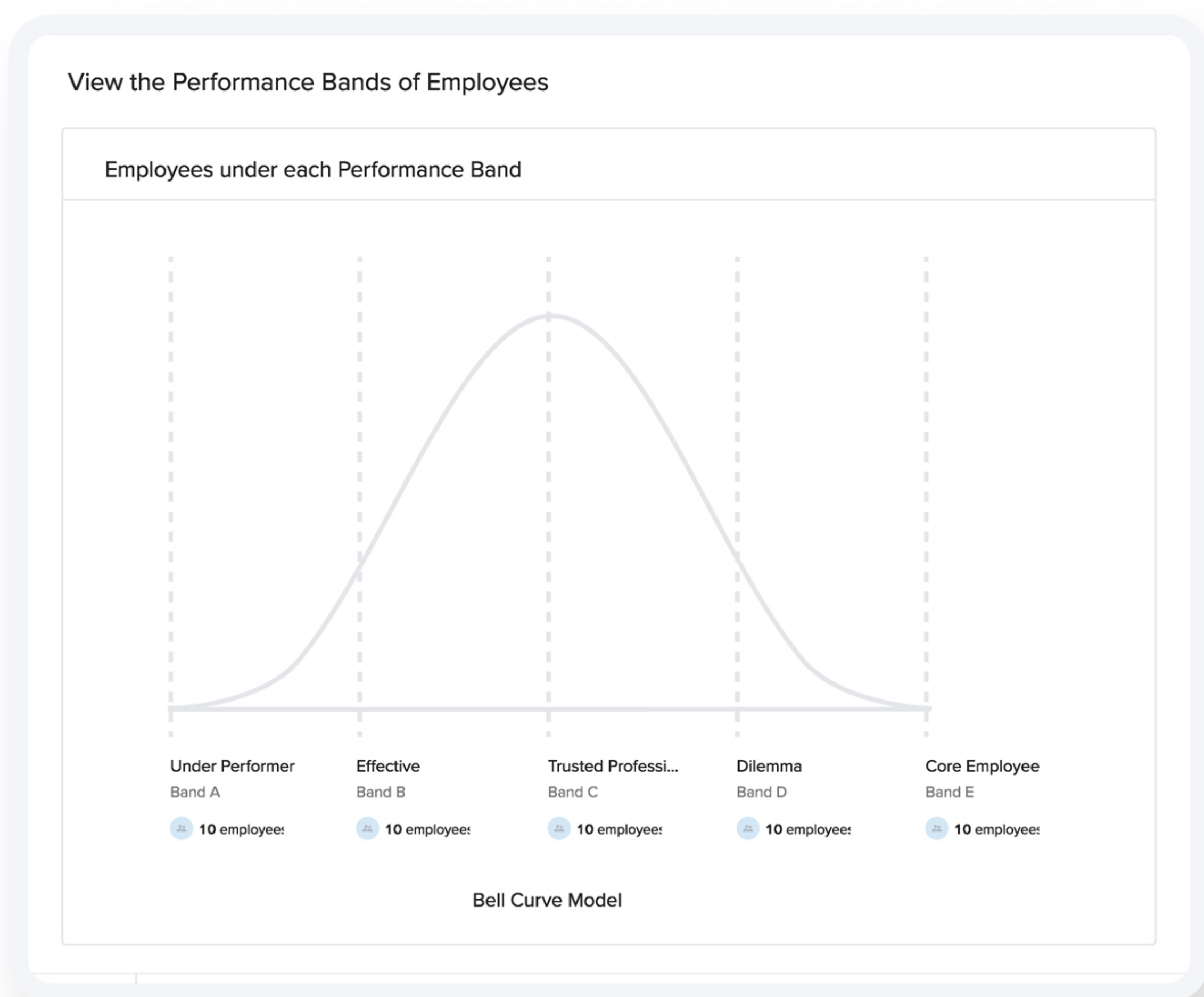
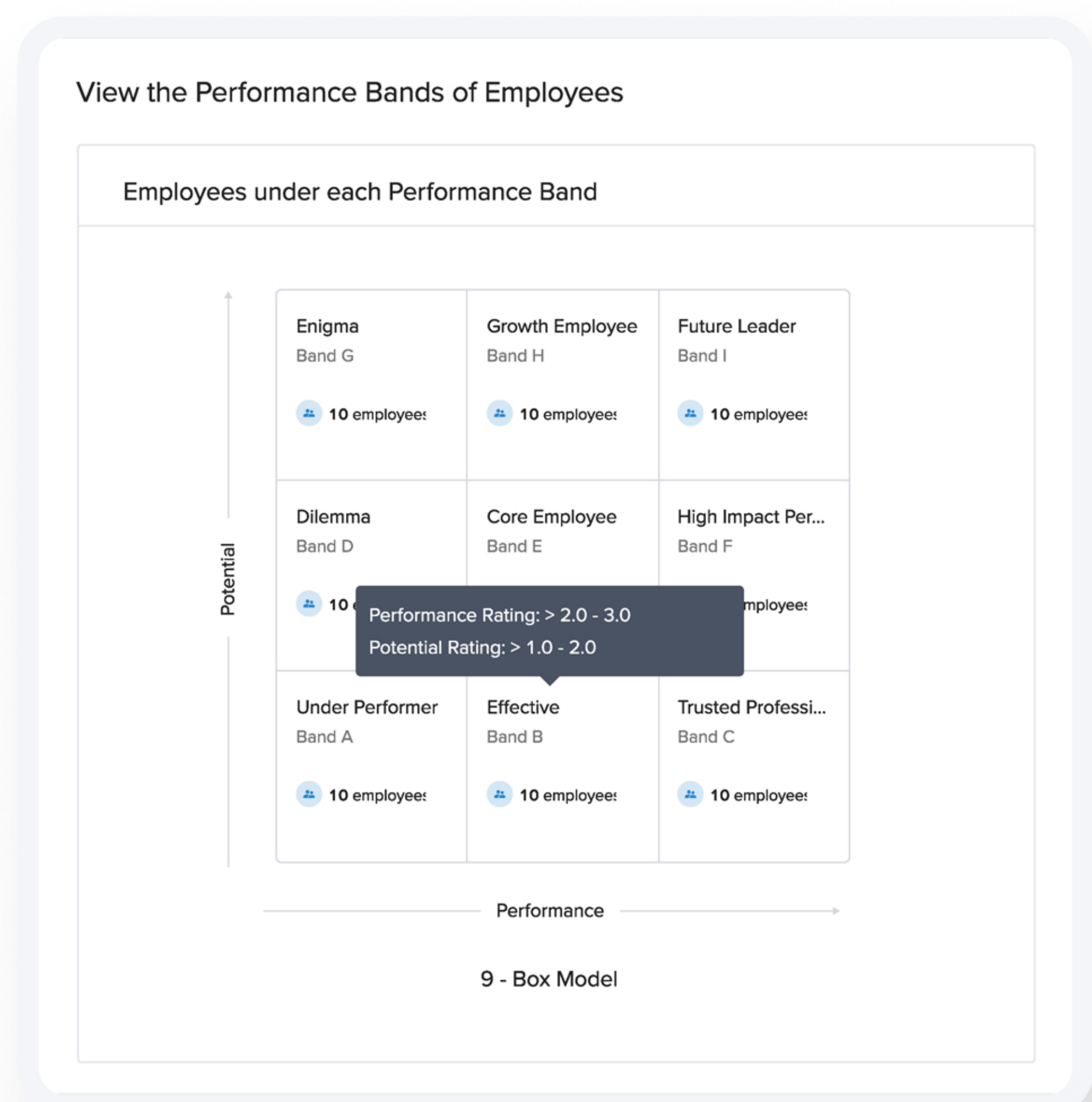
Feedback: Keka helps you track one of the most effective and powerful means of communication that drives productivity and improves efficiency. Use the feedback data to evaluate how often your managers are sharing feedback with their teams.



Organization-wide Feedback Analytics: Discover how your managers and other employees across your organization are sharing/receiving feedback through this dashboard.



Department-wise Praise Analytics: Appreciation from peers and seniors is a strong metric to gauge collaboration and team effectiveness. With this dashboard, find out how each department is faring in this aspect.



9-Box Grid Matrix and Bell Curve: The 9-Box Grid Matrix will help you visualize the performance and potential of your employees, while the bell curve will assist you in planning appraisals.

"Without data, you're just another person with an opinion."

- W. Edwards Deming

"You can't manage what you can't measure."

- Peter Drucker

"In the world of business, data is the new black. It never goes out of style."

- Jerry Gregoire

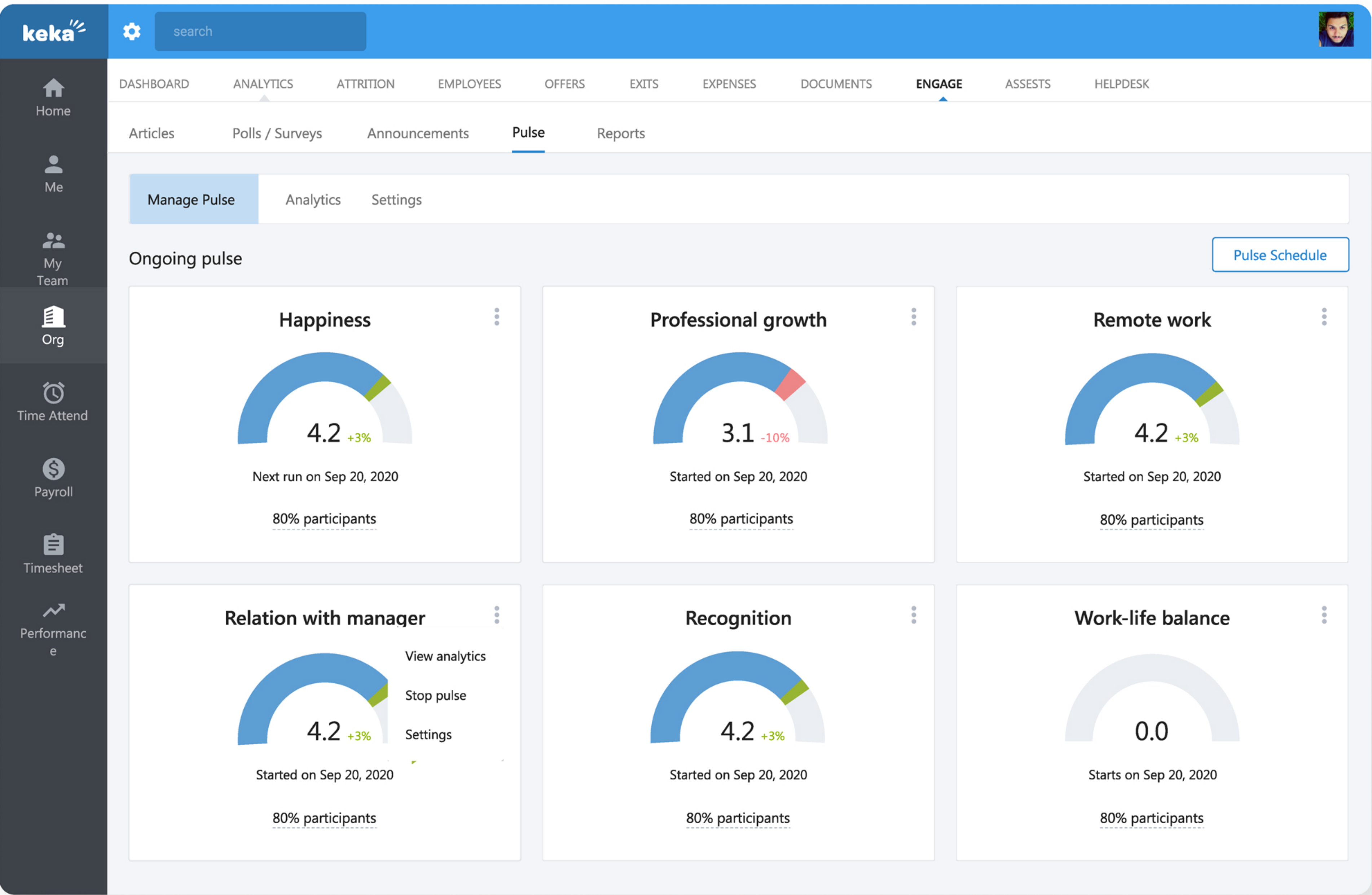




Employee Engagement

- Questions your CEO may want answers to:
- Are employees confident about the leadership’s vision and team effectiveness?
 - Do they have access to tools that would help them measure the pulse of organizations on different issues?
 - What is the overall employee engagement rate, and how could it be increased?

Feel the pulse of your employees with Keka’s reliable surveys, polls, and social wall. You can run anonymous surveys for the whole organization or specific departments to gather honest feedback from employees. Keka not only helps you build a great culture, but it also assists you with tools to sustain it, whether your teams are working from the office or home. Some key metrics in employee engagement that you can track are:



Employee Pulse Surveys: Gauge the mood of your employees though Keka’s pulse surveys that could measure happiness, satisfaction, and other engagement metrics. You can schedule the pulse surveys at strategic times to best capture what is going on in your employees’ minds.



VY

DASHBOARD

EMPLOYEES

ORG STRUCTURE

ONBOARDING

EXITS

EXPENSES & TRAVEL

DOCUMENTS

ENGAGE

ASSETS

HELPDESK

Articles

Polls

Announcements

Pulse

Survey

Polls

You can create polls and get opinions from employees

+ Create Poll

EMPLOYEE DETAILS

RESET

Q Search

Added by

Search employee

☒ Exclude announcements from wall

Date Range

Select date range

Department

Select an option.

Location

Select an option.

Which UI design do you like the most for our upgraded website

Judhajit Debnath on 20 Feb, 2023

☐ Minimalist design with vector illustrations

☐ Design that includes real images along with vectors

☐ Not sure

Edit

Delete

Copy link

View stats

Poll ends on 31 Feb, 2023

Vote

Like

Comment

20 reactions • 0 comments

Is ChatGPT proving to be helpful in automating redundant tasks?

Judhajit Debnath on 20 Feb, 2023

WALL

Yes

100% 34 Votes

No

0% 0 Vote

Haven't used it yet

0% 0 Vote

Poll ends on 31 Feb, 2023

34 employees voted

Like

Comment

20 reactions • 0 comments

Polls: Whether you need to decide what should be the venue of the company’s next fun retreat or to know the opinion of your employees on any matter under the sun, polls could be a quick and effective tool. You can control whether a poll is specific to a department or visible to the whole workforce.

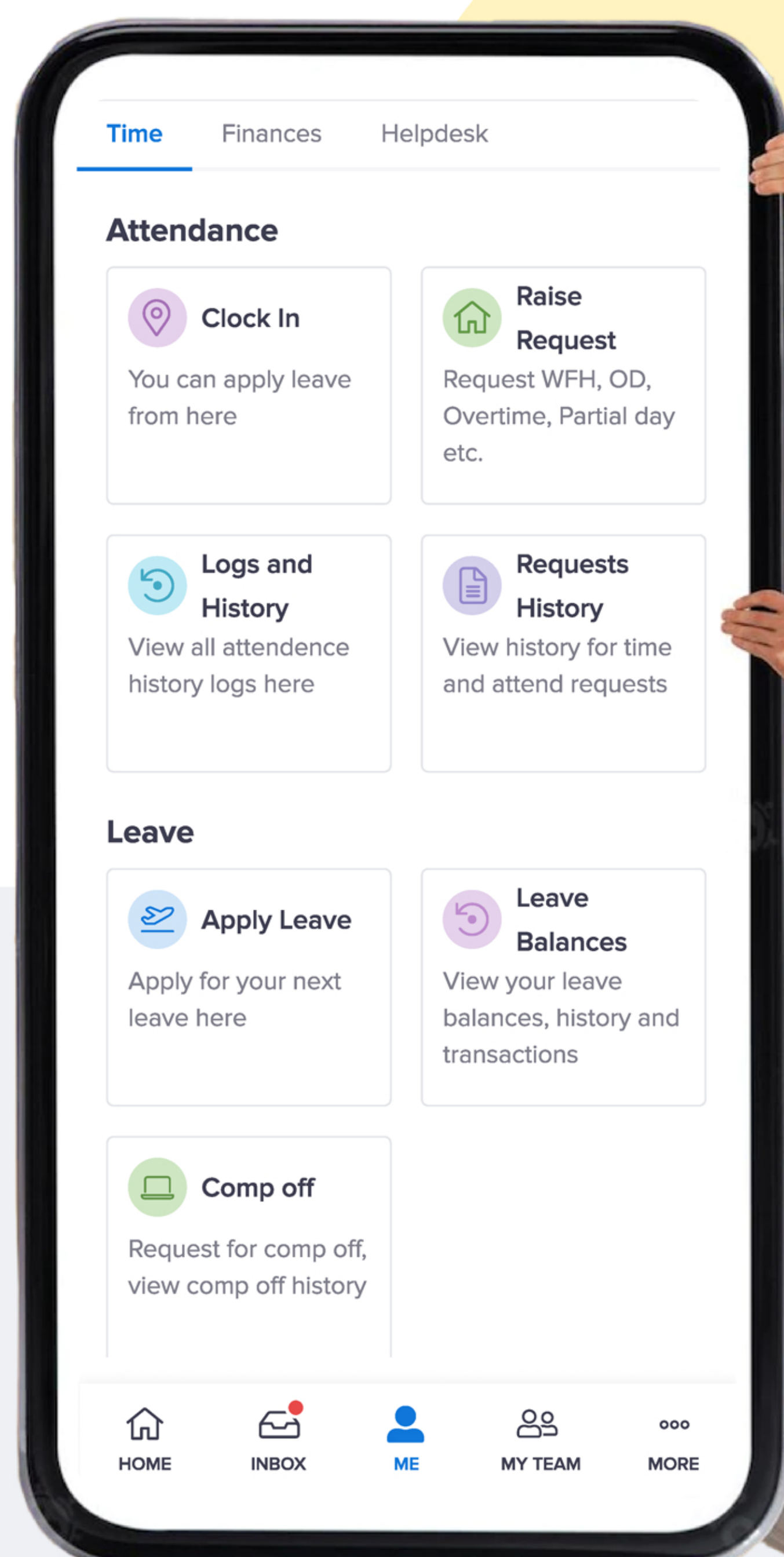


Ready to **Occupy your Seat** at the **Business High Table?**

With Keka, you would have all the above metrics at your fingertips and could effortlessly assist your leadership in taking timely, data-backed decisions.

Keka equips you with everything you need to build a great company. Our solution and its features are built after years of research and collaboration with industry experts. By using Keka, you would be driving your HR department and the whole organization toward best practices in people management and efficiency.

Witness the magic of Keka first-hand!



Reach out to us!



+91 89292 08062