

ทำเนียบตัวชี้วัดผลงาน (Performance Indicators List)

หน่วยงาน : ฝ่ายบริหารทรัพยากรบุคคล

ตัวชี้วัดผลงาน	ตำแหน่งงาน					
	ผจก. HR	Training Sup.	Recruit Sup.	Compen Sup.	Admin. Officer	Safety Officer
<u>Overall HR Effectiveness</u>						
Productivity per staff	<input checked="" type="checkbox"/>					
% Labor Cost	<input checked="" type="checkbox"/>					
Expenses per staff	<input checked="" type="checkbox"/>					
Number of complaint	<input checked="" type="checkbox"/>					
<u>Recruitment</u>						
% On time recruitment			<input checked="" type="checkbox"/>			
% On time of recruit document			<input checked="" type="checkbox"/>			
Number of recruit document error			<input checked="" type="checkbox"/>			
Number of Org.Chart/JD error			<input checked="" type="checkbox"/>			
Number of unupdated time			<input checked="" type="checkbox"/>			
Interivew ratio			<input checked="" type="checkbox"/>			
% Pass interview			<input checked="" type="checkbox"/>			
% Pass probation			<input checked="" type="checkbox"/>			
Number of manpower error			<input checked="" type="checkbox"/>			
% Turnover rate			<input checked="" type="checkbox"/>			
<u>Payroll</u>						
% On time	<input checked="" type="checkbox"/>					
% Payroll				<input checked="" type="checkbox"/>		
% Tax				<input checked="" type="checkbox"/>		
% Working error				<input checked="" type="checkbox"/>		
% Payroll				<input checked="" type="checkbox"/>		
% Tax				<input checked="" type="checkbox"/>		
% Attendance				<input checked="" type="checkbox"/>		
<u>Training</u>						
% Training effectiveness performance	<input checked="" type="checkbox"/>					
% Training Plan Approval		<input checked="" type="checkbox"/>				
% Training organizing vs plan		<input checked="" type="checkbox"/>				
% Postponded course		<input checked="" type="checkbox"/>				
% of training course cancellation		<input checked="" type="checkbox"/>				
% Pre-Post test		<input checked="" type="checkbox"/>				
% OJT		<input checked="" type="checkbox"/>				
% Completed new staff training on time		<input checked="" type="checkbox"/>				
% Pass training evaluation		<input checked="" type="checkbox"/>				
% Staff completed standard courses		<input checked="" type="checkbox"/>				
% Skills improvement		<input checked="" type="checkbox"/>				
Number of participants complaint		<input checked="" type="checkbox"/>				
% Performance Improvement	<input checked="" type="checkbox"/>					
Number of skilled standard course		<input checked="" type="checkbox"/>				
% Participant's improvement		<input checked="" type="checkbox"/>				
Average skills per staff		<input checked="" type="checkbox"/>				
Number of project after training		<input checked="" type="checkbox"/>				
% Human error after training		<input checked="" type="checkbox"/>				
Number of new internal OJT trainer		<input checked="" type="checkbox"/>				
<u>Safety</u>						
% On time	<input checked="" type="checkbox"/>					
% PPE providing on time						<input checked="" type="checkbox"/>
% Completed safety plan						<input checked="" type="checkbox"/>
% Safety report submitting on time						<input checked="" type="checkbox"/>
% Safety audit on time						<input checked="" type="checkbox"/>
% Error						<input checked="" type="checkbox"/>
Number of emergency system error						<input checked="" type="checkbox"/>
Zero accident manhours	<input checked="" type="checkbox"/>					
Number of unsafe act accident						<input checked="" type="checkbox"/>
Number of unsafe condition accident						<input checked="" type="checkbox"/>
Number of sickness from work						<input checked="" type="checkbox"/>
Number of CAR	<input checked="" type="checkbox"/>					<input checked="" type="checkbox"/>
<u>Administration</u>						
% Correct government documents					<input checked="" type="checkbox"/>	
% Government document submitting on time					<input checked="" type="checkbox"/>	
Number of CAR	<input checked="" type="checkbox"/>				<input checked="" type="checkbox"/>	
Admin.expense					<input checked="" type="checkbox"/>	
Number of Admin. complaint	<input checked="" type="checkbox"/>					
Transportation					<input checked="" type="checkbox"/>	
Canteen					<input checked="" type="checkbox"/>	
Security guard					<input checked="" type="checkbox"/>	
Facilities					<input checked="" type="checkbox"/>	