Other Outcomes/Objectives, with Any Associations and Related Measures, Targets, Findings, and Action Plans

O/O 1: Performance appraisal system
Improve quality of unclassified performance appraisal system

Related Measures

M 1: Annual analysis of performance
Conduct annual analysis of performance evaluation data
Source of Evidence: Administrative measure - other

Target:
80% Supervisors properly trained on process; 75% of evaluations completed properly providing goals and strategies

O/O 2: Comprehensive classification and compensation plan
Create a comprehensive classification and compensation plan for unclassified employees

Related Measures

M 2: Position descriptions
Analyze current unclassified position descriptions
Source of Evidence: Administrative measure - other

Target:
Reduce vacant position inventory by 75%; Audit & update 25% of existing position descriptions

Develop an HRM Procedures Manual

Related Measures

M 3: Number of employees trained
Number of procedures developed and disseminated; Number of employees trained
Source of Evidence: Administrative measure - other

Target:
Disseminate 100% of procedures developed; Train 25% of employees

O/O 4: Employee voluntary supplemental benefits program
Revise employee voluntary supplemental benefits program due to move from LSU to UL System

Related Measures

M 4: Survey employees
Survey employees for benefit needs; Educational outreach programs for employees regarding benefit options
Source of Evidence: Administrative measure - other

Target:
60% Employee satisfaction; 50% Employee participation