Analytics KPI and Metrics List

Introduction

UKG Dimensions™ Analytics brings real-time metrics and key performance indicators (KPIs) to frontline and operational people managers, giving them the ability to track how well their teams are performing against organizational goals. Critical workforce information is served up automatically, allowing your people managers to easily access, analyze, and visualize the data and truly manage in the moment.

Legacy workforce analytics solutions and tools can restrict your organization's ability to take in data and make smarter data-driven decisions. Instant access to key metrics and KPIs is vital to your frontline managers' ability to proactively identify potential issues and take corrective action before they impact employee engagement or the bottom line — it's a whole new way of working smarter.

The list below contains KPIs and metrics delivered with Analytics to help your organization quickly get started, but it doesn't stop there. Also included with Analytics is the KPI builder — a simple tool designed to help you and your organization personalize KPIs to better fit your needs.

What's included with Analytics?

Dimensions Analytics comes with an extensive set of metrics and KPIs ready to activate right out of the gate.

- Metric: A quantifiable data value, such as cost, number of hours, or a specific count, that can be used as a building block for calculating KPIs.

- KPI: A measurement that is calculated using metrics, demonstrates progress against established targets or goals, and provides greater business insight than metrics alone.

Table of Contents

Connect with us online @UKG.com

UKG Dimensions Analytics

Metrics

Costs

Absenteeism Costs	The actual labor costs based on the pay codes identified as Absenteeism
Actual Costs	The total actual labor costs based on all pay codes
Excused Absenteeism Costs	The actual labor costs based on the pay codes identified as Excused Absenteeism
Nonproductive Costs	The actual labor costs based on the pay codes identified as Nonproductive
Overtime Costs	The actual labor costs based on the pay codes identified as Overtime
Productive Costs	The actual labor costs based on the pay codes identified as Productive
Projected Nonproductive Labor Costs	The projected labor costs based on the pay codes identified as Nonproductive
Projected Overtime Labor Costs	The projected labor costs based on the pay codes identified as Overtime
Projected Regular Costs	The projected labor costs based on the pay codes identified as Regular
Projected Training Costs	The projected labor costs based on the pay codes identified as Training
Projected Labor Costs	The total projected labor costs based on all pay codes
Projected Productive Labor Costs	The projected labor costs based on the pay codes identified as Productive
Regular Costs	The actual labor costs based on the pay codes identified as Regular
Scheduled Overtime Costs	The scheduled labor costs based on the pay codes identified as Overtime
Scheduled Costs	The total scheduled wages or labor costs based on all pay codes
Scheduled Nonproductive Costs	The scheduled labor costs based on the pay codes identified as Nonproductive
Scheduled Productive Costs	The scheduled labor costs based on the pay codes identified as Productive
Scheduled Regular Costs	The scheduled labor costs based on the pay codes identified as Regular
Scheduled Training Costs	The scheduled labor costs based on the pay codes identified as Training
Training Costs	The actual labor costs based on the pay codes identified as Training
Unexcused Absenteeism Costs	The wages or labor costs based on the pay codes identified as Unexcused Absenteeism

Hours

Absenteeism Hours	The total number of actual hours based on the pay codes identified as Absenteeism
Actual Hours	The total number of actual labor hours based on all pay codes
Exception Hours	The actual labor costs based on the pay codes identified as Excused Absenteeism
Exception Hours	The number of hours related to Late, Very Late, Early, Very Early, Long, and Short exceptions
Excused Absenteeism Hours	The number of actual hours based on the pay codes identified as Excused Absenteeism
Hours over Exception	The actual labor costs based on the pay codes identified as Productive
Nonproductive Hours	The number of actual hours based on the pay codes identified as Nonproductive
Overtime Hours	The number of actual hours based on the pay codes identified as Overtime
Productive Hours	The number of actual hours based on the pay codes identified as Productive
Projected Nonproductive Hours	The number of projected hours based on the pay codes identified as Nonproductive
Projected Overtime Hours	The number of projected hours based on the pay codes identified as Overtime
Projected Productive Hours	The number of projected hours based on the pay codes identified as Productive

UKG

UKG Dimensions Analytics

Metrics

Hours continued

Projected Regular Hours	The number of projected hours based on the pay codes identified as Regular
Projected Training Hours	The number of projected hours based on the pay codes identified as Training
Projected Hours	The total number of projected labor hours based on all pay codes
Regular Hours	The number of actual hours based on the pay codes identified as Regular
Scheduled Hours	The total number of scheduled labor hours based on all pay codes
Scheduled Nonproductive Hours	The number of scheduled hours based on the pay codes identified as Nonproductive
Scheduled Overtime Hours	The number of scheduled hours based on the pay codes identified as Overtime
Scheduled Productive Hours	The number of scheduled hours based on the pay codes identified as Productive
Scheduled Regular Hours	The number of scheduled hours based on the pay codes identified as Regular
Scheduled Training Hours	The number of scheduled hours based on the pay codes identified as Training
Time Paid Not Worked (In) Hours	The variance of the raw punch and the rounded punch time for in punches expressed in hours where the rounding rules favor the employee
Time Paid Not Worked (Out) Hours	The variance of the raw punch time and the rounded punch time for out punches expressed in hours where the rounding rules favor the employee
Time Worked Not Paid (In) Hours	The variance of the raw punch time and the rounded punch time for in punches expressed in hours where the rounding rules favor the employer
Time Worked Not Paid (Out) Hours	The variance of the raw punch time and the rounded punch time for out punches expressed in hours where the rounding rules favor the employer
Training Hours	The number of actual hours based on the pay codes identified as Training
Unexcused Absenteeism Hours	The number of actual hours based on the pay codes identified as Unexcused Absenteeism

Exceptions

Bonus Applied Exception Count	The number of Bonus Applied exceptions generated during the selected time period
Break Out of Sequence Exception Count	The number of Break Out of Sequence exceptions generated during the selected time period
Canceled Meal Deduction Exception Count	The number of Canceled Meal Deduction exceptions generated during the selected time period
Core Hours Violation Exception Count	The number of unresolved Core Hours Violation exceptions generated during the selected time period
Early In Exception Count	The number of Early In exceptions generated during the selected time period
Early Out Exception Count	The number of unresolved Early Out exceptions generated during the selected time period
Excused Absence Exception Count	The total number of Excused Absence exceptions generated during the selected time period
Holiday Scheduled Violation Exception Count	The number of Holiday Scheduled Violation exceptions generated during the selected time period
Invalid Named Duration Exception Count	The number of Invalid Named Duration exceptions generated during the selected time period
Late In Exception Count	The number of Late In exceptions generated during the selected time period

UKG

UKG Dimensions Analytics

Metrics

Exceptions continued

Late Out Exception Count	The number of Late Out exceptions generated during the selected time period
Long Break Exception Count	The number of Long Break exceptions generated during the selected time period
Long Shift Exception Count	The number of Long Shift exceptions generated during the selected time period
Long Total Break Exception Count	The number of Long Total Break exceptions generated during the selected time period
Minimum Days Active Violation Exception Count	The number of Minimum Days Action Violation exceptions generated during the selected time period
Minimum Days Employed Violation Exception Count	The number of Minimum Days Employed Violation exceptions generated during the selected time period
Missed In Punch Exception Count	The number of Missed In Punch exceptions generated during the selected time period
Missed Out Punch Exception Count	The number of Missed Out Punch exceptions generated during the selected time period
Reviewed Exceptions	The total number of exceptions marked as reviewed during the selected time period
Short Break Exception Count	The number of Short Break exceptions generated during the selected time period
Short Shift Exception Count	The number of Short Shift exceptions generated during the selected time period
Short Total Break Exception Count	The number of Short Total Break exceptions generated during the selected time period
Total Exception Count	The total number of exceptions of any type
Unexcused Absence Count	The total number of Unexcused Absence exceptions generated during the selected time period
Unscheduled Time Exception Count	The total number of Unscheduled Time exceptions generated during the selected time period
Very Early In Exception Count	The number of Very Early In exceptions generated during the selected time period
Very Late Out Exception Count	The number of Very Late Out exceptions generated during the selected time period
Work History Violation Exception Count	The number of Work History Violation exceptions generated during the selected time period

üKG

UKG Dimensions Analytics

KPIs

Costs

Actual Costs as % of Scheduled Costs	The total actual labor costs based on all pay codes as a percentage of all scheduled labor costs based on all pay codes
Nonproductive Costs as % of Total Labor Costs	The labor costs based on the pay codes identified as Nonproductive as a percentage of the total labor costs
Overtime Costs as % of Total Labor Costs	The labor costs based on the pay codes identified as Overtime as a percentage of the total labor costs
Productive Costs as % of Total Labor Costs	The labor costs based on the pay codes identified as Productive as a percentage of the total labor costs
Regular Costs as % of Total Labor Costs	The labor costs based on the pay codes identified as Regular as a percentage of the total labor costs
Training Costs as % Total Labor Costs	The labor costs based on the pay codes identified as Training as a percentage of the total labor costs

Hours

Absenteeism Hours as % of Actual Hours	The total actual hours for all types of absenteeism as a percentage of all actual hours
Absenteeism Hours as % of Productive Hours	The total actual hours for all types of absenteeism as a percentage of all productive hours
Absenteeism Hours as % of Scheduled Hours	The total actual hours for all types of absenteeism as a percentage of all scheduled hours
Actual Hours as % of Scheduled Hours	The total number of actual labor hours based on all pay codes as a percentage of all scheduled labor hours based on all pay codes
Excused Absenteeism Hours as % of Actual Hours	The actual hours for excused absenteeism as a percentage of all actual hours
Excused Absenteeism Hours as % of Productive Hours	The actual hours for excused absenteeism as a percentage of all actual productive hours
Excused Absenteeism Hours as % of Scheduled Hours	The actual hours for excused absenteeism as a percentage of all actual scheduled hours
Excused Absenteeism Hours as % of Total Absenteeism Hours	The actual hours for excused absenteeism as a percentage of all actual absenteeism hours
Nonproductive Hours as % of Actual Hours	The number of actual hours based on the pay codes identified as Nonproductive as a percentage of all actual hours
Nonproductive Hours as % of Productive Hours	The number of actual hours based on the pay codes identified as Nonproductive as a percentage of all hours based on pay codes identified as Productive
Overtime Hours as % of Actual Hours	The number of actual hours based on the pay codes identified as Overtime as a percentage of all actual hours
Overtime Hours as % of Productive Hours	The number of actual hours based on the pay codes identified as Overtime as a percentage of all hours based on pay codes identified as Productive
Productive Hours as % of Actual Hours	The number of actual hours based on the pay codes identified as Productive as a percentage of all actual hours
Regular Hours as % of Actual Hours	The number of actual hours based on the pay codes identified as Regular as a percentage of all actual hours
Regular Hours as % of Productive Hours	The number of actual hours based on the pay codes identified as Regular as a percentage of all hours based on pay codes identified as Productive

UKG

UKG Dimensions Analytics

Hours Continued

Rounding Rule Variance	The difference in the hours worked that were not paid and the hours paid that were not worked based on the defined rounding rules (with the optimal value being zero)
Time Paid Not Worked (In) Hours as % of Actual Hours	The number of hours related to the variance of the raw punch time and the rounded punch time for in punches expressed as a percentage of all actual hours where the rounding rules favor the employee
Time Worked Not Paid (Out) Hours % of Actual Hours	The number of hours related to the variance of the raw punch time and the rounded punch time for out punches expressed as a percentage of all actual hours where the rounding rules favor the employee
Time Paid Not Worked Hours	The variance of the raw punch time and the rounded punch time for all punches expressed in hours where the rounding rules favor the employee
Time Paid Not Worked as % of Actual Hours	The number of hours related to the variance of the raw punch time and the rounded punch time for all punches expressed as a percentage of productive hours where the rounding rules favor the employee
Time Paid Not Worked as % of Productive Hours	The number of hours related to the variance of the raw punch time and the rounded punch time for all punches expressed as a percentage of productive hours where the rounding rules favor the employee
Time Worked Not Paid (In) Hours as % of Actual Hours	The number of hours related to the variance of the raw punch time and the rounded punch time for in punches expressed as a percentage of all actual hours where the rounding rules favor the employer
Time Worked Not Paid (Out) Hours as % of Actual Hours	The number of hours related to the variance of the raw punch time and the rounded punch time for out punches expressed as a percentage of all actual hours where the rounding rules favor the employer
Time Worked Not Paid Hours	The variance of the raw punch time and the rounded punch time for all punches expressed in hours where the rounding rules favor the employer
Time Worked Not Paid Hours % of Actual Hours	The number of hours related to the variance of the raw punch time and the rounded punch time for all punches expressed as a percentage of all actual hours where the rounding rules favor the employer
Time Worked Not Paid Hours as % of Productive Hours	The number of hours related to the variance of the raw punch time and the rounded punch time for all punches expressed as a percentage of productive hours where the rounding rules favor the employer
Training Hours as % of Actual Hours	The number of actual hours based on the pay codes identified as Training as a percentage of all actual hours
Unexcused Absenteeism Hours as % of Actual Hours	The actual hours for unexcused absenteeism as a percentage of all actual hours
Unexcused Absenteeism Hours as % of Productive Hours	The actual hours for unexcused absenteeism as a percentage of all actual productive hours
Unexcused Absenteeism Hours as % of Scheduled Hours	The actual hours for unexcused absenteeism as a percentage of all scheduled hours
Unexcused Absenteeism Hours as % of Total Absenteeism Hours	The actual hours for unexcused absenteeism as a percentage of all actual absenteeism hours

UKG Dimensions Analytics

KPIs

Exceptions

Early In Exceptions as % of All Exceptions	The number of Early In exceptions as a percentage of all exceptions
Early Out Exceptions as % of All Exceptions	The number of Early Out exceptions as a percentage of all exceptions based on all resolved and unresolved exceptions
Late In Exceptions as % of All Exceptions	The number of Late In exceptions as a percentage of all exceptions
Late Out Exceptions as % of All Exceptions	The number of Late Out exceptions as a percentage of all exceptions
Missed Punch Exceptions as % of All Exceptions	The number of Missed Punches (In and Out) as a percentage of all exceptions
Total Early In Exception Count	The total number of Early In and Very Early In exceptions generated during the selected time period
Total Late Out Exception Count	The total number of Late Out and Very Late Out exceptions generated during the selected time period
Total Missed Punch Exception Count	The total number of Missed Punch (In and Out) exceptions generated during the selected time period

Connect with us online @UKG.com