

SBS Employee



SBS Decision & Piloting Solutions Team

WW Solutions:

- Marie-Line Ardito

Regional Animator:

- Emma Glasson (EMEA)
- Karina Tsuji (LATAM & NAM)
- Lillian Cheong (APAC)

General Description

YOU Profile - measure the percentage of employees' Profiles completed.

YOU Feedback - measure the total number of feedback and the number of feedback given and received

The employee turnover is the measurement on number of employee (Internal Workforce) leaving the organisation.

12 Month rolling Turnover :

12 Month rolling turnover rate is calculated by dividing the total number of employees leaving in the last 12 months by the AVERAGE of the number of employees in the same 12 months period.

12 month rolling Turnover % = (sum of Terminations in last 12 months / Average Internal Workforce in last 12 months)

*Within the reference period

Target Users

- SBS Management Comitee
- CRM / BRM
- GBUs Directors

Authorization & Rights

Request for accesses

[Access form](#)

Sources	% YOU Profile
YOU - Big Query Table	# User Id with profile published vs Total of User Id
Filter	Entity = SBS
Refresh frequency	Monthly

Sources	You Feedback
YOU - Big Query Table	# User Id with "feedback given" # User Id with "feedback received"
Refresh frequency	Monthly

Sources	Employee Turnover - Month
BW	- QV_BW_QRY_CPHRPANHR_0001 (hirings and terminations) Business Unit (Ent. Grp) = SBS Employee class <> Apprentice, Student, trainee (CBRA, CFRA, BFRA, BSGP, BUSA, 5BRA, 5BRT) - QV_BW_QRY_CPHRPANHR_0001 (Internal Workforce FTE) Business Unit (Ent. Grp) = SBS
Refresh frequency	Monthly

Sources	Employee Turnover - Rolling Month
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Refresh frequency	Monthly

<p>Scope</p>
<ul style="list-style-type: none"> • Current year • Y-1 • Dimension Service Center based on Business Unit (Ent. Grp), Entity Type SBS Operation and the site (Curitiba, Carnaxide, Bangkok, Riga, Devnya, Shanghai)