



Key Performance Indicators

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Key Performance Indicators (KPIs) that can be used to assess managerial performance.

Managerial Key Performance Indicators (KPIs)	Description
Employee Turnover Rate	Measures the number of employees who leave the team or the organization over a specified period. Lower rates often indicate effective management.
Employee Satisfaction Score	Obtained from employee satisfaction surveys, this score can reflect a manager's ability to foster a positive work environment.
Individual Goal Achievement Rate	Measures the percentage of individual team members who achieve their set objectives. Higher rates may suggest effective leadership and support.
Team Goal Achievement Rate	Assesses the overall performance of the team in meeting their collective goals. Success often indicates good team management and direction.
Project Completion Rate	Evaluates the percentage of projects or tasks completed on time under a manager's supervision. Higher rates often indicate effective planning and resource allocation.
360-Degree Feedback Score	Involves gathering feedback about a manager from their subordinates, peers, and superiors. This comprehensive feedback can highlight strengths and areas for improvement.
Decision-Making Efficiency	Assesses the time taken by a manager to make decisions and the impact of these decisions on team productivity and outcomes.

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Internal Promotion Rate	The rate at which team members are promoted internally can be a reflection of a manager's ability to develop their employees.
Conflict Resolution Efficiency	Evaluates a manager's ability to effectively and quickly resolve conflicts within the team.

Remember, these are broad KPIs and should be adapted to fit your organization's specific needs and goals. Also, KPIs are most effective when they are SMART – Specific, Measurable, Achievable, Relevant, and Time-Bound.