

# ROI & Value Tracking Dashboard

This tool helps HR teams track and communicate the business value and return on investment of HR technology implementations across multiple dimensions.

## Part 1: Financial Metrics Tracker

METRIC CATEGORY	BASELINE	TARGET	CURRENT	SAVINGS/ GAINS	STATUS
<b>Direct Cost Savings</b>					
License costs					
Staff time					
Paper/materials					
<b>Productivity Gains</b>					
Process time					
Error reduction					
Automation gains					

## Part 2: Operational Metrics

PROCESS AREA	KEY METRIC	BEFORE	GOAL	CURRENT	TREND (↑ ↓ ↔)
Recruitment	Time to hire				
Onboarding	Completion rate				
Training	Participation				
HR Service	Response time				

### Part 3: User Adoption & Satisfaction

USER GROUP	ADOPTION RATE	SATISFACTION SCORE 1-5	KEY FEEDBACK
HR Team	<input type="text"/>	<input type="text"/>	<input type="text"/>
Managers	<input type="text"/>	<input type="text"/>	<input type="text"/>
Employees	<input type="text"/>	<input type="text"/>	<input type="text"/>
Admins	<input type="text"/>	<input type="text"/>	<input type="text"/>

### Part 4: Strategic Value Indicators

BUSINESS OBJECTIVE	SUCCESS METRIC	TARGET	CURRENT	IMPACT RATING H/M/L
Talent Quality	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Employee Experience	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
HR Effectiveness	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Business Agility	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

### Part 5: ROI Calculation

Initial Investment:

Annual Cost:

#### Benefits

Direct Savings:

Productivity Gains:

Strategic Value:

Calculated ROI:

Payback Period:

**Qualitative Benefits Summary**

- 1.
- 2.
- 3.

**Next Actions**

Based on current metrics:

Priority Improvements:

- 1.
- 2.
- 3.

Success Stories to Communicate:

- 1.
- 2.
- 3.

**Review & Distribution**

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Report Period	Next Review
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DISTRIBUTION LIST:

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Executive Sponsor	HR Leadership
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Finance Team	IT Leadership
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Prepared by	Date
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Organization Name  
*Confidential*