How do you measure a man?

Realizing what counts

Inga Hanna Gudmundsdottir - Head of Human Resources
Factors that count

Can easily be measured

More difficult to measure
A workplace
Without SMART goals
NOT EVERYTHING THAT CAN BE COUNTED COUNTS, AND NOT EVERYTHING THAT COUNTS CAN BE COUNTED.
Pilot project

40 hours a week → 36 hours

Same assignments - Same pay

• Required statistics
  – Time limits
  – Annual FTE
  – Overtime
  – Sick days

• More difficult to measure
  – Employee satisfaction
  – Dedication
  – Participation
  – Feeling of unity
  – Work/life balance
EFTA performance evaluation

VALUES

Professionalism
Cooperation
Trust
Responsibility
Respect
So, how do you measure a man?

Remember all s/he brings to the organization,
...easily measurable or not!