

Productivity Reporting

An Integrated Productivity Management Platform for Hospitals and Health Systems



Hospitals and health systems face never-ending pressures to reduce costs and improve quality of care. With labor costs representing as much as 60% of expenses for the average hospital, implementing processes to continuously manage those costs represents the greatest opportunity to reduce overall expenses.¹

To make the right labor decisions, healthcare leaders need to analyze complex, detailed data accurately, and Strata's Axiom software can help. Axiom™ [Productivity Reporting](#), part of Axiom™ Performance Reporting, gives management needed tools to align labor utilization to workload demand. It helps answer two key questions:

1. How much labor does X require?
2. How much labor should X require?

Productivity Reporting provides frontline managers with timely and accurate views of labor analytics (including productivity variances) on a daily or bi-weekly basis. Flexible report layouts ensure information is clearly presented and understood. Managers can input comments and statistics to improve the feedback loop, and provide stakeholders visibility into performance trends and the ongoing impacts of corrective actions.

Integrate Data from Multiple Sources

Payroll dollars and hours, department workload statistics, and defined productivity standards — internal or external — are integrated into a single, trusted source of information. Axiom provides built-in tools that streamline

and fully automate data imports directly from source systems. Managers also can use online data collection forms and workflow tools to efficiently input supplemental statistical data — such as patient falls or patient satisfaction data — to analyze the impacts on productivity calculations.

Accurately Calculate Workload Measures by Department

Productivity Reporting utilities improve the accuracy and visibility of target hour and productivity calculations. Managers can evaluate and adjust workload factors at a charge item level, determining charge items to include or exclude in aggregating departmental workload calculations. With trended views of your productivity index, you can understand if you're over- or under-utilizing labor hours given workload demands. This tool helps managers understand the workload calculation drivers to improve buy-in and ownership over resulting productivity variances.

Deliver Insightful Reports

Productivity Reporting provides executives and managers timely views of productivity measures by department or across areas of responsibility. Highly flexible and configurable formats deliver actionable information for users. Easily identify trends and productivity outliers with dynamic drill-through capabilities, from consolidated reports to detailed measures by department, job code, or employee. Access these interactive reports online or distribute them automatically via email.

Improve Management's Feedback Loop with Comment Collection

To improve the feedback loop related to outlier variances, managers are prompted to enter comments for variances and outline corrective plans to key productivity targets, such as the labor productivity index, overtime utilization, contract labor utilization, and non-productive labor. This approach creates a valuable feedback loop that improves visibility of outliers and promotes accountability.

Integrate with Budgeting and Forecasting Metrics

Organizations that choose to complement operating budgets with a rolling forecast need to establish labor targets and management controls. Productivity Reporting helps establish clear targets and timely performance feedback.

As an integrated planning and reporting platform, Axiom™ [Budgeting](#) shares established productivity targets with Axiom™ [Rolling Forecasting](#) to ensure calculations driving operational labor budgets and forecasts always use consistent measures.

Visit our [website](#) to learn more about [Axiom Productivity Reporting](#) or request a [demo](#).

Axiom Productivity Reporting Features

- **Transparent business logic:** Easily translate business logic to non-financial users.
- **Trends and productivity outlier summaries:** Take a quick look or drill through to details by department, job code, or employee.
- **Performance insights:** Compare prior-period forecasts against actual results to identify trends and variances that can improve the business logic for future-period forecasts.
- **Key reports:** Use additional reports to monitor against productivity goals, adjust upcoming staffing plans, and take corrective action.
- **Holistic view of productivity:** Integrate data from multiple sources including time/attendance, payroll, and benchmarking sources.
- **Tailor workload calculations:** Department-specific calculations ensure workload reflects labor demands.
- **Streamline data collection:** Capture additional data to support productivity calculations and analysis (i.e., patient acuity measures, supplemental statistics to highlight corresponding quality, or patient experience outcomes).

¹ American Hospital Association: [Costs of Caring](#) report. May 2024.