# bambooBSC 0.5

bambooBSC Guide

Author: Chen Xin Nien

contact: chen.xin.nien@gmail.com

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#### Overview

bambooBSC is an opensource Balanced Scorecard (BSC), It provides analysis of employee performance or department/organization performance.

#### **Core Features:**

Sourcecard:

Establish and maintain scorecards information or maintenance KPI measure data . And Strategy Map

Report:

The report includes a KPI reports, department/Organization scorecard reports, personal scorecard reports, SWOT reports .

### **Basic Operations**

Please look figure-A .

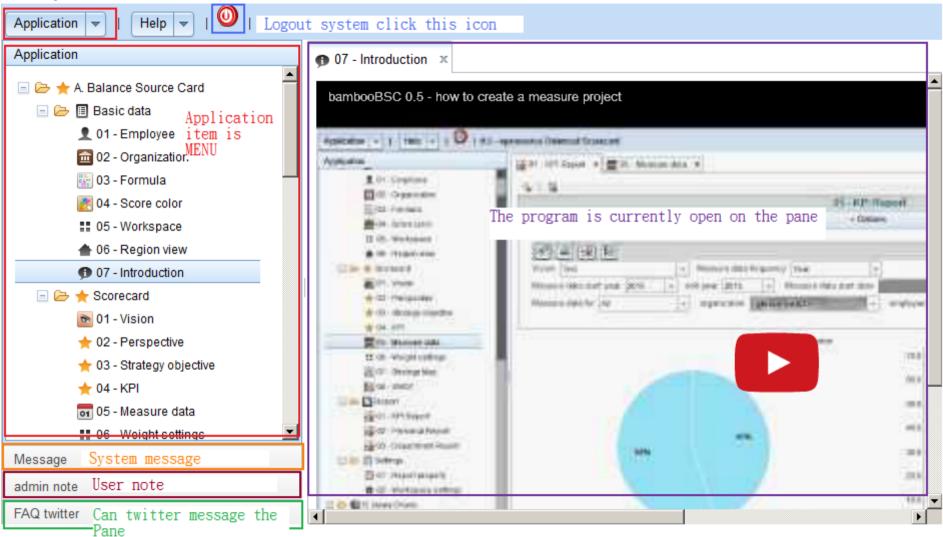


figure - A

### Step sourcecard established

How to build scorecard data, Reference Videos: https://www.youtube.com/watch?v=A27wnMTtfOc

#### 1. establish a Vision

Complete proposed goals and vision

### 2. establish Perspectives

establish BSC four perspectives, about BSC perspectives please Reference: http://en.wikipedia.org/wiki/Balanced\_scorecard Established with the heads of each of the vision must have Perspective, otherwise this vision is invalid

#### 3. establish Strategy Objectives

Each set has established Objective item for a Perspective The main goal of the strategic objectives narrative direction

#### 4. establish KPI

The establishment of key project of objectives can be measured create a KPI items.

#### 5. maintain Measure-data

Each KPIs item will need to maintain measure-data, no masure-data will not be calculated KPI performance scores .

### 1. Vision

First click "01 – Vision "item on menu or tree menu. Look figure 1-01

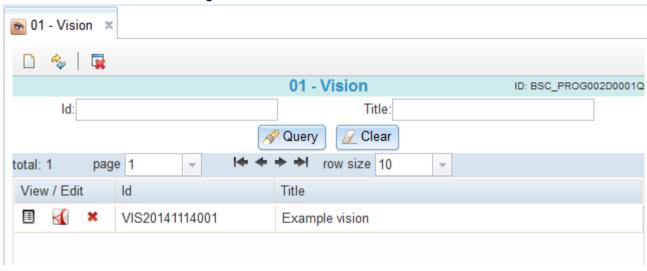


figure 1-01

- the icon to **create** page
- the icon to **refresh** page
- the icon to close page

#### Grid items:

- the icon to **edit** current item data
- \* the icon to delete current item data

Create Vision first click will look figure 1-02,

Title: the item input title.

**Content**: the item input content data.

After the completion of data entry . Click "Save"

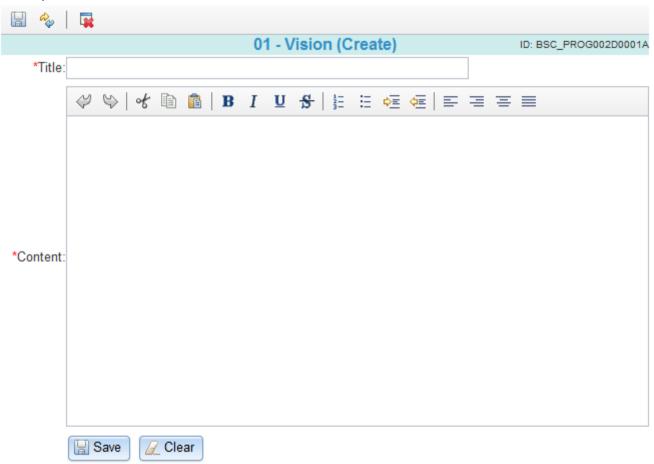


figure 1-02

## 2. Perspectives

Click "02 - Perspective" item on menu or tree menu. Look figure 2-01



figure 2-01

**Create Perspective** first click

look figure 2-02

Vision: select Perspectiv's vision

Name: Perspective's name, Usually BSC four perspectives (Financial, Customer, Internal business processes, Learning and growth)

weight: recommend value is 25. (BSC typically there are four perspectives, so 100/4 is 25)

target: Perspective's target value.

**Min**: Perspective's min value. **Description**: memo or explain

Click "Save" to create perspective item data.

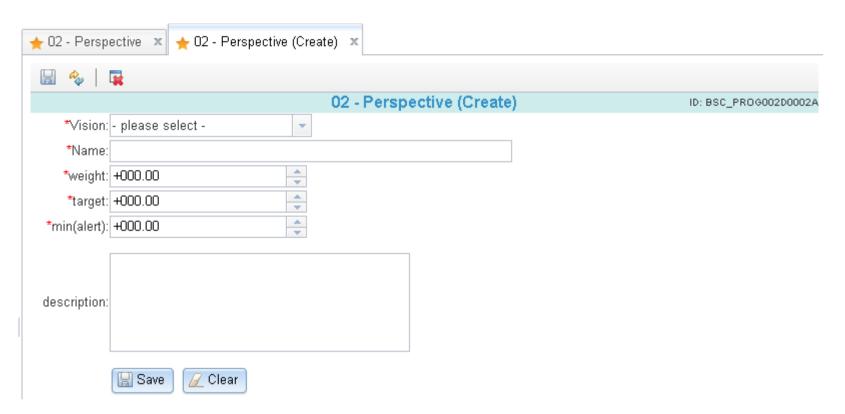


figure 2-02

# 3. Strategy objective

Click "03 – Strategy objective "item on menu or tree menu. After click look figure 3-01

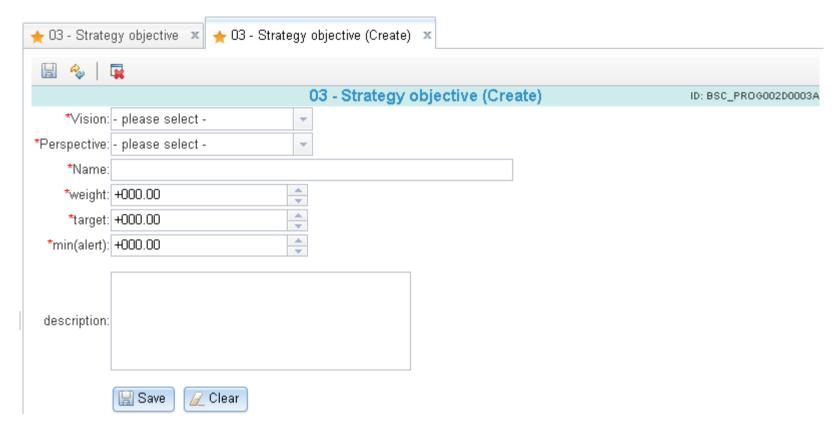


figure 3-01

Vision: select objective's vision

Perspective: select objective's perspective

Name: objective's name

weight: Must be greater than ZERO. If set to ZERO does not make sense

target: target value.

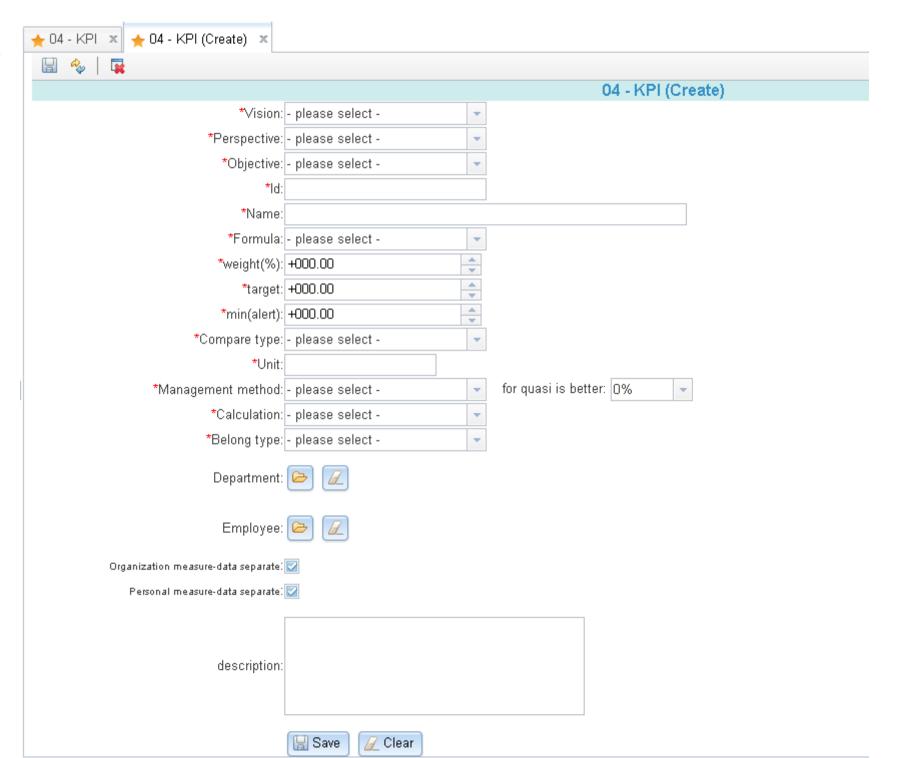
min: min value.

description: memo or explain

# 4. KPI

Click "04 – KPI " item on menu or tree menu. After click look figure 4-01

figure 4-01



Vision: select KPI's vision

Perspective: select KPI's perspective

**Objective**: select KPI's objective

Id: KPI's id

Name: KPI's name

Formula: KPI's formula, It will affect the calculation of scores, Formula create or edit/modify please try "Basic data / 03 - Formula"

weight: Must be greater than ZERO. If set to ZERO does not make sense

target: target value.

min: min value.

Compare type: with target (the KPI scores compare target value), with min (the KPI scores compare min value)

Unit: KPI's unit

Management method: Bigger ( score bigger is better) / Smaller ( score smaller is better) / Quasi ( score quasi is better)

Calculation: Average, Total, Max, Min

Examples the KPI have TWO measure-data

A. 2014 measure-data score is 50

B. 2015 measure-data score is 80

range 2014 ~ 2015

Average score = (50 + 80) / 2 = 65

Total score = 50 + 80 = 130

Max score = 80

Min score = 50

Belong type: recommend select "Both"

Click clear select value

// click clear select value

Organization measure-data separate: recommend is checked / enable

Personal measure-data separate: recommend is checked / enable

description: memo or explain

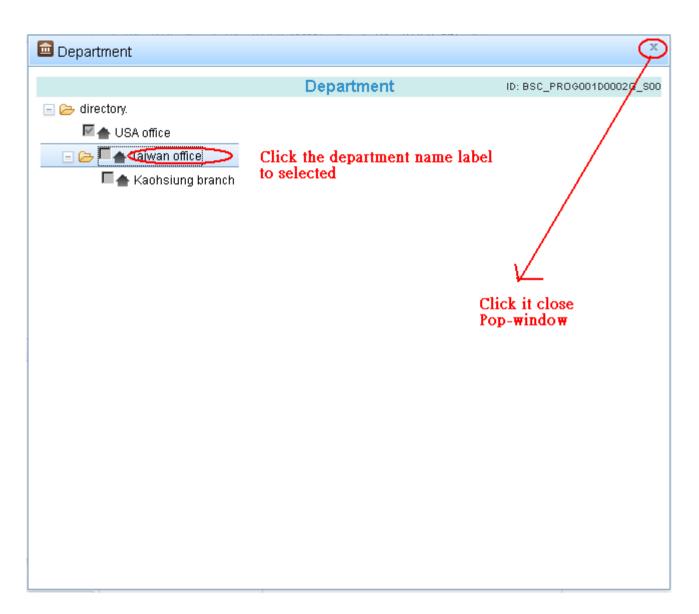


figure 4-02

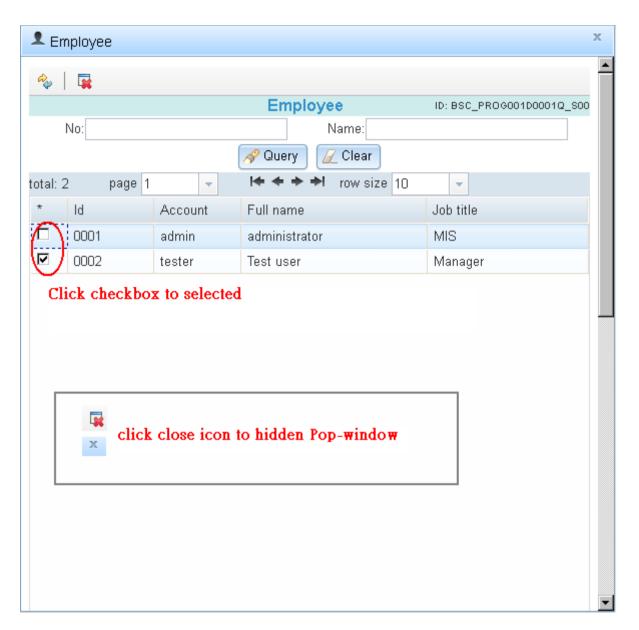


figure 4-03

#### 5. Measure-data

Data needs regular updates and maintenance, If you do not enter data for measurable KPI, the KPI on the report does not make sense click "05 – Measure data". look figure 5-01

1. select an KPI items 2. Settings options 3. Query 4. Save

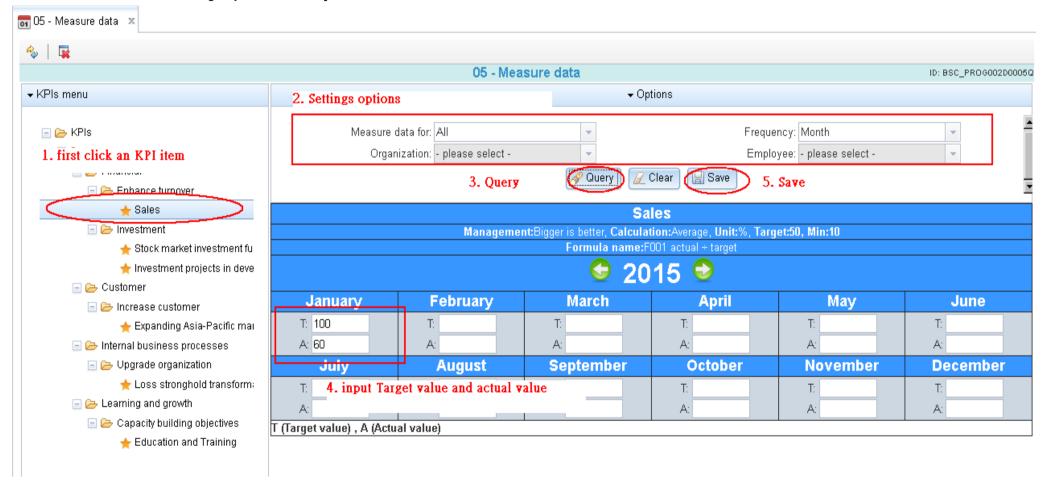


figure 5-01

## 6. KPI Report

Query organization/Department or Employee 's performance score . first click Report " 01 – KPI Report " look figure 6-01

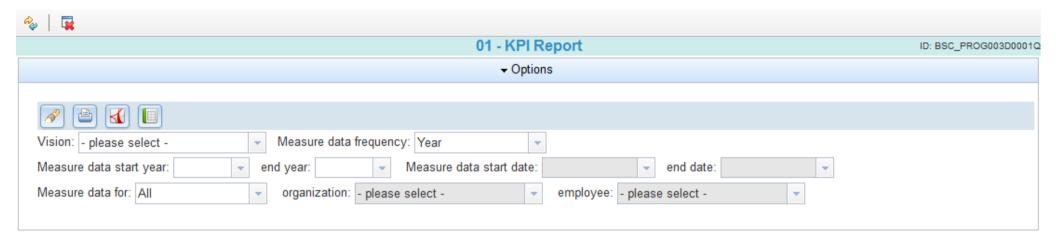


figure 6-01

ICON	Description
P	Query report content
	Export query report as PNG image, ( used IE browser the function failure )
<b>4</b>	Export query report as PDF file, ( used IE browser the function failure )
	Export query report as Excel file, ( used IE browser the function failure )
Vision: - please select -	Select an Vision
Measure data frequency: Year	Select frequency
start year:	If Frequency is "Year", "Half of year", "Quarter", must input start year and end year
end year:	

start date:	If Frequency is "Month", "Week", "Day", must input start day and end day	
	end date:	
Measure data for: All	All: Measure data type is non-departmental and non-employee class	
	Organization: Measure data type only for an organization/Department	
	Employee: Measure data type only for an employee	
organization: - please select -	If measure data for organization type. Need select the option	
employee: - please select -	If measure data for employee type. Need select the option	
organization: - please select -	Organization: Measure data type only for an organization/Department  Employee: Measure data type only for an employee  If measure data for organization type. Need select the option	

# 7. Personal Report

Query employee's BSC report. first click Report "02 – Personal Report "look figure 7-01

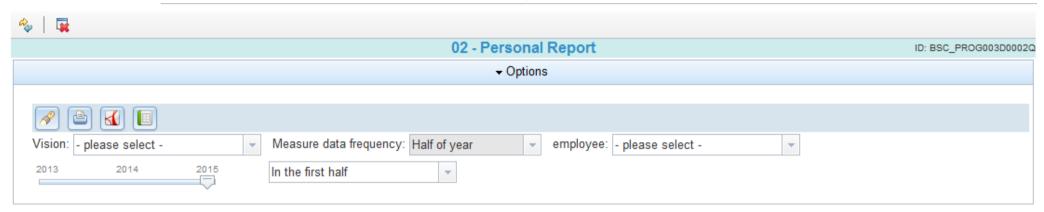


figure 7-01

ICON	Description
<b>₽</b>	Query report content
	Export query report as PNG image, ( used IE browser the function failure )
4	Export query report as PDF file, ( used IE browser the function failure )
	Export query report as Excel file, ( used IE browser the function failure )
Vision: - please select -	Select an Vision
Measure data frequency: Half of year	No need select, system auto settings.

employee:	- please select -	_	Select an employee
2013	2014	2015	Select report year.
		Ť	
In the first half	-	In the first half: measure-data frequency basic of first half	
			In the second half: measure-data frequency basic of second half
			Year: measure-data frequency basic of Year

# 8. Department Report

Query organization/Department BSC report. first click Report "03 – Department Report" look figure 8-01



figure 8-01

ICON	Description
<b>₽</b>	Query report content
	Export query report as PNG image, ( used IE browser the function failure )
<b>4</b>	Export query report as PDF file, ( used IE browser the function failure )
	Export query report as Excel file, ( used IE browser the function failure )
Vision: - please select -	Select an Vision
Measure data frequency: Half of year	No need select, system auto settings.
department: - please select -	Select an organization/Department

2013	2014	2015	Select report year.
In the first half		•	In the first half: measure-data frequency basic of first half In the second half: measure-data frequency basic of second half
			Year: measure-data frequency basic of Year

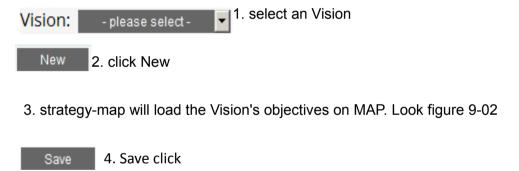
## 9. Strategy Map

Query or edit the strategy map. First click "07 – Strategy Map" look figure 9-01

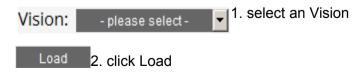


figure 9-01

### New strategy map:



### Load history strategy map:



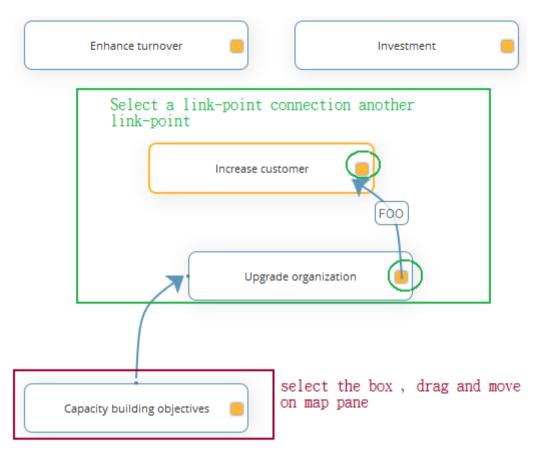
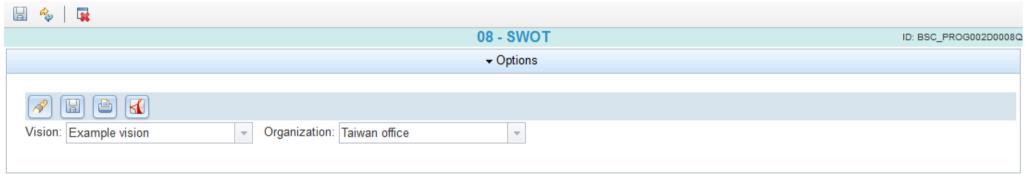


figure 9-02

### 10. SWOT

Query or edit BSC S.W.O.T. first click " 08 – SWOT " look figure 10-01

- 1. first select an Vision and department/Organization
- 2. Query
- 3. input content on text-box
- 4. click save



	STRENGTHS	WEAKNESSES	OPPORTUNITIES	THREAT
Financial	新屋是一個靠海的鄉鎮,位處於桃園縣的 西南邊。沿著縣道,走在新屋的路上,映 入眼簾的盡是綠波蕩漾的稻田,辛勤的農 家們,正在勤勞的耕種著,在現代的都會 生活中,還保留著珍貴的農村風貌。而事 實上,新屋鄉是全台最大的農業鄉鎮,所 產的稻米,更是全國重要的供應來源。	standard language!  Click edit icon — en on Text box to edit memo	TEST	<u>_</u> <u>24</u>
Customer	der Großen Koalition	発達中の低気圧の影響で北日本を中心に風 や雪が強まっています。	QQQ	_ <u>e</u> q

figure 10-01

ICON	Description
P	Query content
	Save content
	Export query report as PNG image, ( used IE browser the function failure )
4	Export query report as PDF file, ( used IE browser the function failure )
Vision: - please select -	Select an Vision
Organization: Taiwan office	Select an department/Organization

### 11. Report signature

Managers signature on the report for "01 – KPI Report" / "02 – Personal Report" / "03 – Department Report" . Only export Excel or PDF found signature picture.

ICON	Description
<b>3</b>	Open signature pop-window.
	Clear current signature picture.

1. first click



2. drawing name on signature pop-window . Look figure 11-01

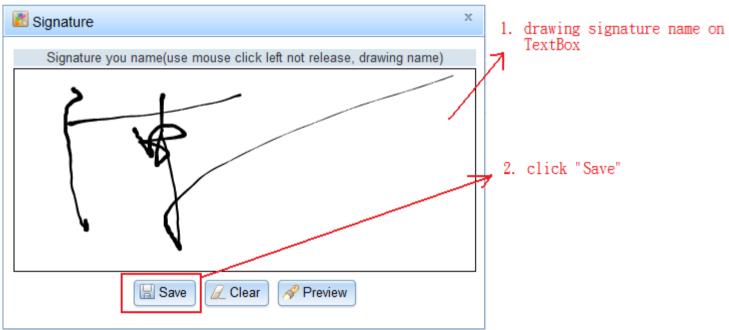


figure 11-01

3. click export PDF or Excel button, result look figure 11-02

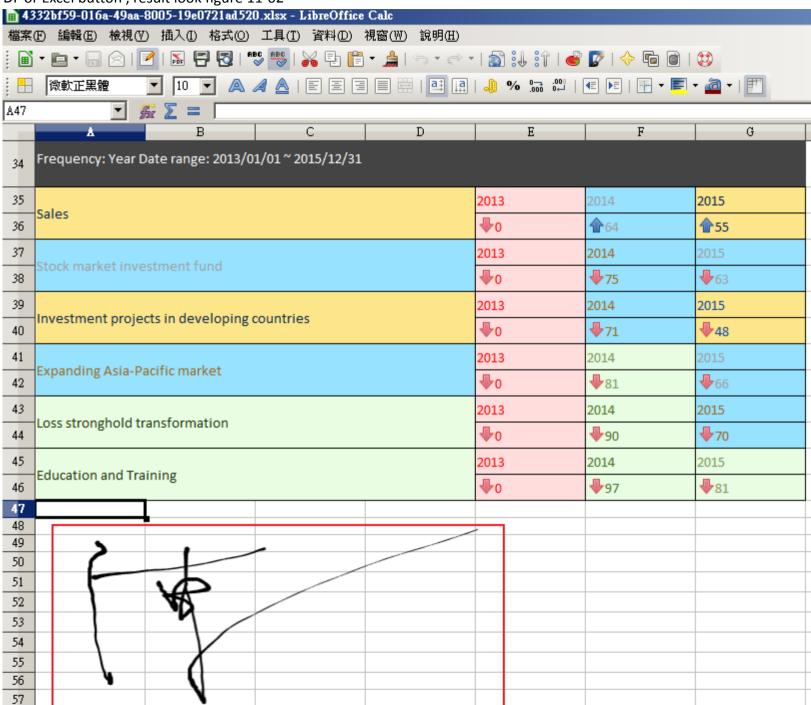


figure 11-02

### 12. Query Charts

The main function is SQL query to chart .

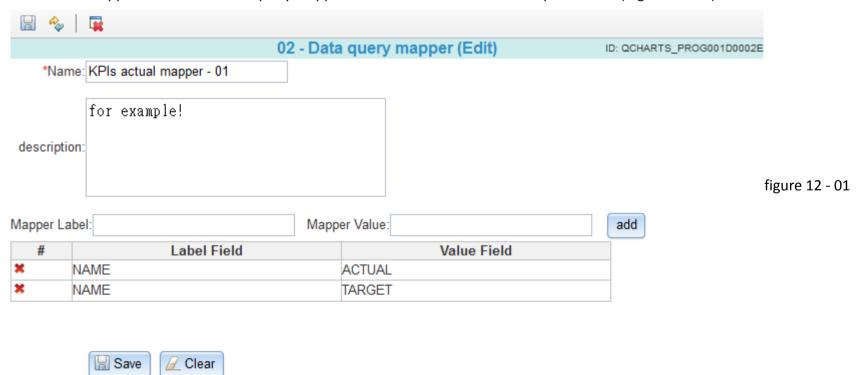
### 12-1. Settings datasource

please use "01 – Data source config" to create or modify Datasource settings.

If you want to provide other DB connection driver (SQL-Server or Oracle, pqSQL ... ), please put Driver LIB jar file to WEB-INF/lib and add config of table named qC\_data\_source\_driver . Currently, the system only provides MySQL Driver .

#### 12-2. Settings data mapped

Settings Charts's Label and Value mapped. Click "02 – Data query mapper" on menu. Create new items please look (figure 12-01)



Name: Please input mapped item name.

**Description**: memo or explain

**Mapper Label**: sql query's fields name **Mapper Value**: sql query's fields name

### 12-3. Query expression to Charts

Charts have provided BAR, PIE, LINE, AREA and html table. Click "01 – Basic query" on menu tree. Look (figure 12-02), Example results Look (figure 12-03)

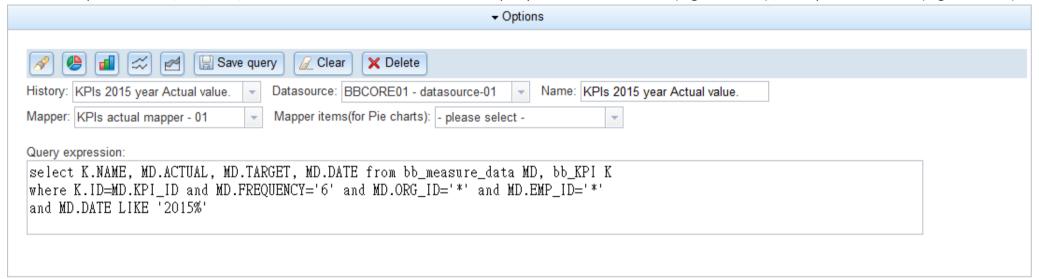


figure - 12-02

ICON	Description
R	Query results show as HTML table.
	Query results show as Pie charts
	Query results show as Bar charts
<i>≈</i>	As Line charts
₽	As Area charts
Save query	Save query expression to history data.
∠ Clear	Clear
X Delete	Delete history data.
History: KPIs 2015 year Actual value.	Select history data.
Datasource: BBCORE01 - datasource-01	Select datasource.
Name: KPIs 2015 year Actual value.	input query name when need Save query
Mapper: KPIs actual mapper - 01	Select mapped item for query Charts
Mapper items(for Pie charts): - please select -	Select mapped items for Pie charts
Query expression:	input SQL query expression

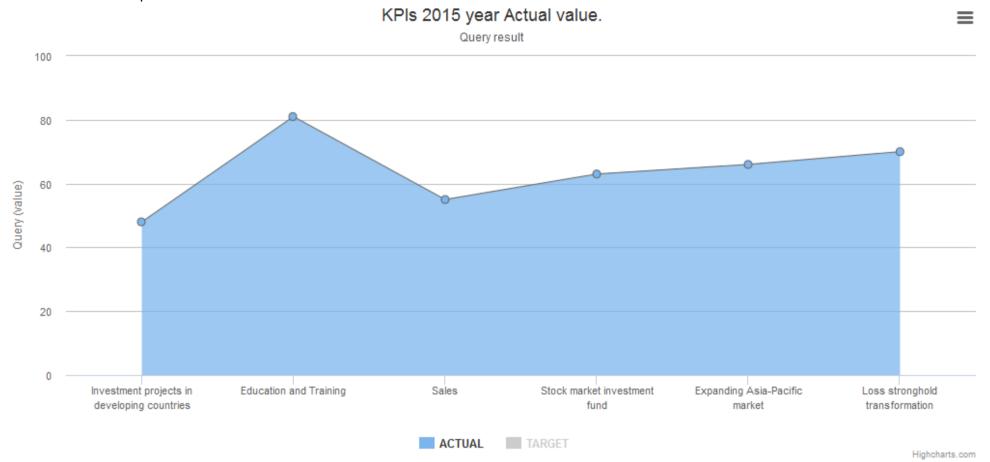


Figure 12-03

### 13. Analytics (OLAP)

This feature is to provide a simple OLAP. MDX Query results can be exported into HTML file or EXCEL file.

### 13-1. Settings datasource

click "03 - Analytics config " on menu tree. And to create mode look (figure 13 - 01).

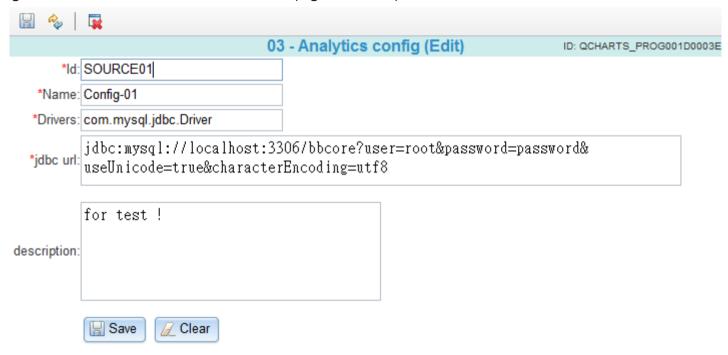


figure 13 - 01

Id: input config Id.

Name: input config name.

Drivers: input jdbc driver class name. ( If you want to provide other DB connection driver( SQL-Server or Oracle, pqSQL ... ), please put Driver LIB jar file to WEB-INF/lib )

**Jdbc url**: jdbc url. ( url string parameter must include the account and password )

**Description**: memo or explain

### 13-2. Upload Mondrian Catalog file

Upload Mondrian catalog file and management. How to build catalog xml file please download mondrian schema workbench (
http://sourceforge.net/projects/mondrian/files/schema%20workbench/) now vision is 3.9.0, use workbench create catalog example ( figure 13-02 )

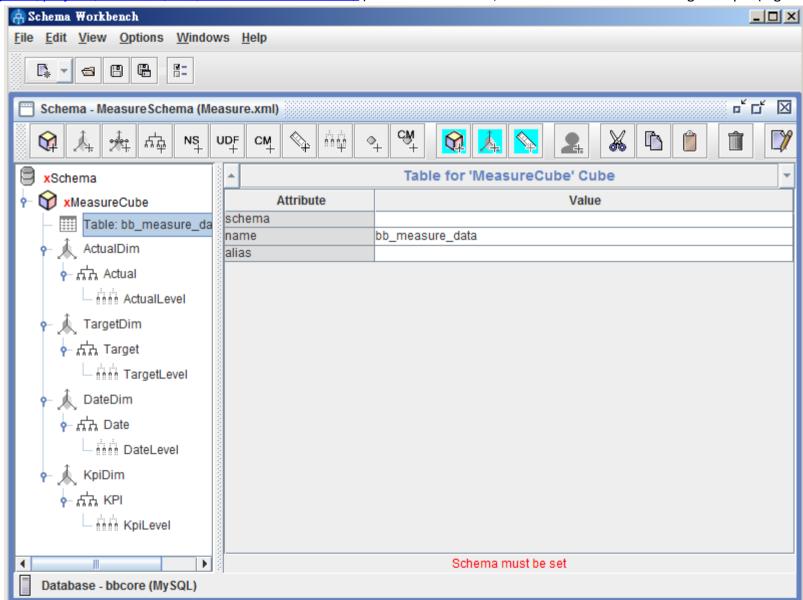


figure 13 - 02

After the schema workbench output of the catalog xml file using the "04 - Analytics Catalog" to upload it . Look (figure 13 – 03)

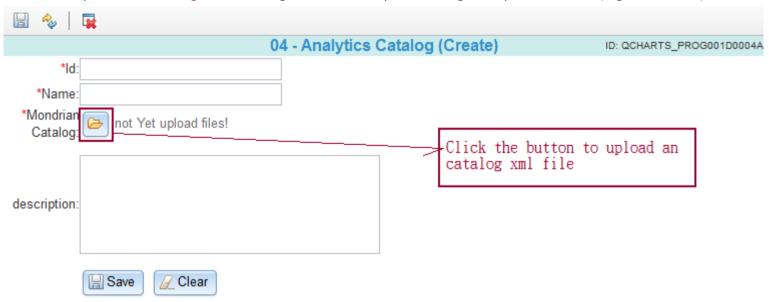


figure 13 – 03

Id: input catalog Id.

Name: input catalog name.

Mondrian Catalog: select an catalog xml file to upload.

**Description**: memo or explain

### 13-3. Analytics MDX query

Execute MDX query and display or output results. Click "02 - Analytics" on menu tree. Look (figure 13 - 04)

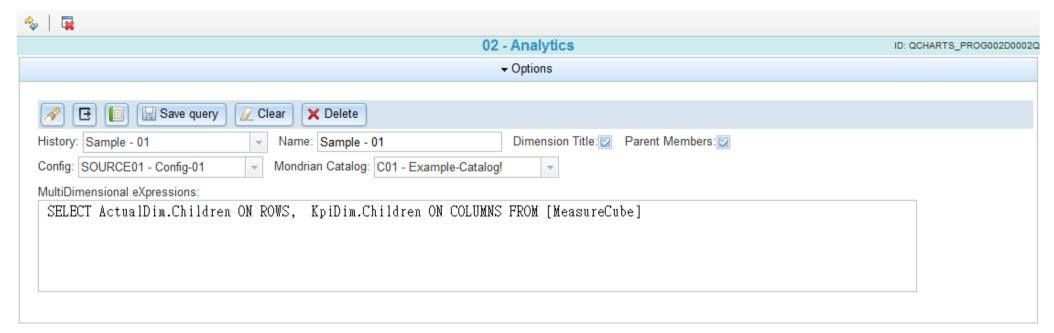


figure 13 – 04

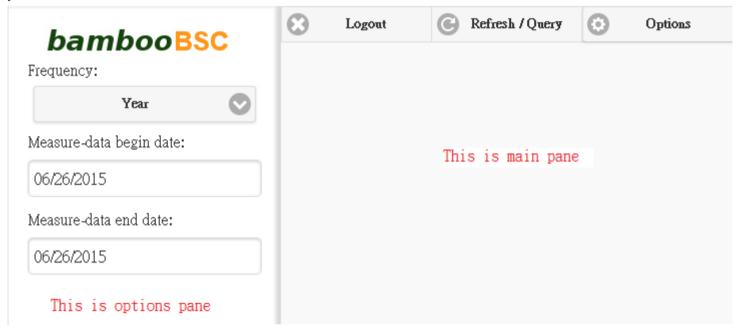
ICON	Description
P	Query results show as HTML results.
E	Export HTML results as a file.
	Export results as a Excel file.
Save query	Save MDX to history data.
∠ Clear	Clear

<b>⋉</b> Delete	Delete current select history data.
History: Sample - 01	Select history data.
Name: Sample - 01	Query name.
Dimension Title:	Check show Title.
Parent Members:	Check show members.
Config: SOURCE01 - Config-01	Select OLAP datasource config.
Mondrian Catalog: C01 - Example-Catalog!	Select OLAP catalog config.
MultiDimensional eXpressions:	input MDX query string.
SELECT ActualDim.Children ON	

#### 14. bambooBSC mobile version

#### 14-1. Mobile web.

Provide scorecard query for a mobile-device browser.



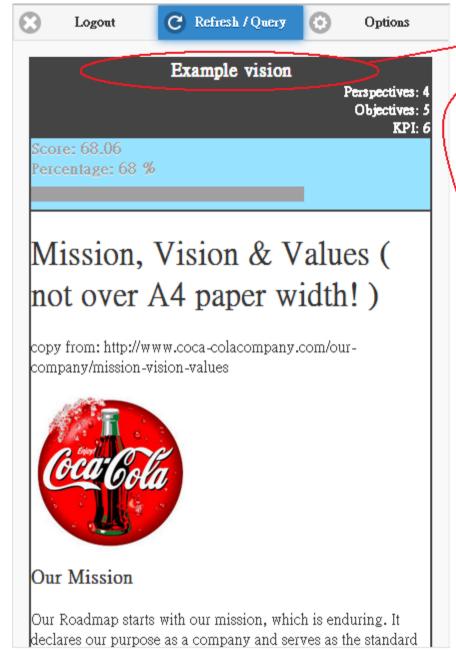
Logout: click to logout.

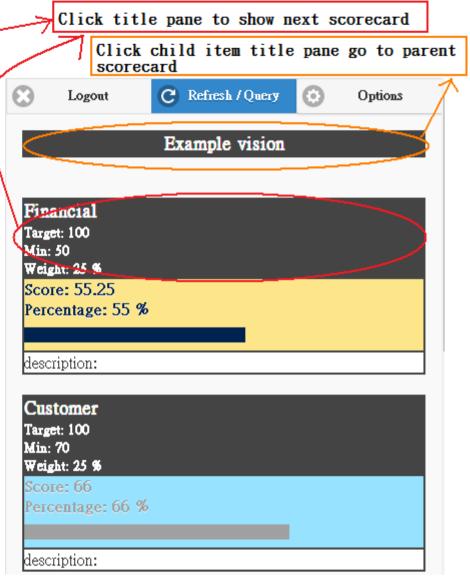
Refresh / Query: click to query new scorecard

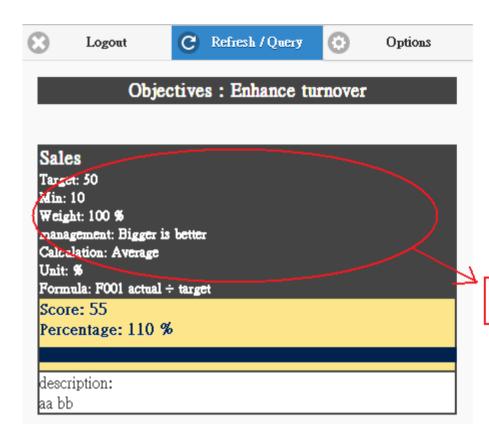
**Options:** click show options pane, to settings measure-data begin/end date range and frequency.

When re-setting measure-data start / end date or frequency, you must re-click Query / refresh button

#### 14-2. Mobile web base operation

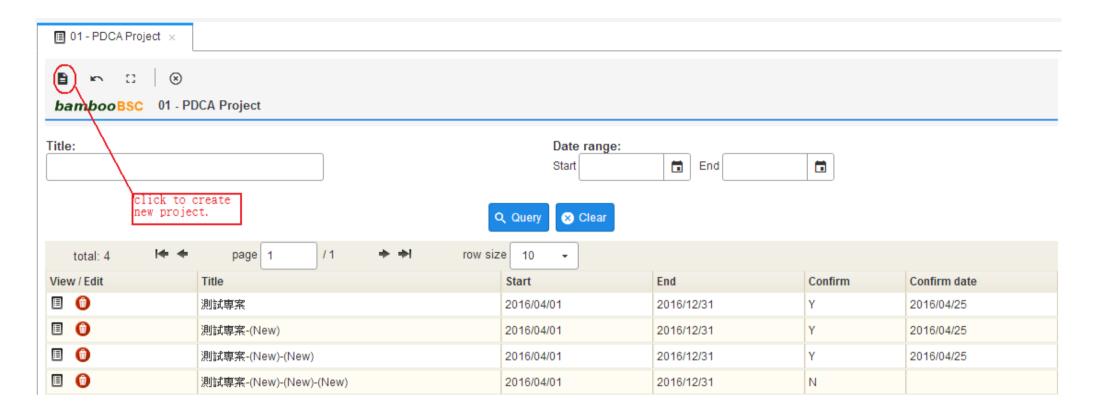






The last step to be no sub-project of the KPIs.

### 15. PDCA ( Plan / Do / Check / Action )

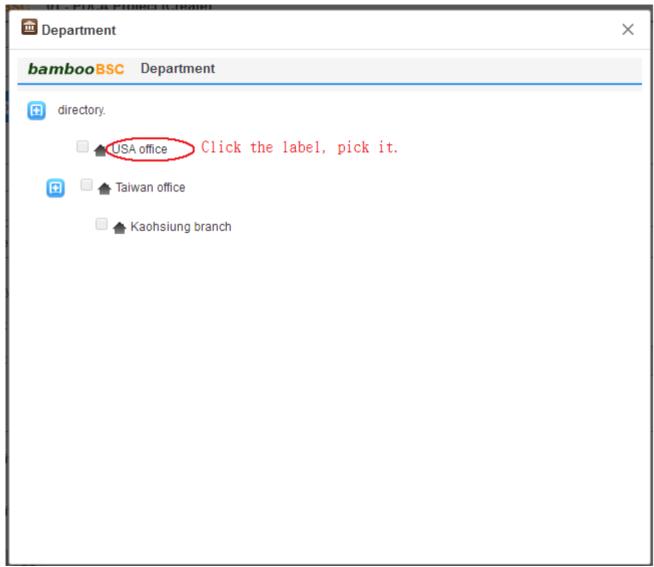


<b>B</b> ► □ ⊗ <b>bambooBSC</b> 01 - PDCA Project (Create)				
*Title: input project title				
Save Clear Click this Tab to create PDCA project items.				
Content Plan / Do / Check / Action  *Date range:				
Start End				
Frequency: Year -				
Start year:   Data type: All   Organization / department: - please select -   Personal / employee: - please select -   Personal / employee: - please select -   Figure 1.				
*Responsibility (Organization / Department)				
*Responsibility (Employee):				
*KPIs: Click to pick Employee.				
Click to pick KPIs.  Description:				

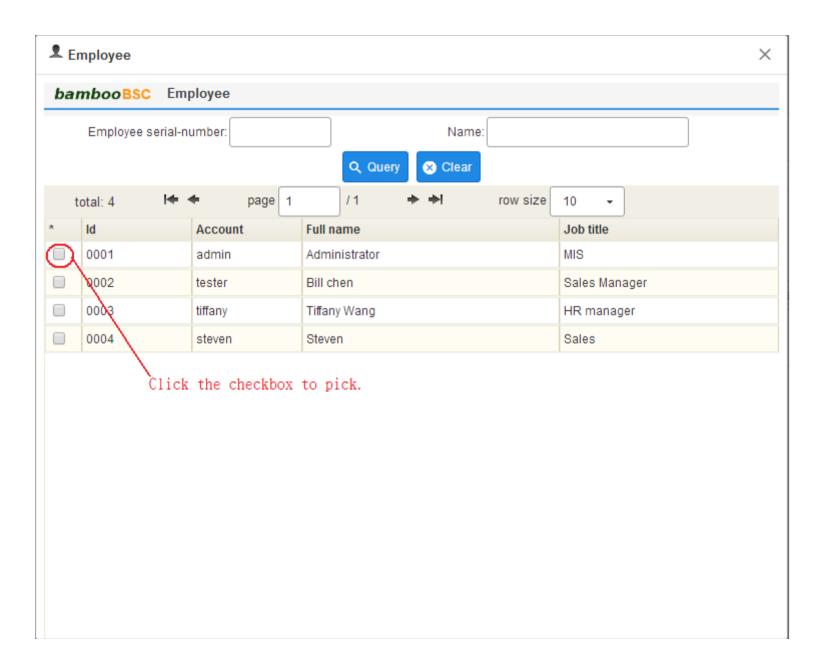
Document / attachment:

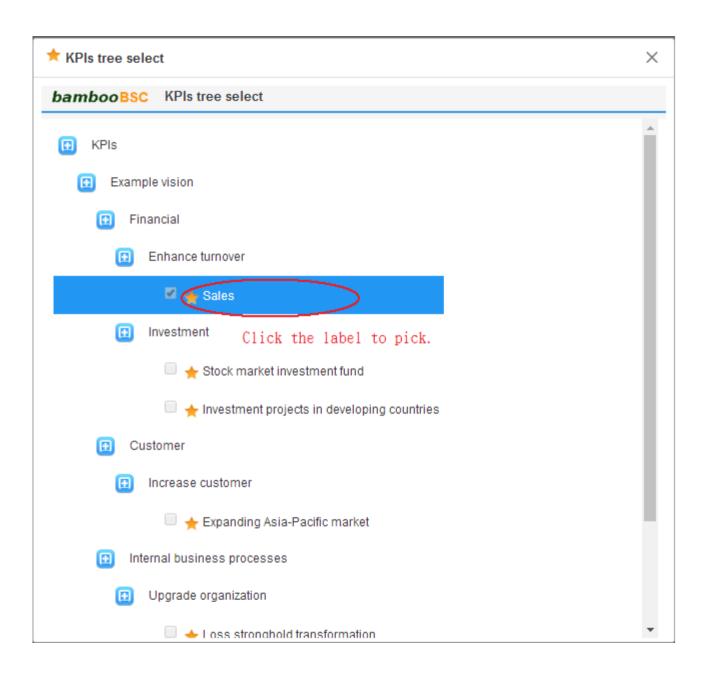


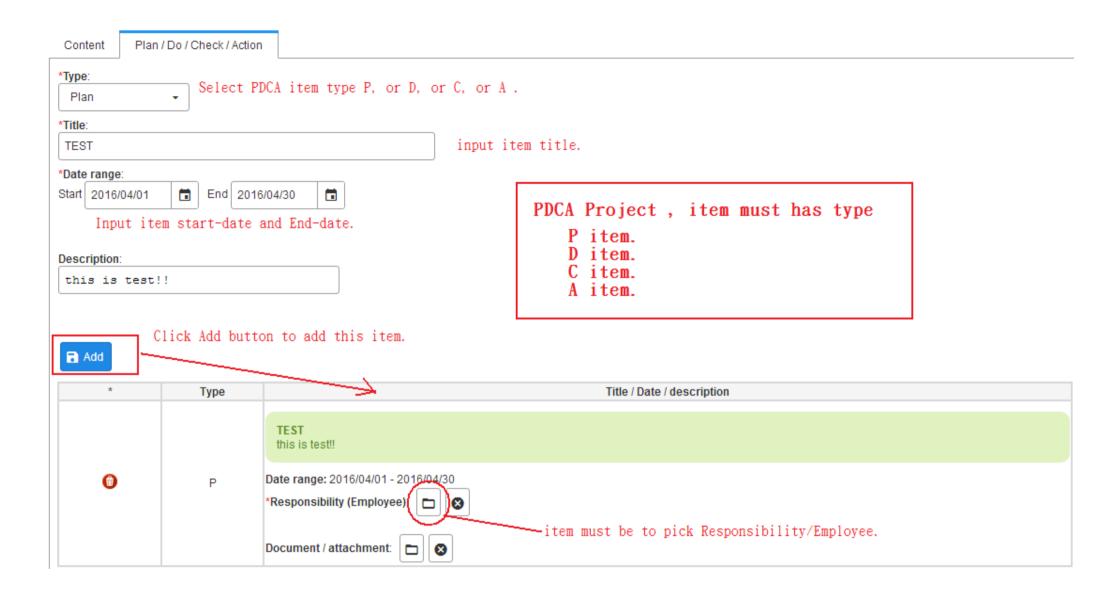
# PDCA Project department pick.



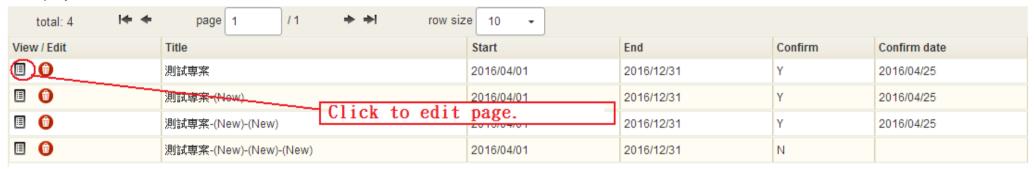
PDCA Project owner/Employee pick.

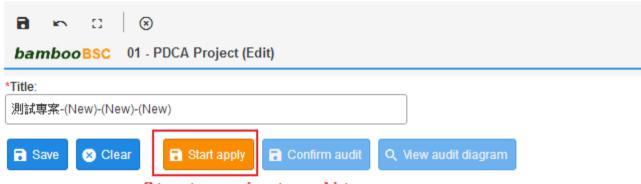




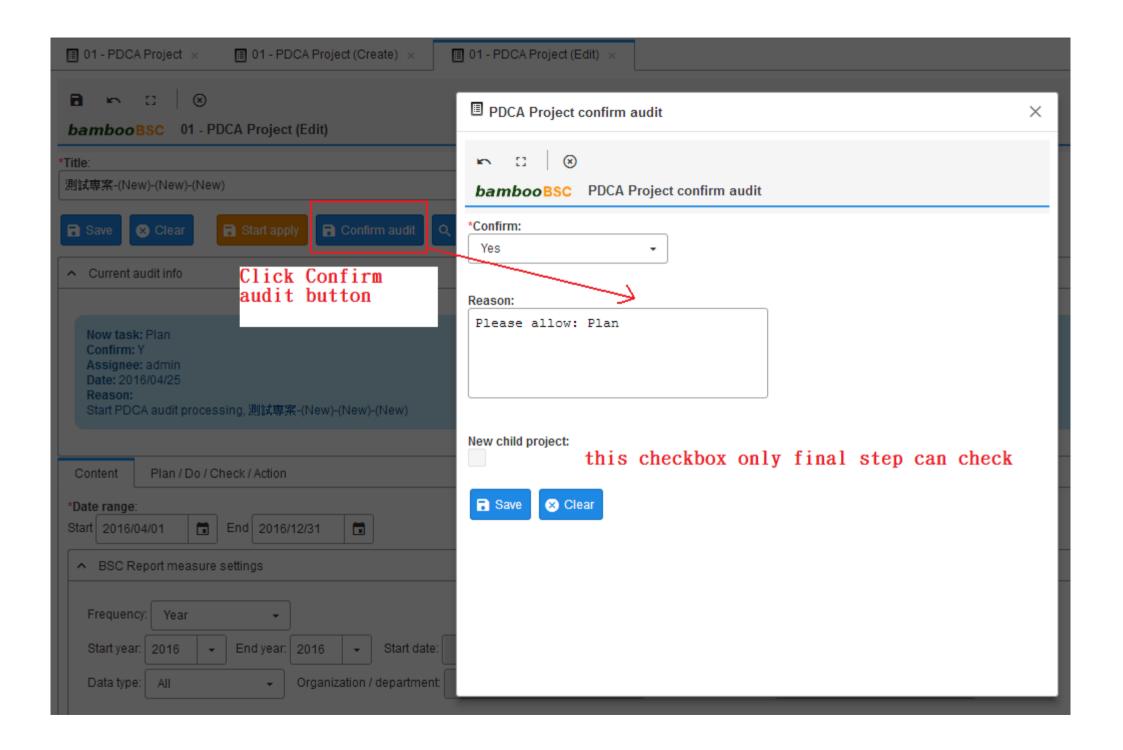


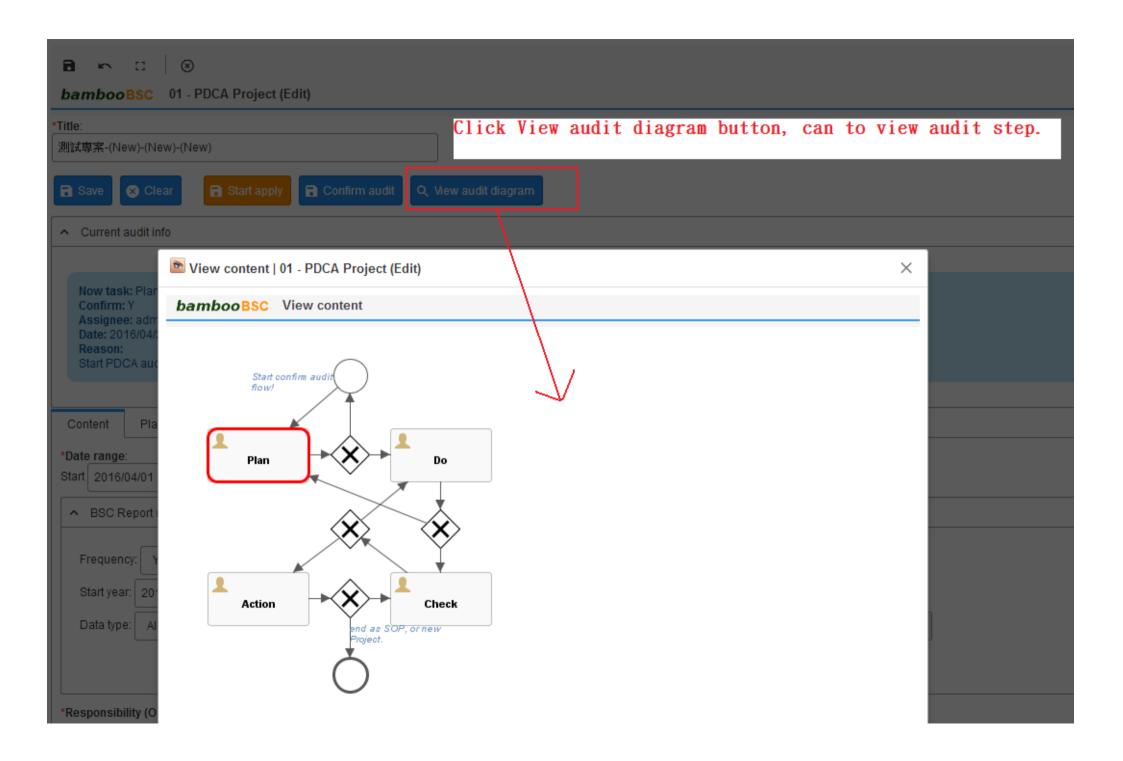
#### Audit project.



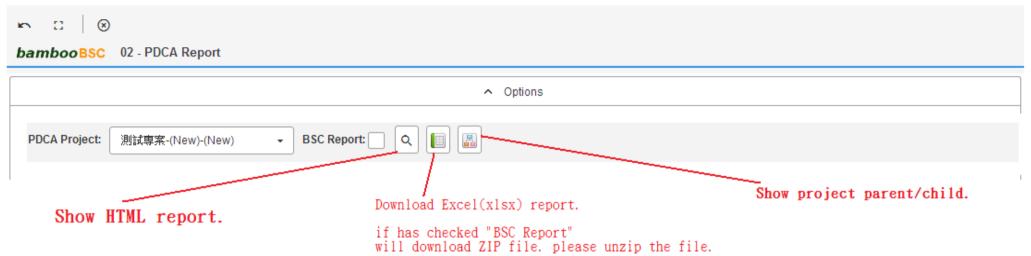


Start project audit process





# PDCA Report



# 16. Audit settings (if PDCA Project or 360 Project edit page cannot click "Confirm audit" button)

# Please use "05 – BPMN Resource role" to management. Add an task audit for an user Role.

The default account has permission to audit. Later new added account, please set audit permission by self (admin can do it).

360 Degree feedback project audit process.				
Resource ID	Task icon	Task name		
DFProjectPublishProcess	To apply	To apply		
DFProjectPublishProcess	HR Manager Approval	HR Manager Approval		

PDCA project audit process.				
Resource ID	Task icon	Task name		
PDCAProjectProcess	Plan	Plan		
PDCAProjectProcess	Do	Do		
PDCAProjectProcess	Check	Check		
PDCAProjectProcess	Action	Action		