**CHANGE CONTROL MANAGEMENT - POTENTIAL KPIs (082625)**

**AI Prompt -** The capability “Change Control management works for all our businesses & Industries” is defined as Product part, Process & Tooling changes occur effectively across all Molex businesses and industries with all functions contributing seamlessly to achieve end‑to‑end traceability, precision and control across the change lifecycle. Please create a table with a suggested KPI to explicitly measure this outcome in column one, column two explain how the KPI will be measured/calculated, in the third column list the data elements needed to perform the calculation and provide an example calculation. Please offer three possible measures.

| **KPI** | **How it’s calculated** | **Data elements needed** | **Example calculation** |
| --- | --- | --- | --- |
| First‑Time Right change approvals rate | Approved changes that require no rework on first submission divided by total submitted changes in the period | - Change ID, submission date - Approval decision status (approve/reject) - Rework flag or resubmission count - Business unit/industry tag - Change type (product part/process/tooling) | In Q2, 420 changes were submitted; 336 approved on first submission without rework. First‑Time Right = 336 / 420 = 80% |
| End‑to‑end change traceability completeness | Changes with full linkage across part, process, tooling, requirements, validations, and affected documents divided by total changes | - Change ID - Linked part IDs, process IDs, tooling IDs - Linked requirements/specs - Linked validation/qualification results - Linked SOPs/routers/BOM/BOM Rev - Evidence attachments and audit logs | In May, 250 implemented changes; 215 had all required links present. Traceability completeness = 215 / 250 = 86% |
| Post‑implementation defect/escape rate attributable to changes | Number of field or production defects traced to implemented changes divided by total implemented changes | - Implemented change IDs and dates - Nonconformance/defect records with cause code - Customer complaints/returns tied to change ID - Production scrap/rework events tied to change ID - Volume/context (units produced, lots affected) | In July, 190 changes were implemented; 7 defects attributed to those changes. Change‑attributed defect rate = 7 / 190 = 3.68% |
| Capability Maturity | The sum of gaps measured between target and actual maturity divided by the total number of capability features. | Estimates of actual and targeted maturity for each capability feature | In August, the total ‘gap points’ (i.e. range between target and target maturity) for each capability feature is 31. With 10 features, the average gap is 3.1. |