

Company Analytics

HR Monthly Report

Generated on: August 11, 2025 at 04:00 PM

Executive Summary

Metric	Value	Description
Files Analyzed	1	Total Excel files processed
Total Records	912	Combined data rows across all files
Data Columns	67	Unique column types identified
Numeric Fields	38	Quantitative analysis columns
Category Fields	33	Classification/grouping columns
Date Fields	0	Temporal analysis columns

Key Data Insights

- Analyzed 1 Excel files containing 912 total data records
- Found 38 numeric columns for quantitative analysis
- Identified 33 categorical columns for distribution analysis
- Value: Mean = 0.09, Std Dev = 0.05, Range = 0.01 - 0.22
- SortOrder: Mean = 202,543.89, Std Dev = 132.55, Range = 202,201.00 - 202,712.00
- WC ST: Mean = 0.01, Std Dev = 0.01, Range = 0.00 - 0.04
- BC ST: Mean = 0.04, Std Dev = 0.02, Range = 0.01 - 0.10
- ST Target: Mean = 0.04, Std Dev = 0.00, Range = 0.04 - 0.04
- LT Target: Mean = 0.04, Std Dev = 0.00, Range = 0.04 - 0.04
- WC LT: Mean = 0.02, Std Dev = 0.02, Range = 0.00 - 0.07
- BC LT: Mean = 0.06, Std Dev = 0.02, Range = 0.02 - 0.12
- Direct Labour Headcount: Mean = 150.88, Std Dev = 53.71, Range = 53.00 - 222.00
- Direct Labour Voluntary Turnover: Mean = 1.00, Std Dev = 0.79, Range = 0.00 - 2.00

14. ■ Direct Labour Involuntary Turnover: Mean = 0.96, Std Dev = 1.16, Range = 0.00 - 4.00
15. ■ Direct Labour Total Turnover: Mean = 1.78, Std Dev = 1.50, Range = 0.00 - 6.00
16. ■ Indirect Labour Headcount: Mean = 79.08, Std Dev = 33.63, Range = 12.00 - 115.00
17. ■ Indirect Labour Voluntary Turnover: Mean = 0.00, Std Dev = 0.00, Range = 0.00 - 0.00
18. ■ Indirect Labour Involuntary Turnover: Mean = 0.56, Std Dev = 0.76, Range = 0.00 - 2.00
19. ■ Indirect Labour Total Turnover: Mean = 0.56, Std Dev = 0.76, Range = 0.00 - 2.00
20. ■ Salaried Headcount: Mean = 51.73, Std Dev = 20.63, Range = 18.00 - 90.00
21. ■ Salaried Turnover Voluntary: Mean = 0.30, Std Dev = 0.56, Range = 0.00 - 2.00
22. ■ Salaried Turnover Involuntary: Mean = 0.56, Std Dev = 0.85, Range = 0.00 - 3.00
23. ■ Salaried Total Turnover: Mean = 0.65, Std Dev = 0.86, Range = 0.00 - 3.00
24. ■ Temporary Headcount: Mean = 14.96, Std Dev = 8.51, Range = 0.00 - 36.00
25. ■ Temporary Total Turnover: Mean = 3.17, Std Dev = 15.04, Range = 0.00 - 84.00
26. ■ Total Headcount: Mean = 254.03, Std Dev = 121.56, Range = 0.00 - 396.00
27. ■ Total Variance: Mean = 2.61, Std Dev = 2.07, Range = 0.00 - 7.00
28. ■ Total Headcount Excluding Temps: Mean = 291.00, Std Dev = 81.54, Range = 85.00 - 371.00
29. ■ Total Variance.1: Mean = 2.60, Std Dev = 2.15, Range = 0.00 - 6.00
30. ■ Total Variance_1: Mean = 0.81, Std Dev = 1.85, Range = 0.00 - 7.00
31. ■ Temporary Voluntary Turnover: Mean = 1.10, Std Dev = 1.22, Range = 0.00 - 4.00
32. ■ Temporary Involuntary Turnover: Mean = 0.00, Std Dev = 0.00, Range = 0.00 - 0.00
33. ■ Total Variance Excluding Temps: Mean = 2.00, Std Dev = 1.00, Range = 1.00 - 4.00
34. ■ Direct Labour Turnover %: Mean = 0.03, Std Dev = 0.02, Range = 0.00 - 0.06
35. ■ Indirect Labour Turnover %: Mean = 0.03, Std Dev = 0.06, Range = 0.00 - 0.15
36. ■ Salaried Turnover %: Mean = 0.02, Std Dev = 0.02, Range = 0.00 - 0.06
37. ■ Total Turnover %: Mean = 8.42, Std Dev = 25.19, Range = 0.00 - 84.00
38. ■ Total Turnover %_2: Mean = 0.00, Std Dev = 0.01, Range = 0.00 - 0.07
39. ■ Temporary Turnover %: Mean = 0.11, Std Dev = 0.08, Range = 0.00 - 0.24
40. ■ Total Headcount Excl Temps: Mean = 88.00, Std Dev = 1.10, Range = 87.00 - 90.00
41. ■ Total Variance Excl Temps: Mean = 0.80, Std Dev = 0.75, Range = 0.00 - 2.00
42. ■ Unnamed: 1: Most frequent value is '0' (44.0% of data, 11 records)
43. ■ Direct Labour Turnover %: Most frequent value is '0.0%' (26.7% of data, 4 records)

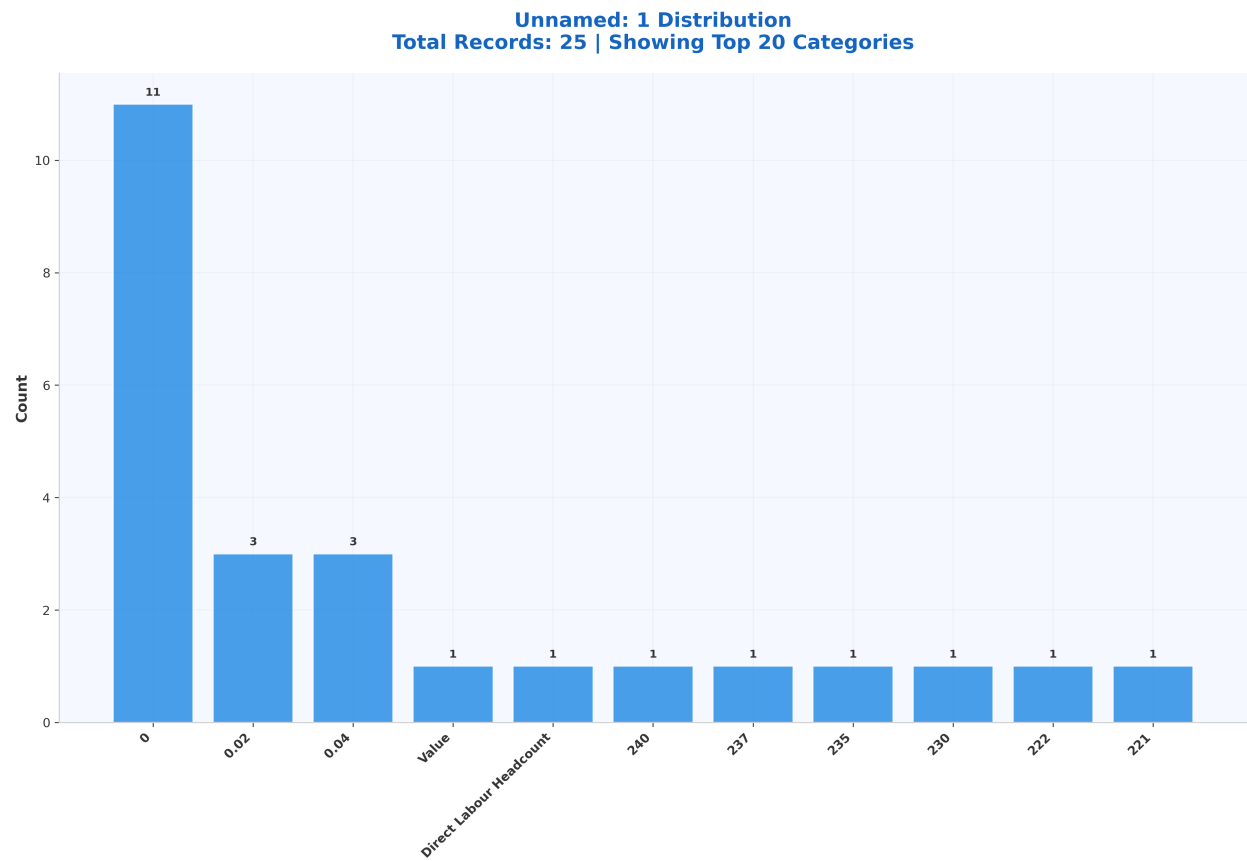
44. ■ Indirect Labour Turnover %: Most frequent value is '0.0%' (54.5% of data, 6 records)
45. ■ Salaried Turnover %: Most frequent value is '0.0%' (46.2% of data, 6 records)
46. ■ Total Turnover %: Most frequent value is '0.0%' (20.0% of data, 4 records)
47. ■ Total Turnover %.1: Most frequent value is '1.8%' (20.0% of data, 1 records)
48. ■ Total Turnover %_2: Most frequent value is '1.8%' (20.0% of data, 1 records)
49. ■ Temporary Turnover %: Most frequent value is '7.14%' (100.0% of data, 2 records)
50. ■ Total Turnover % Excluding Temps: Most frequent value is '0.35%' (40.0% of data, 2 records)
51. ■ Unnamed: 2: Most frequent value is '1' (42.9% of data, 3 records)
52. ■ Unnamed: 3: Most frequent value is '1' (42.9% of data, 3 records)
53. ■ Unnamed: 4: Most frequent value is '0' (46.2% of data, 6 records)
54. ■ Unnamed: 5: Most frequent value is 'Direct Labour Turnover %' (14.3% of data, 1 records)
55. ■ Unnamed: 6: Most frequent value is '86' (42.9% of data, 3 records)
56. ■ Unnamed: 7: Most frequent value is '0' (57.1% of data, 4 records)
57. ■ Unnamed: 8: Most frequent value is '0' (71.4% of data, 5 records)
58. ■ Unnamed: 9: Most frequent value is '0' (69.2% of data, 9 records)
59. ■ Unnamed: 10: Most frequent value is '1.2%' (75.0% of data, 3 records)
60. ■ Unnamed: 11: Most frequent value is 'Salaried Headcount' (14.3% of data, 1 records)
61. ■ Unnamed: 12: Most frequent value is '0' (57.1% of data, 4 records)
62. ■ Unnamed: 13: Most frequent value is '0' (71.4% of data, 5 records)
63. ■ Unnamed: 14: Most frequent value is '0' (69.2% of data, 9 records)
64. ■ Unnamed: 15: Most frequent value is '1.8%' (60.0% of data, 3 records)
65. ■ Unnamed: 16: Most frequent value is '7' (42.9% of data, 3 records)
66. ■ Unnamed: 17: Most frequent value is '0' (71.4% of data, 5 records)
67. ■ Unnamed: 18: Most frequent value is '0' (46.2% of data, 6 records)
68. ■ Unnamed: 19: Most frequent value is '0' (46.2% of data, 6 records)
69. ■ Unnamed: 20: Most frequent value is '0.0%' (46.2% of data, 6 records)
70. ■ Unnamed: 21: Most frequent value is 'Total Headcount Excl. Temps' (14.3% of data, 1 records)
71. ■ Unnamed: 22: Most frequent value is '3' (42.9% of data, 3 records)
72. ■ Unnamed: 23: Most frequent value is '0.8%' (42.9% of data, 3 records)
73. ■ WC LT: Most frequent value is '' (66.0% of data, 31 records)

74. ■ Total Turnover % Excl Temps: Most frequent value is '1.1%' (40.0% of data, 2 records)

Categorical Data Analysis

Unnamed: 1 Analysis

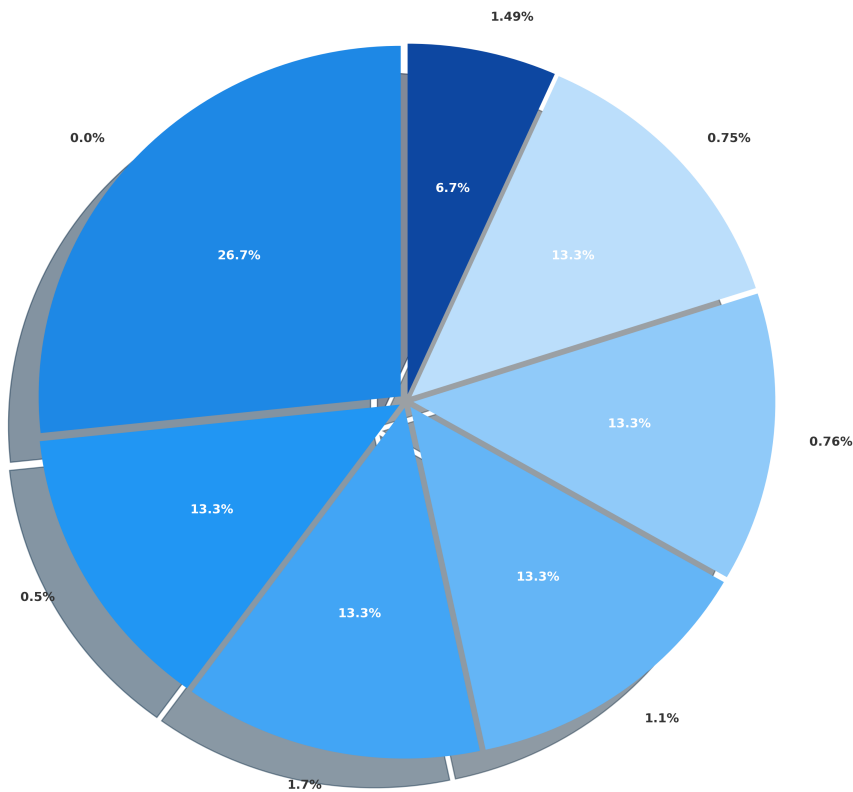
Most common values: 0 (44.0%), 0.02 (12.0%), 0.04 (12.0%)



Direct Labour Turnover % Analysis

Most common values: 0.0% (26.7%), 0.5% (13.3%), 1.7% (13.3%)

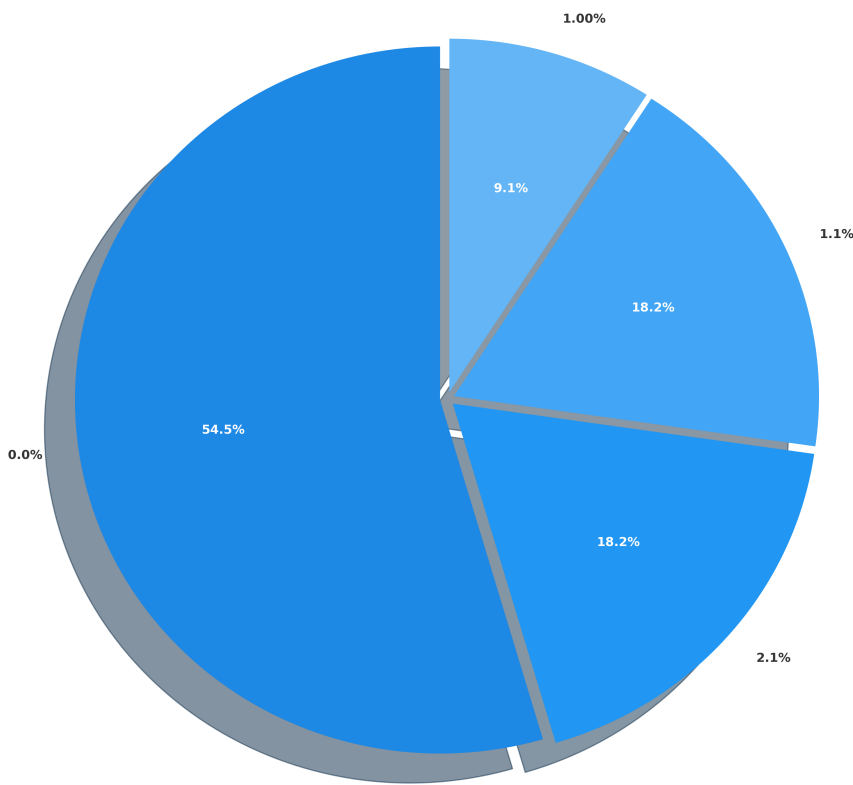
Direct Labour Turnover % Distribution
Total Records: 15



Indirect Labour Turnover % Analysis

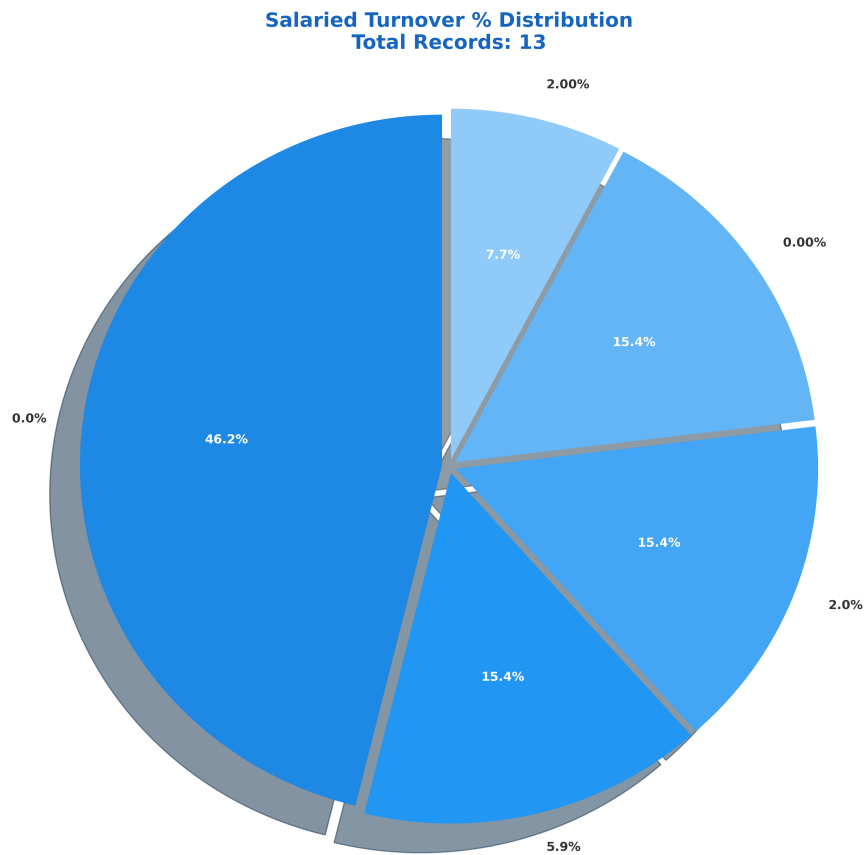
Most common values: 0.0% (54.5%), 2.1% (18.2%), 1.1% (18.2%)

Indirect Labour Turnover % Distribution
Total Records: 11



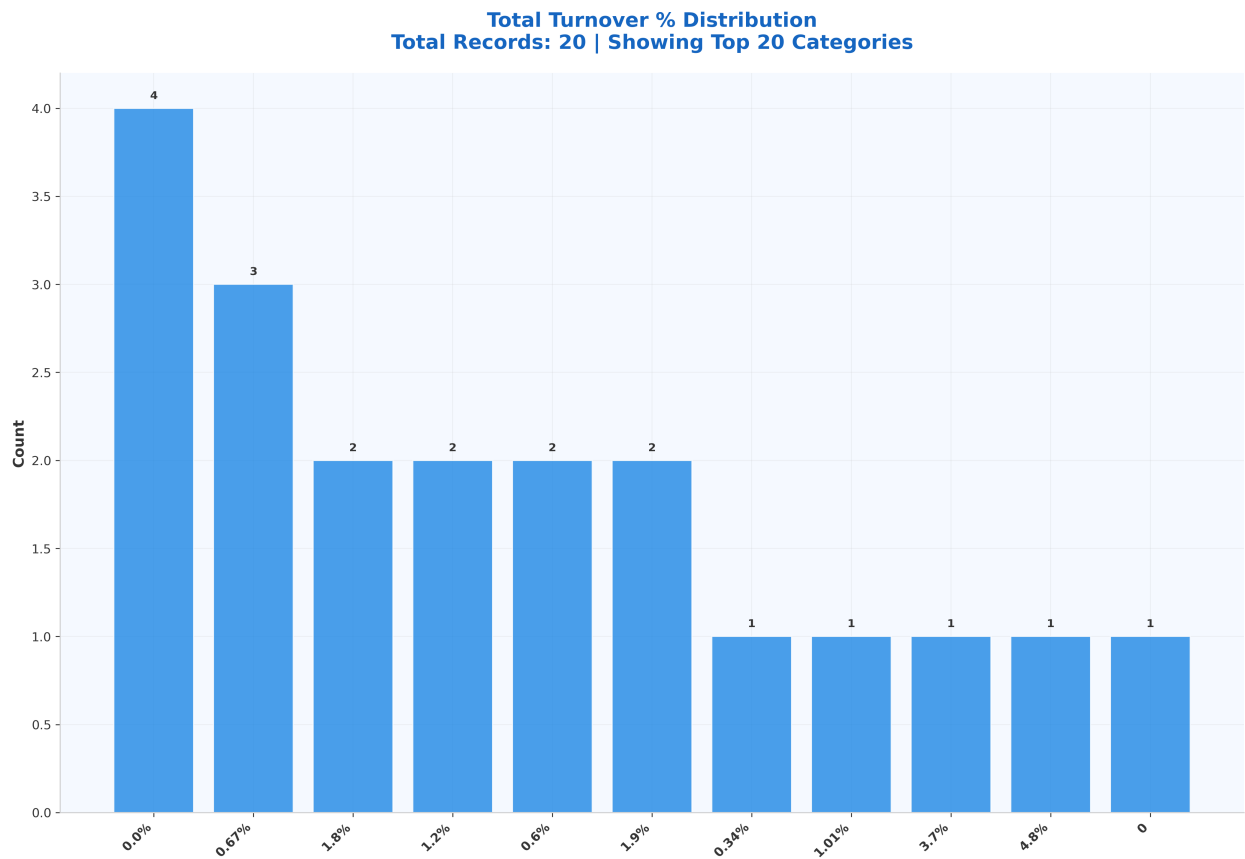
■ Salaried Turnover % Analysis

Most common values: 0.0% (46.2%), 5.9% (15.4%), 2.0% (15.4%)



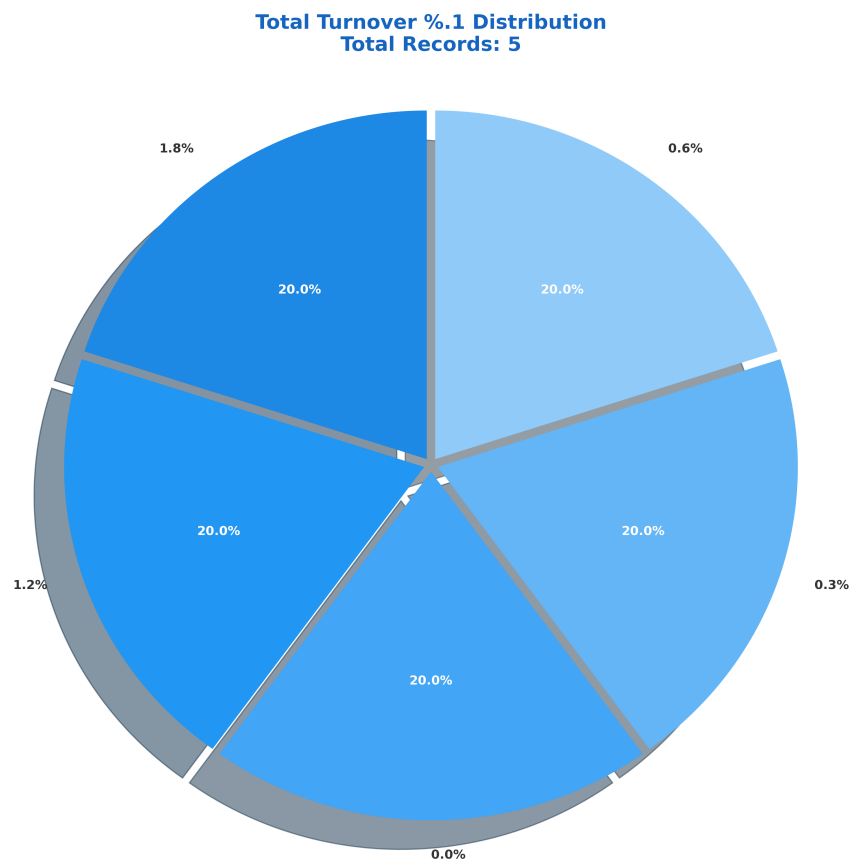
■ Total Turnover % Analysis

Most common values: 0.0% (20.0%), 0.67% (15.0%), 1.8% (10.0%)



■ Total Turnover %.1 Analysis

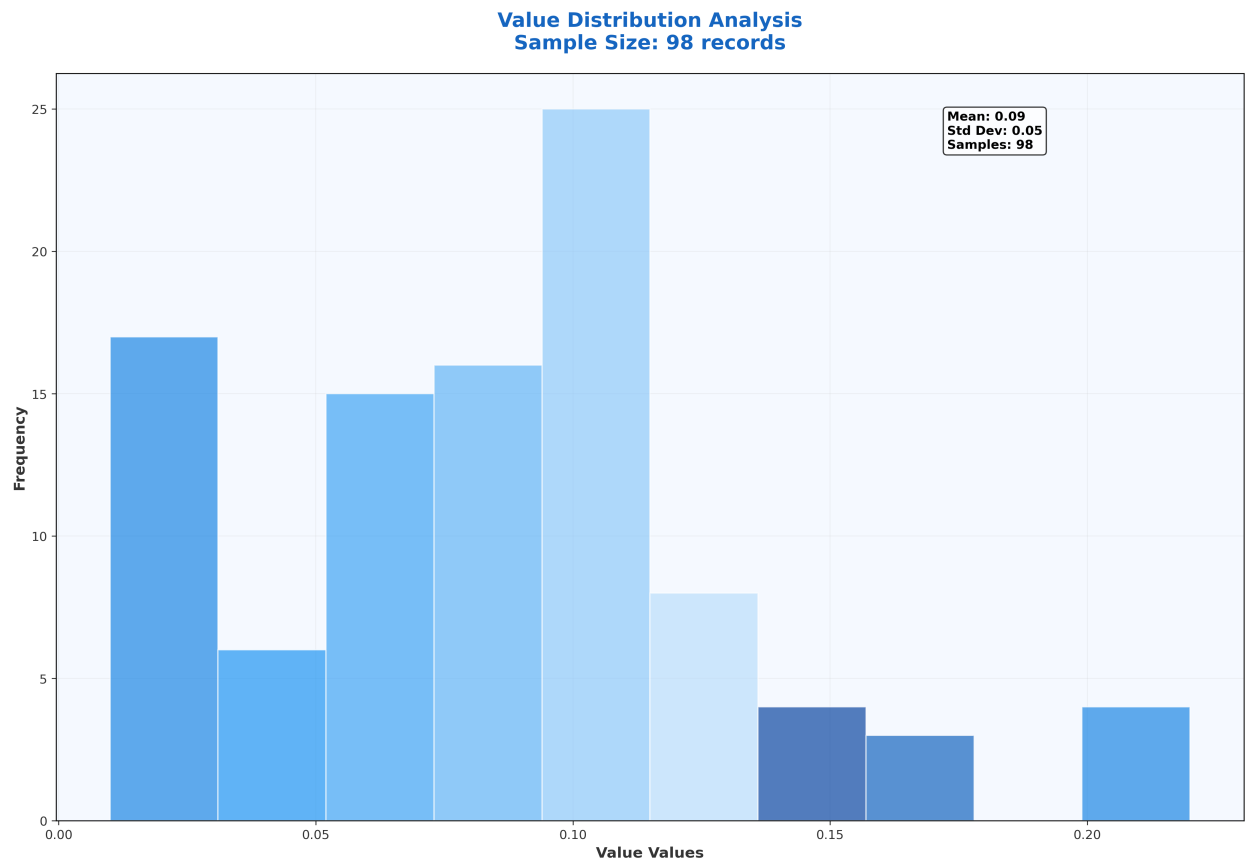
Most common values: 1.8% (20.0%), 1.2% (20.0%), 0.0% (20.0%)



■ Numeric Data Analysis

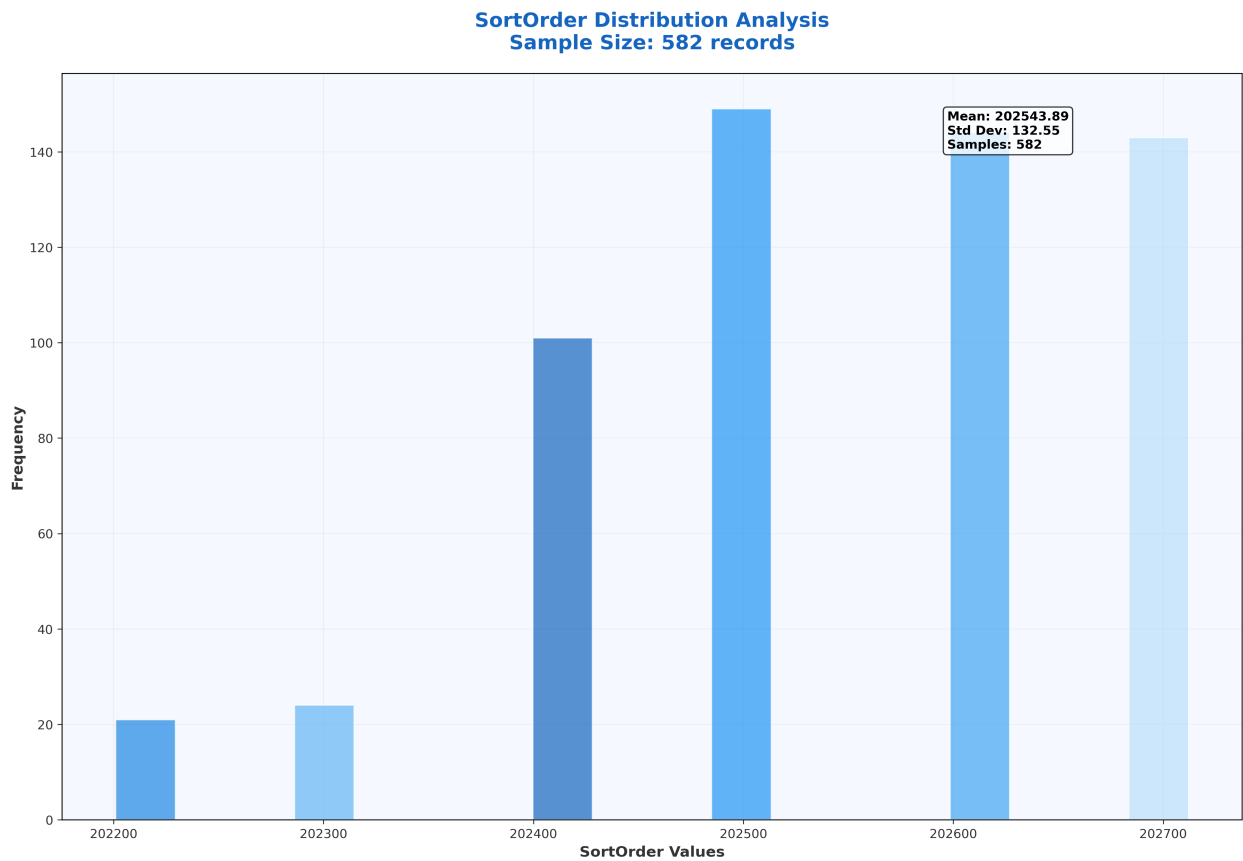
■ Value Statistical Analysis

Mean: 0.09 | Median: 0.09 | Range: 0.01 - 0.22 | Std Deviation: 0.05



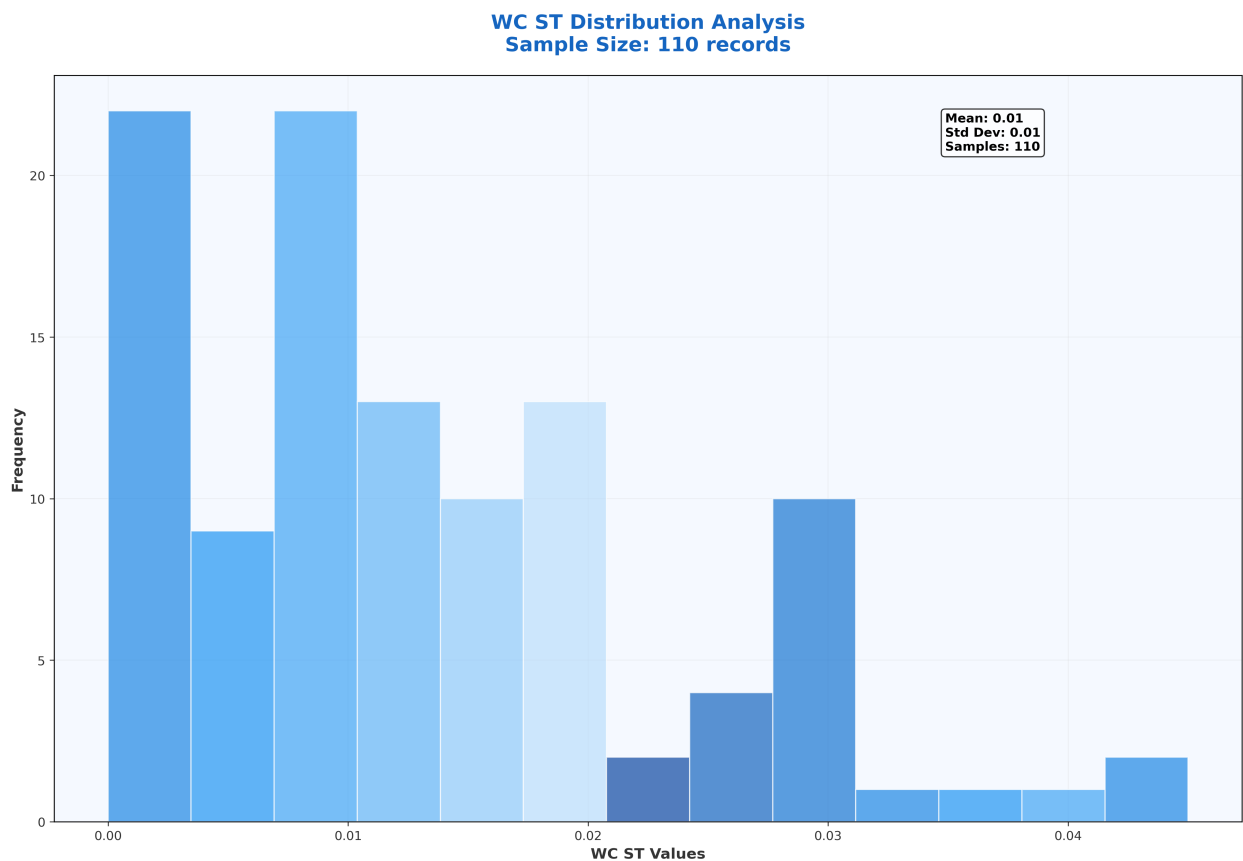
■ SortOrder Statistical Analysis

Mean: 202,543.89 | Median: 202,512.00 | Range: 202,201.00 - 202,712.00 | Std Deviation: 132.55



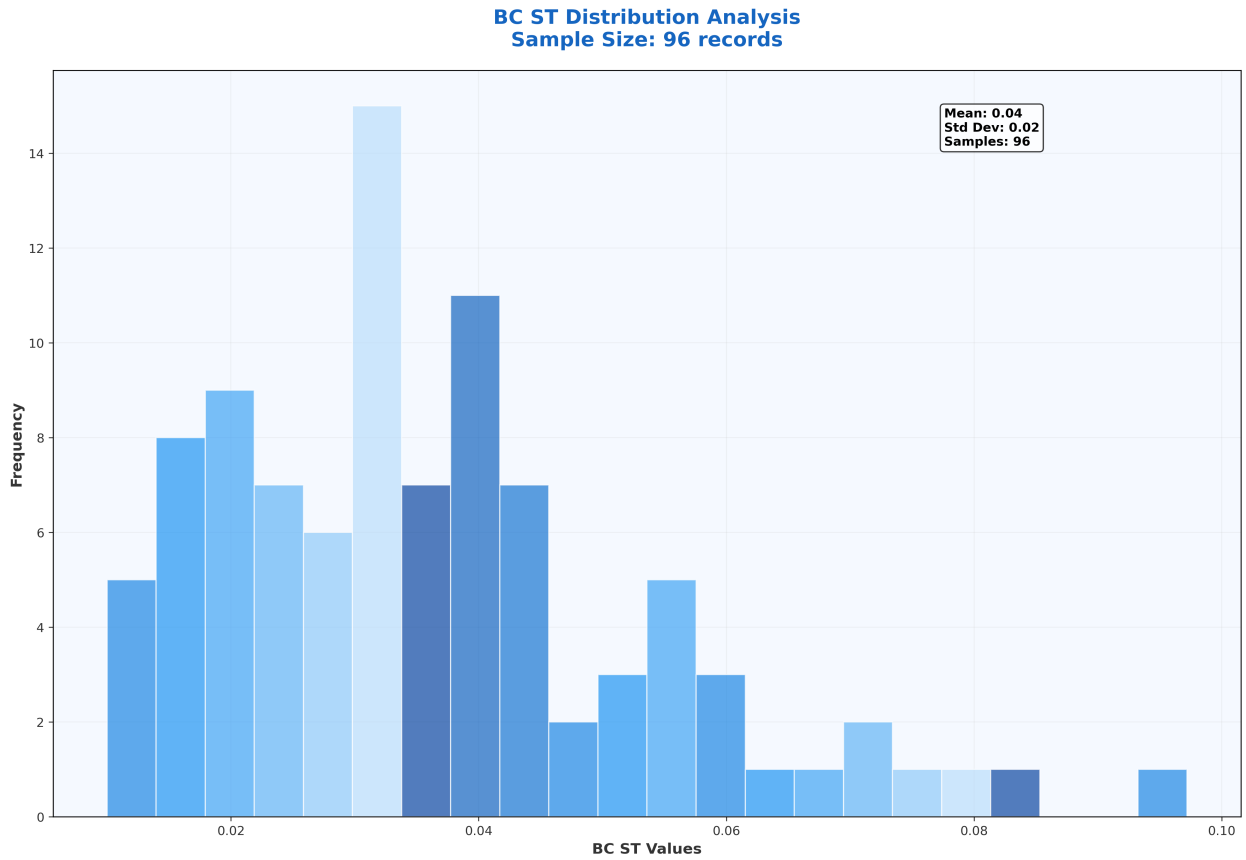
WC ST Statistical Analysis

Mean: 0.01 | Median: 0.01 | Range: 0.00 - 0.04 | Std Deviation: 0.01



■ BC ST Statistical Analysis

Mean: 0.04 | Median: 0.03 | Range: 0.01 - 0.10 | Std Deviation: 0.02



■ ST Target Statistical Analysis

Mean: 0.04 | Median: 0.04 | Range: 0.04 - 0.04 | Std Deviation: 0.00

ST Target Distribution Analysis
Sample Size: 266 records

