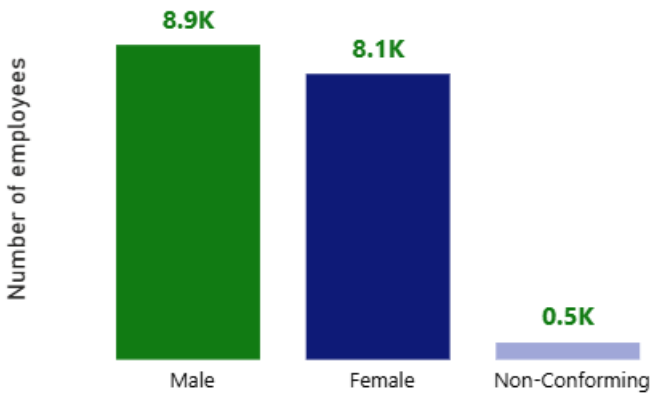
HR Workforce Overview

HR EMPLOYEE DISTRIBUTION REPORT

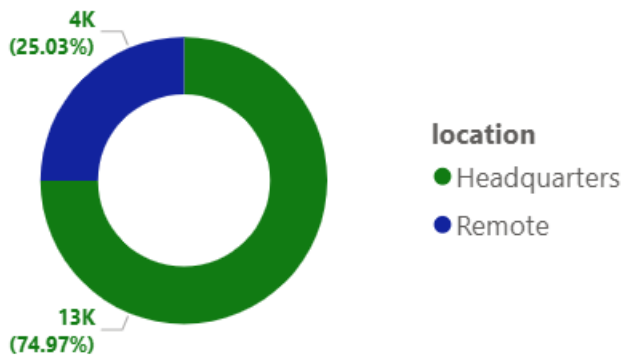
Average Length of Employment (Years)

8

Gender Distribution

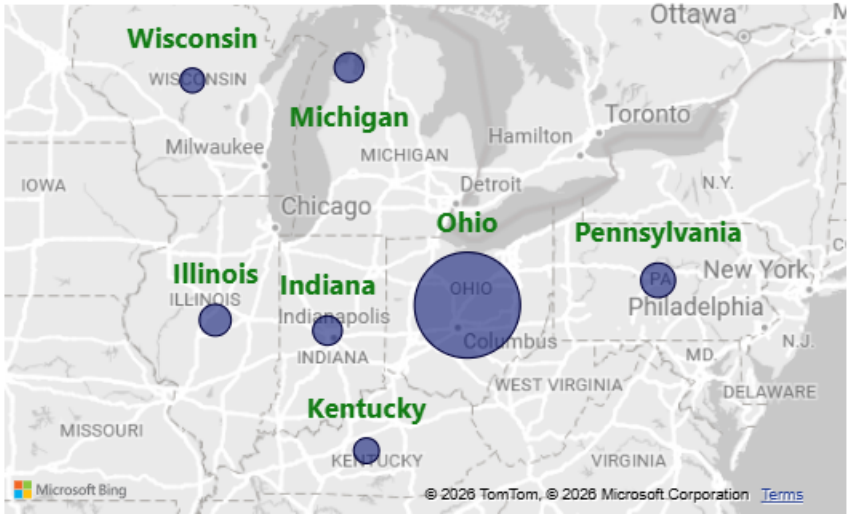


Headquarters vs Remote

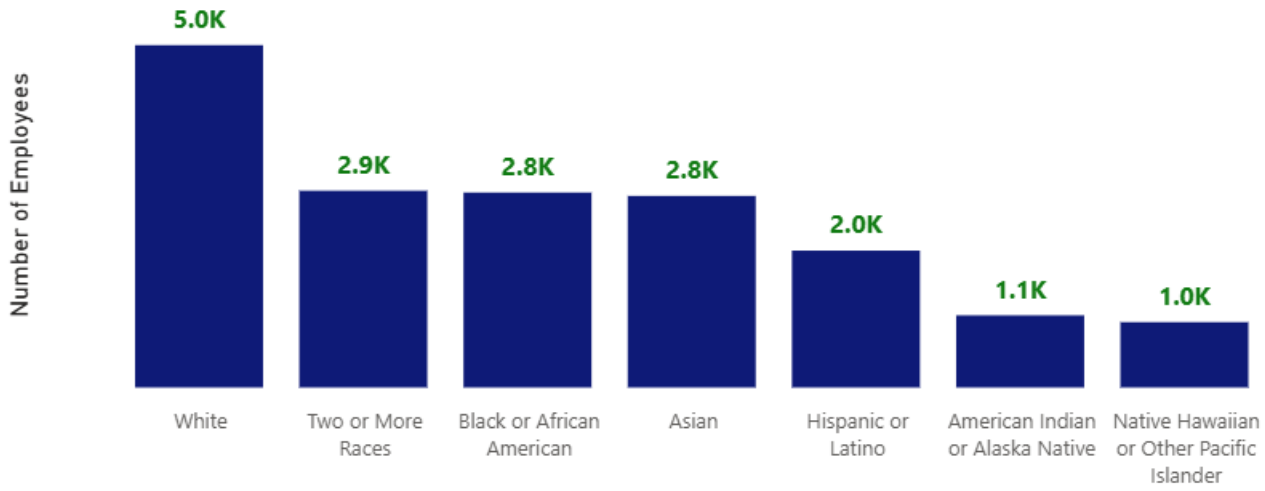


Change in employee number (2000 - 2020)

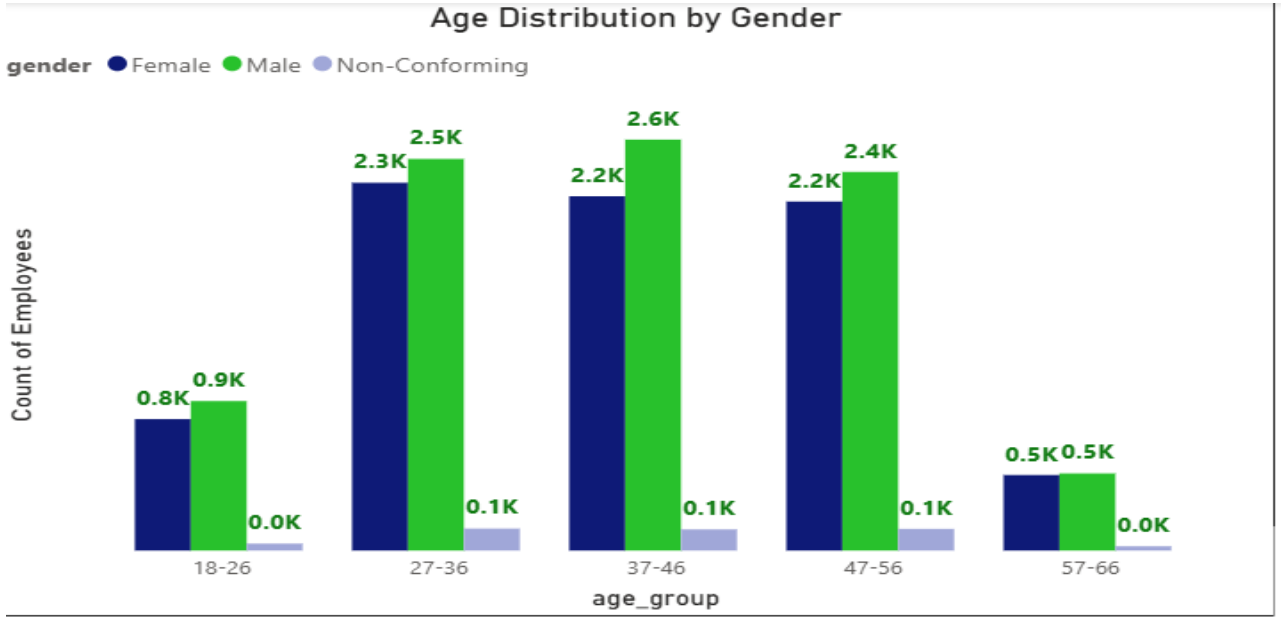
Employees By State



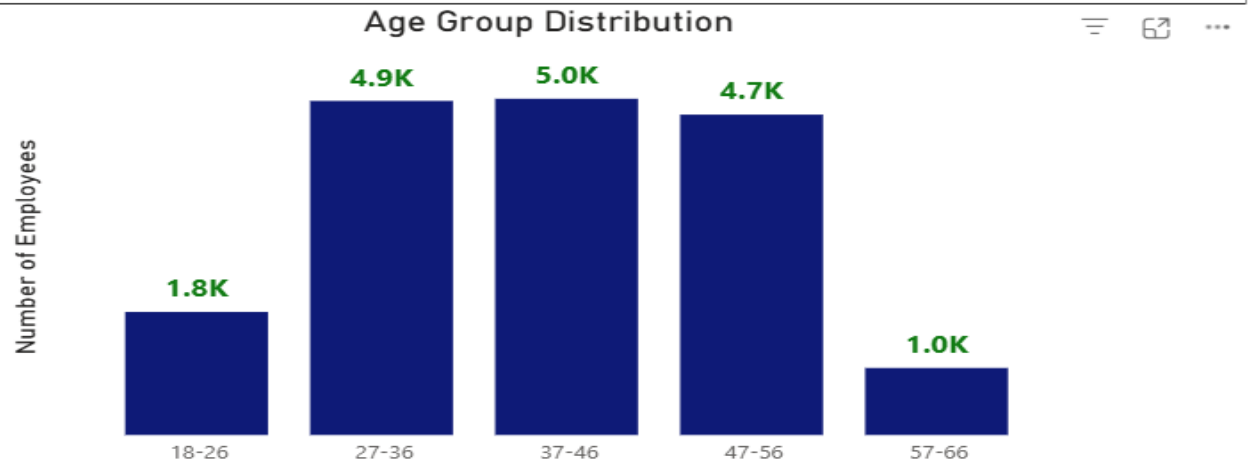
Race Distribution

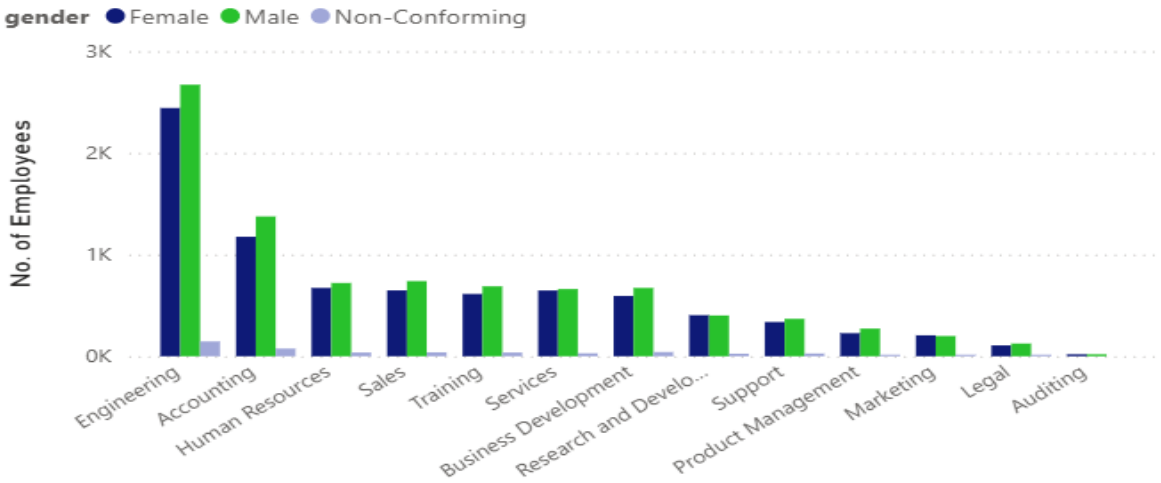


HR Workforce Trends & Attrition



department	Sum of termination_rate
Auditing	0.20
Legal	0.16
Training	0.14
Support	0.13
Human Resources	0.13
Sales	0.13
Engineering	0.13





HR Employee Distribution & Workforce Insights

This dashboard provides an overview of workforce demographics, tenure, attrition, and geographic distribution.

- Designed to support HR and leadership decision-making.

- **Key questions addressed:**
  - What does our workforce look like today?
  - How is the workforce distributed across departments, age groups and locations?
  - Where are retention risks across the organizations?
  - Which departments experience higher employee turnover?
  - Are there potential continuity or succession risks?
  - How stable is the organization overtime?

Key Insights & Recommendations

Key Insights

- Most employees fall within the mid-career range, and the average tenure of about 8 years suggests generally strong retention.
- Attrition is noticeably higher in the Auditing and Legal departments compared to others.
- Overall employee headcount has increased steadily over the past 20 years.
- Most employees are based at headquarters, with a smaller portion working remotely.

Recommendations

- Take a closer look at departments with higher attrition to understand why employees are leaving and address issues before they impact the business.
- Begin succession planning for mid-career-heavy teams, since higher turnover in Auditing and Legal could leave key roles without backup and create continuity risks.
- Consider expanding flexible or remote work options where possible to improve retention and attract a wider range of talent, especially for roles that don’t require being fully on-site.