

# Human Resource Dashboard

Executive Summary

Department Performance

Retention Analysis

Compensation Insights

Workforce Overview



## Executive Summary

Department

IT

Years

All

Home Page

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Workforce Overview

Total Employees

11K

Retention Rate

90.4%

Attrition Rate

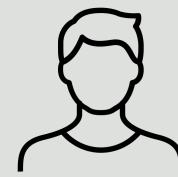
1.06%

Avg Satisfaction

4.0

1.00 3.0

5.00



Male

5.4K



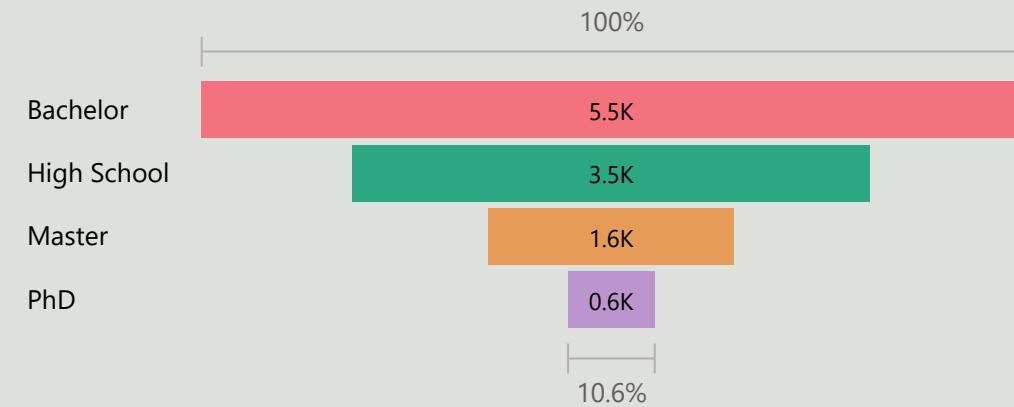
Female

5.3K

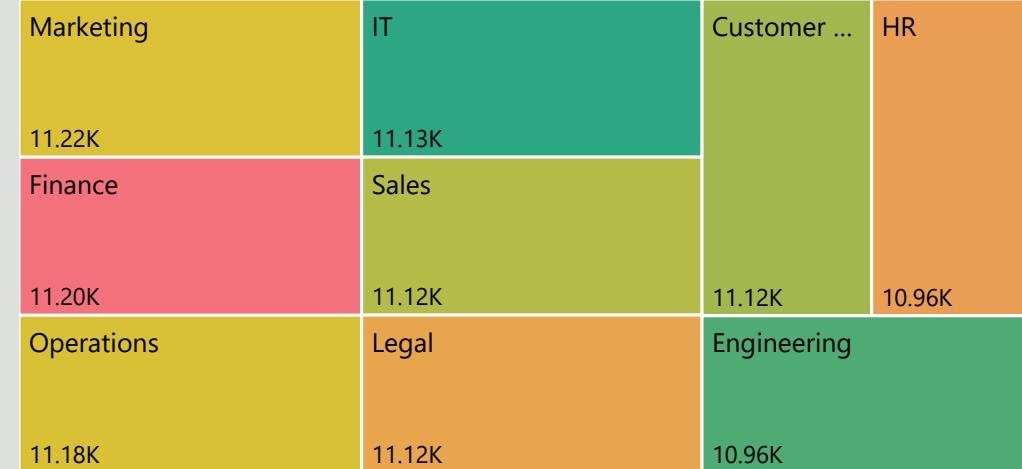
### Performance Score by Department

Department	SVG Target Bar Chart	Avg Perf Score
Engineering	<div style="width: 75.5%;"></div>	75.5%
Operations	<div style="width: 75.2%;"></div>	75.2%
IT	<div style="width: 75.0%;"></div>	75.0%
HR	<div style="width: 74.9%;"></div>	74.9%
Customer Support	<div style="width: 74.9%;"></div>	74.9%
Sales	<div style="width: 74.9%;"></div>	74.9%
Legal	<div style="width: 74.5%;"></div>	74.5%
Finance	<div style="width: 74.5%;"></div>	74.5%
Marketing	<div style="width: 74.5%;"></div>	74.5%

### Total Employees by Education\_Level



### Total Employees by Department



## Department Performance

Gender

Years

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Resignation.

**4807**

Avg overtime

**14.5**

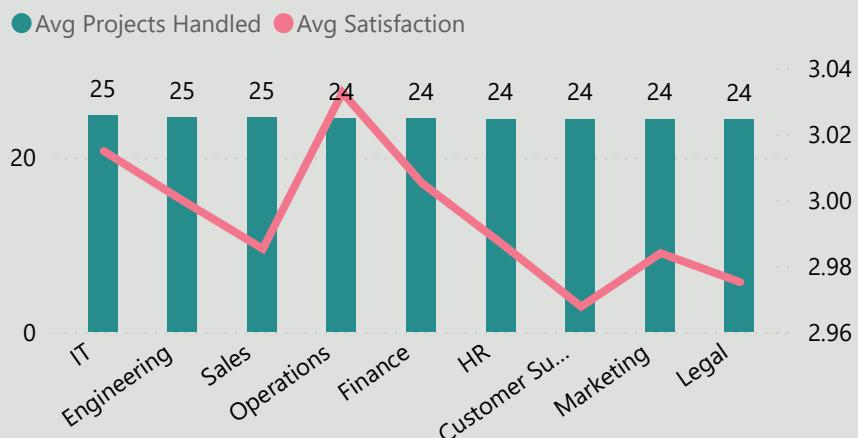
Avg Projects Handled

**24.5**

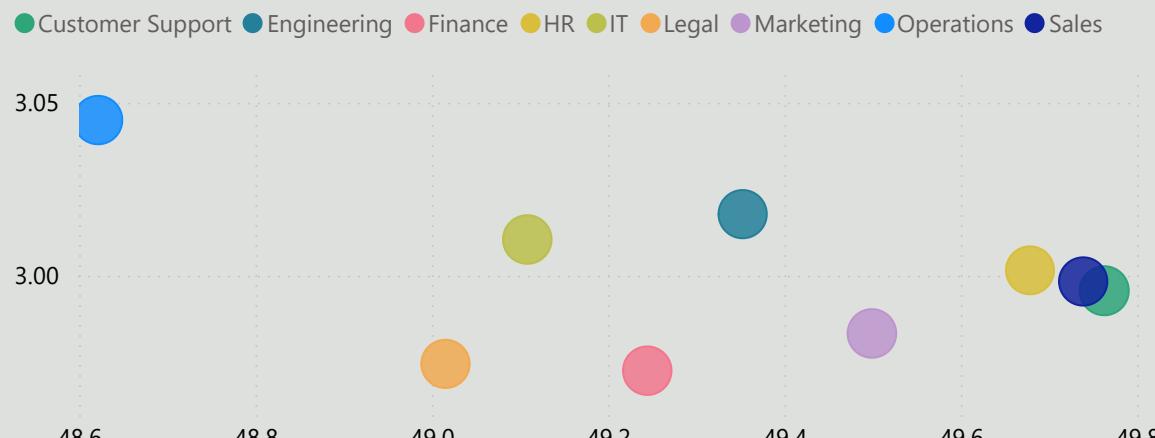
Avg Training Hours

**49.3**

### Avg Projects Handled and Satisfaction by Department

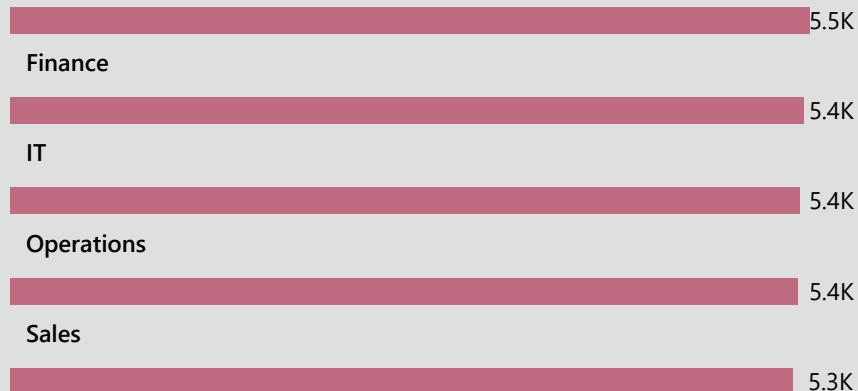


### Avg Training Hours and Performance Score by Department



### Promotions by Department

#### Customer Support



Department Resignation Avg overtime Avg Projects Handled Avg Training Hours

Department	Resignation	Avg overtime	Avg Projects Handled	Avg Training Hours
Customer Support	540	14.32	24.38	49.76
Engineering	520	14.56	24.57	49.35
Finance	544	14.37	24.44	49.24
HR	541	14.51	24.40	49.68
IT	491	14.67	24.79	49.11
Legal	557	14.48	24.31	49.02
Marketing	557	14.39	24.38	49.50
Operations	532	14.49	24.47	48.62
Sales	525	14.67	24.53	49.74
<b>Total</b>	<b>4807</b>	<b>14.49</b>	<b>24.48</b>	<b>49.34</b>

## Retention Analysis

Department  
HR

Years  
2017

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Retention Rate

89.5%

Attrition Rate

0.1%

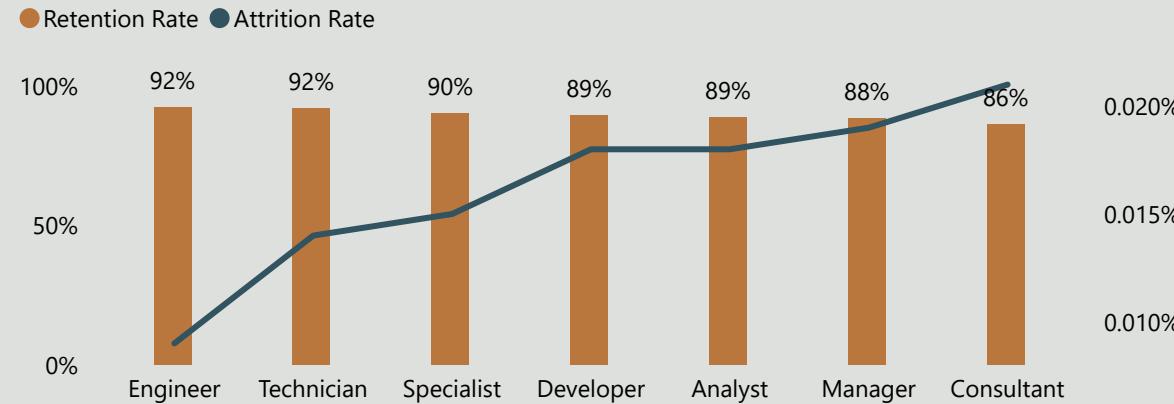
Average Years

6.7

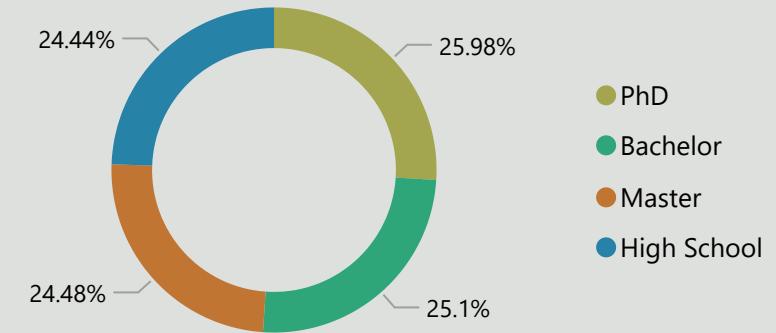
Average Promotions

1.0

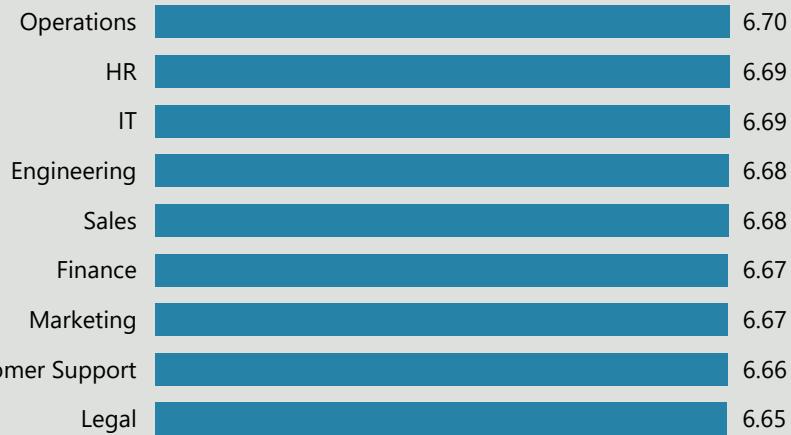
### Retention Rate and Attrition Rate by Job Title



### Retention Rate by Education Level



### Avg Tenure. by Department



### Retention Rate by Year



## Compensation Insights

Department

IT

Years

2017

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Avg Monthly Salary

6.5K

Total Overtime Hours

15.7K

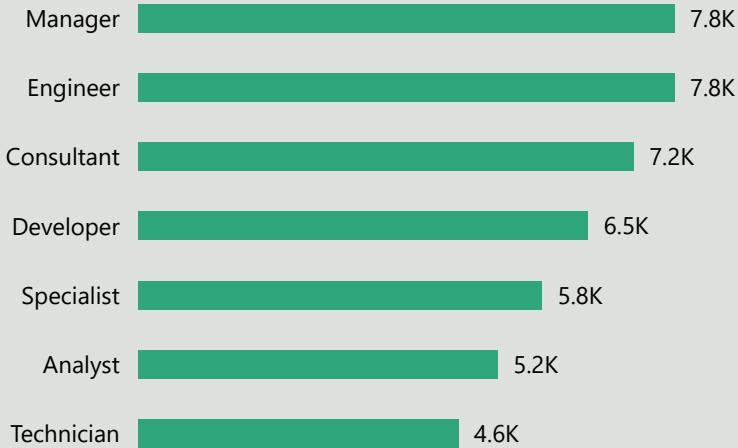
Avg Satisfaction

3.1

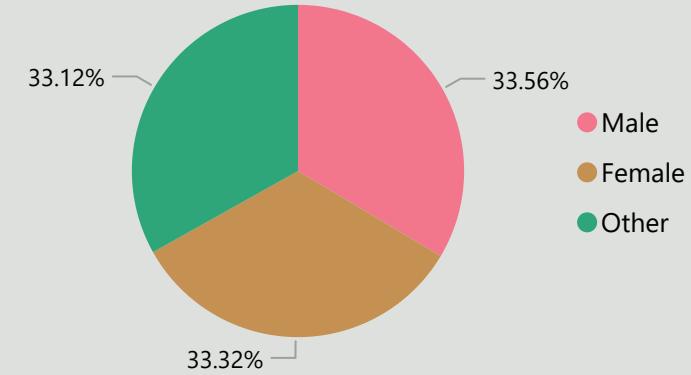
Sick Days

7.3K

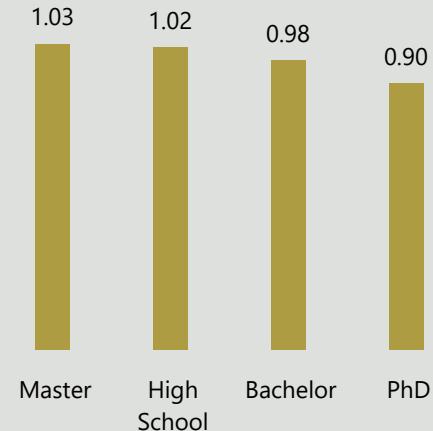
Avg Monthly Salary by Job Title



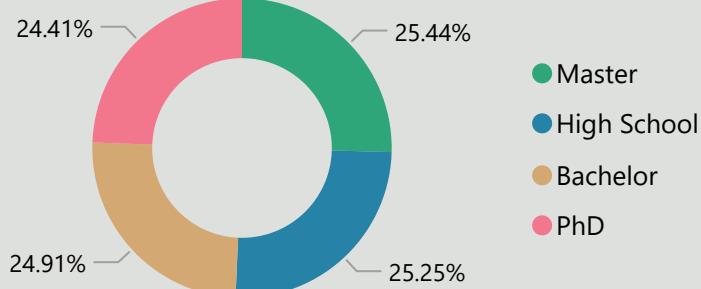
Avg Monthly Salary by Gender



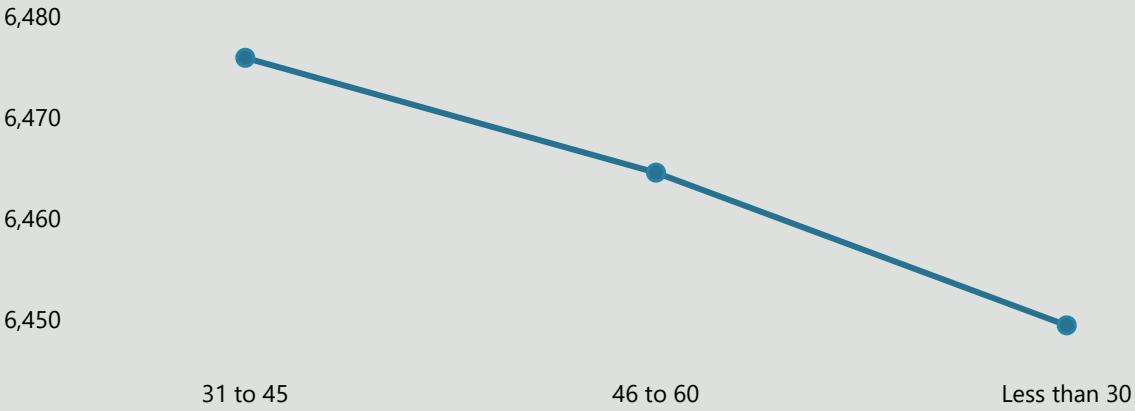
Average Promotions by Education Level



Avg Monthly Salary by Education Level



Avg Monthly Salary by Age Slabbing



## Workforce Overview

Total Employees

11.0K

Male

5.2K

Female

5.3K

Avg Age

41.0

### Department

HR

### Years

All

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Department	Total Employees	Average Years	Avg. Satisfaction	Promotion Count	Avg Age	Avg Performance Score	Sick Days
⊕ Finance	11200	4.48	3.00	7496	41.02	2.98	79250
⊖ Customer Support	11116	4.49	2.97	7392	40.95	3.00	78497
Male	5486	4.51	2.97	3625	40.92	3.00	38936
Female	5240	4.47	2.97	3500	41.00	3.00	36800
Other	390	4.39	2.89	267	40.76	3.01	2761
⊖ Marketing	11216	4.50	2.99	7446	41.13	2.98	78204
Female	5397	4.52	3.00	3591	41.12	2.97	37585
Male	5383	4.49	2.98	3545	41.18	2.98	37520
Other	436	4.49	2.99	310	40.56	3.04	3099
⊕ Sales	11122	4.47	2.99	7429	40.88	2.99	77942
⊕ Operations	11181	4.47	3.03	7510	41.12	3.01	77913
⊖ IT	11131	4.44	3.02	7459	41.08	3.00	77812
Female	5315	4.45	3.03	3569	41.13	2.99	37571
Male	5366	4.42	3.01	3579	40.97	3.01	37050
Other	450	4.50	3.04	311	41.76	3.00	3191
⊕ HR	10960	4.47	3.00	7260	40.98	3.00	77166
⊖ Legal	11118	4.47	2.99	7413	40.98	2.98	77153
Male	5292	4.41	2.98	3514	41.08	2.97	37098
Female	5401	4.52	3.00	3615	40.94	2.98	37083
Other	425	4.48	2.95	284	40.39	3.12	2972
⊖ Engineering	10956	4.49	3.00	7299	41.12	3.02	76918
Male	5293	4.47	3.00	3568	41.10	3.02	37035
Total	100000	4.48	3.00	66704	41.03	3.00	700855