HR Analytics

Demographics

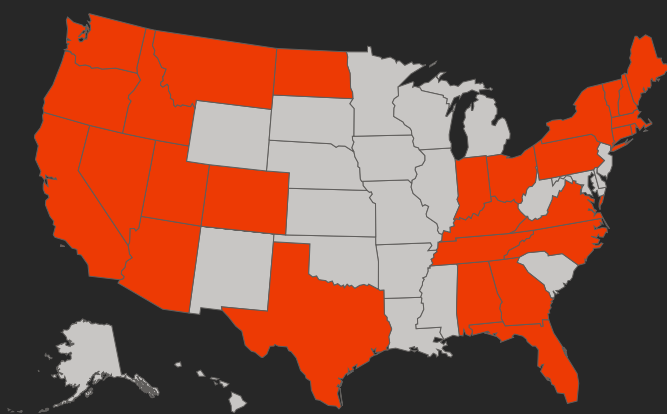| 311	$69.02K	6	9	21
Total Employees	Average of Salary	Number of Departments	Number of Recruitment Sources	Total Managers

Department
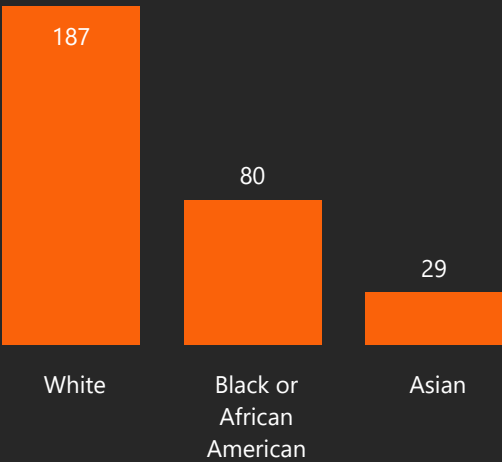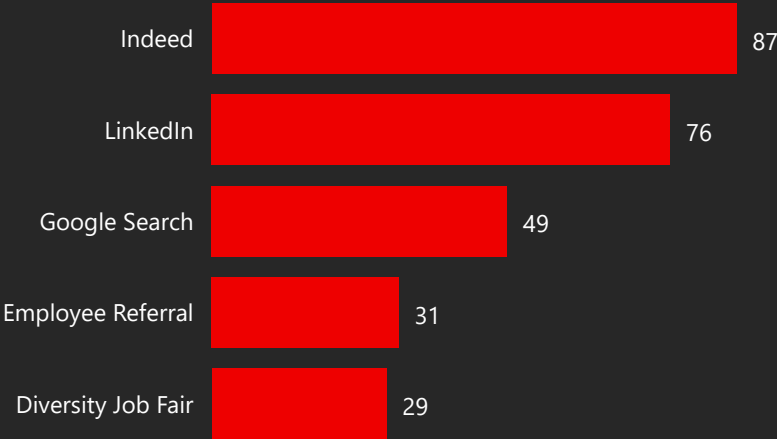All

Year
All

Sex
All

State
All

Employmen...
All

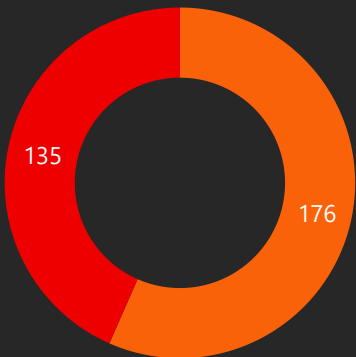## Employees By State

Top 3 Employee Count By Race

- White: 187
- Black or African American: 80
- Asian: 29

Top 5 Recruitment Sources Of Employees

- Indeed: 87
- LinkedIn: 76
- Google Search: 49
- Employee Referral: 31
- Diversity Job Fair: 29

Gender of Employees

● Female ● Male

- 135
- 176

Marital Status of Employees

- Single: 137
- Married: 124
- Divorced: 30
- Separated: 12
- Widowed: 8
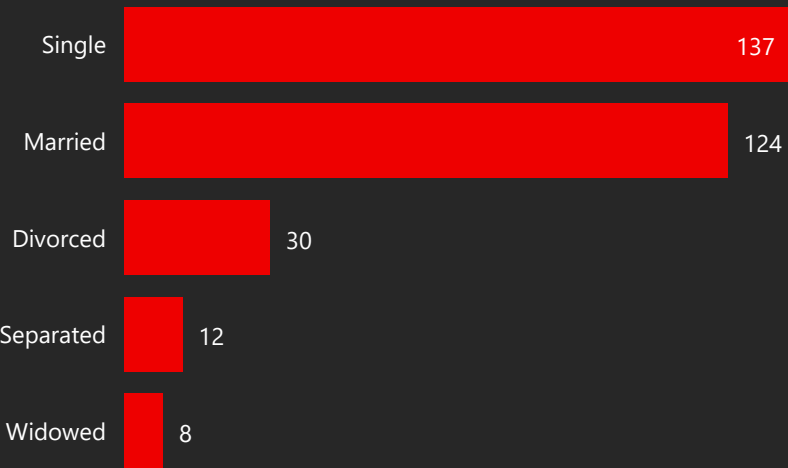
Employee Count per Department

- Production: 209
- IT/IS: 50
- Sales: 31
- Software Engineering: 11
- Admin Offices: 9
- Executive Office: 1

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HR Analytics

Date Range : 1/9/2006 - 7/9/2018

Attrition Analysis
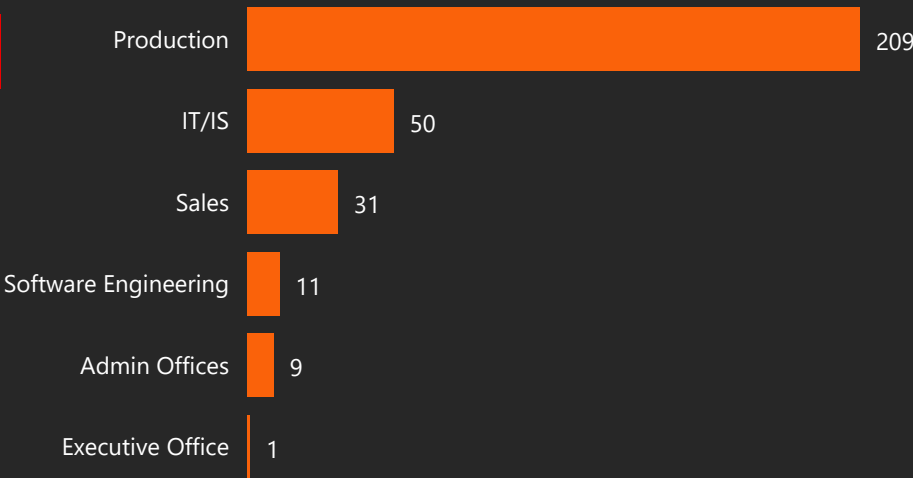
311
Employee Headcount

104
Atrition Count

207
Active Employee Headcount

33.44%
Attrition Rate

40.88
Employee Average Age

Department

All

Year

All

Sex

All

Employment...

All

Attrition Count per Recruitment Source

- Google Search — 30
- Indeed — 21
- LinkedIn — 18
- Diversity Job Fair — 16
- Employee Referral — 5

Attrition by Gender

● Female ● Male

44

60
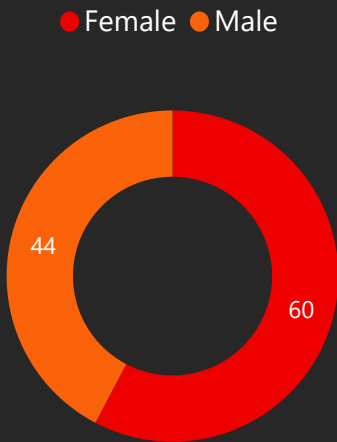
Attrition Count by Age Range

- 35 - 44: 39
- 25 - 34: 26
- 45 - 54: 26
- 55+: 13
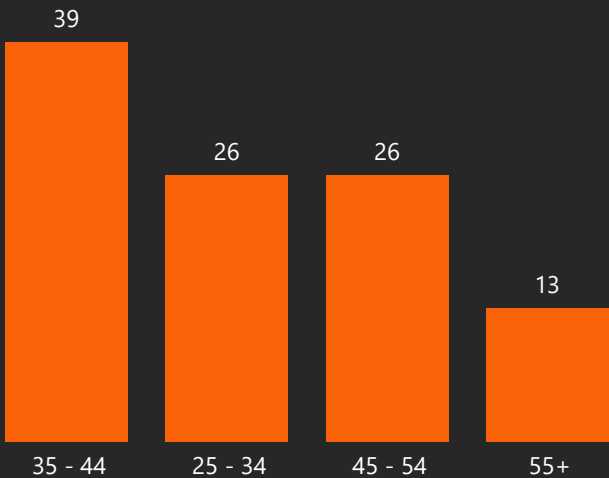
Attrition Count per Department
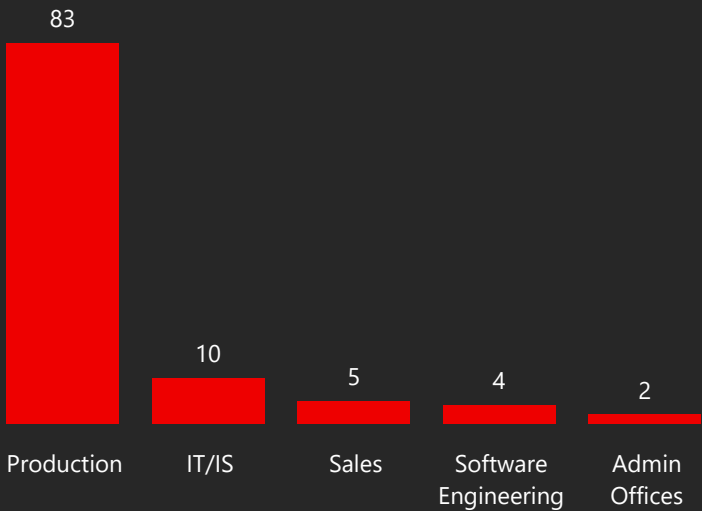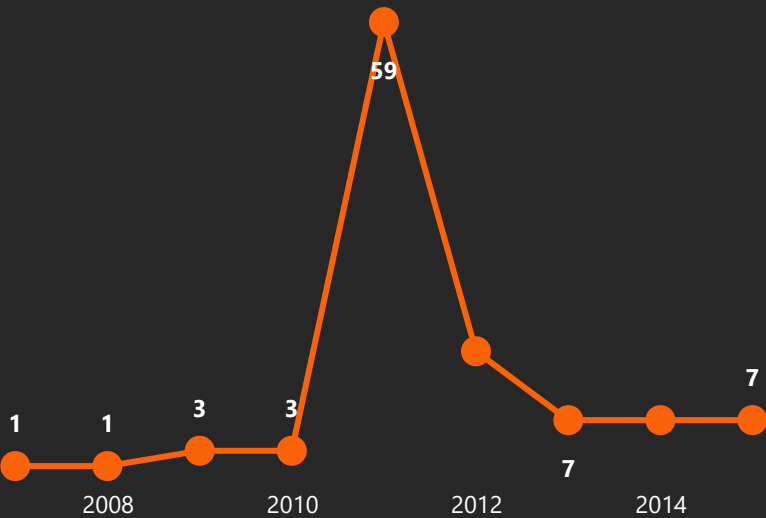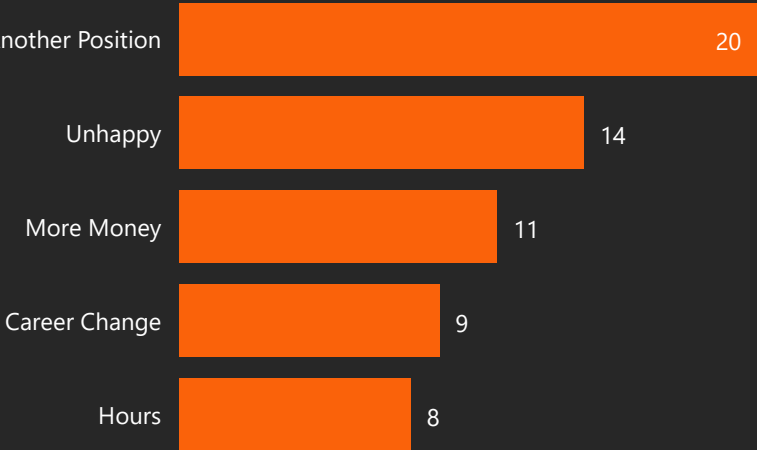
- Production: 83
- IT/IS: 10
- Sales: 5
- Software Engineering: 4
- Admin Offices: 2

Attrition Count per Year

1
1
3
3
59
7
7

2008
2010
2012
2014

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Top 5 Reasons For Termination

- Another Position — 20
- Unhappy — 14
- More Money — 11
- Career Change — 9
- Hours — 8

HR Analytics

Date Range : 1/9/2006 - 7/9/2018

Production Department Attrition Analysis

209	83	126	39.71%	41.35
Employee Headcount	**Atrition Count**	**Active Employee Headcount**	**Attrition Rate**	**Employee Average Age**

Department

Production

Attrition Count per Recruitment Source

Source	Count
Google Search	27
Indeed	17
LinkedIn	14
Diversity Job Fair	11
CareerBuilder	9
Employee Referral	2

Attrition by Age Range
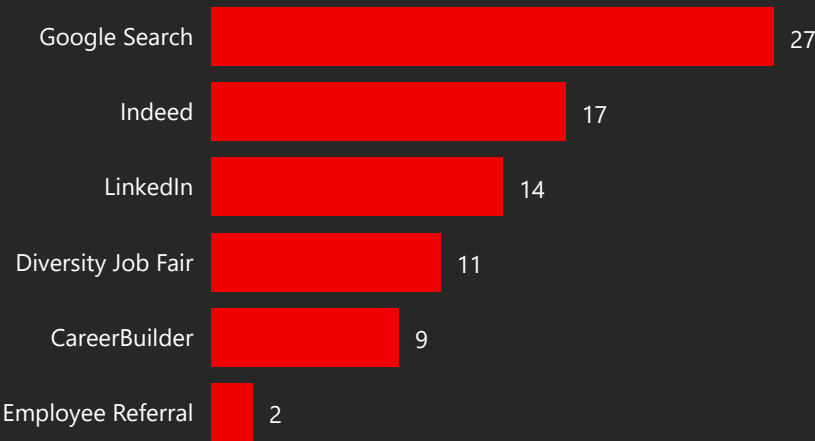
Age Range	Count
35 - 44	34
45 - 54	21
25 - 34	18
55+	10
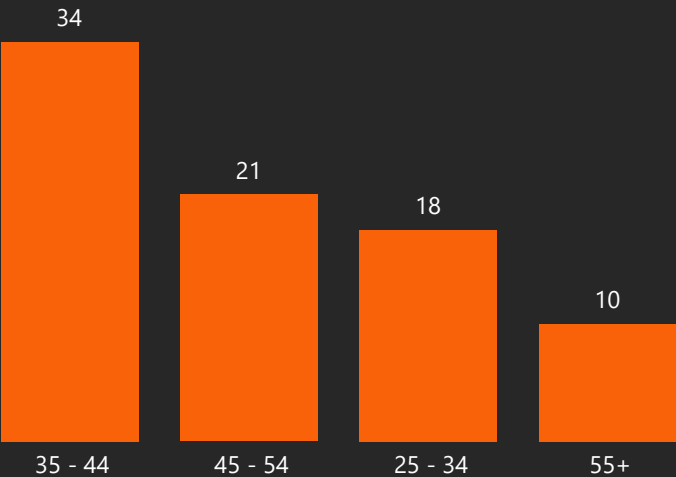
Performance Score of Employees

Score	Count
Fully Meets	63
Needs Improvement	9
Exceeds	7
PIP	4

Attrition Count per Year

Year	Count
	1
2008	1
	3
2010	3
	53
2012	
	6
2014	2

Top 5 Reasons For Termination

Reason	Count
Another Position	17
Unhappy	14
More Money	11
Career Change	6
Hours	6

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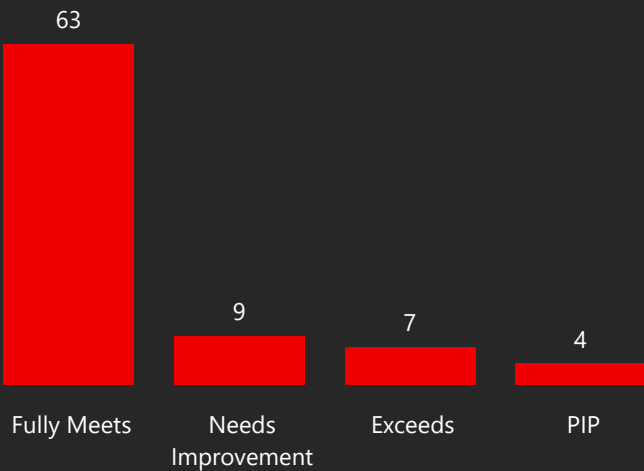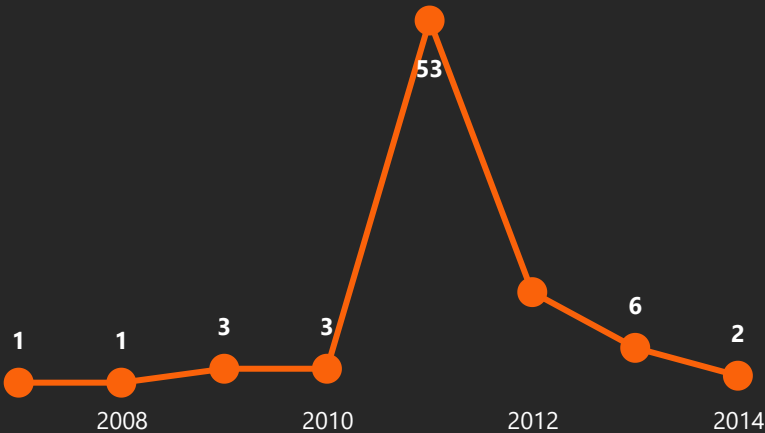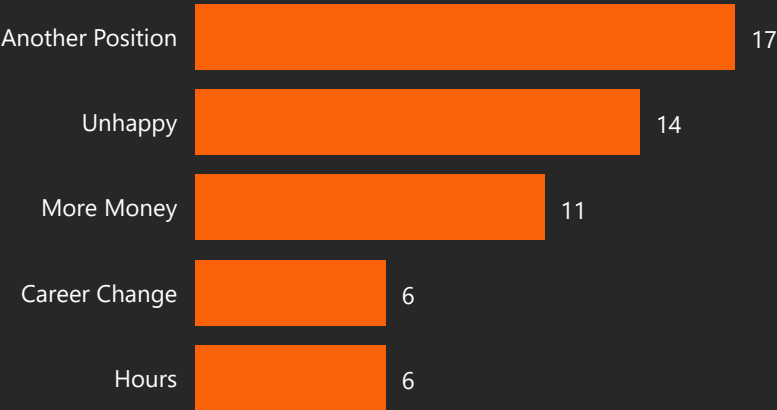
Department	Average Salary
Production	$59,953.55
Sales	$69,061.26
Admin Offices	$71,791.89
Software Engineering	$94,989.45
IT/IS	$97,064.64
Executive Office	$250,000.00
Total	$69,020.68

INSIGHTS

One third of the employees resigned from the company with almost 80% from the production department. According to the exploratory data analysis most of them resigned between the year 2011 and 2012.

> The Top three reasons were; they left for another job, unhappy and unsatisfied with their salary.

> After a diagnostics check, It was discovered that; employees from production department had performance scores that fully met the companies requirement but were underpaid. The yearly average salary of employees in the production department was below average salary of company.

> Most of them also left between 2011 and 2012 because their salary was not increased over the years but kept reducing. In 2009 the average salary was $75K , then reduced drastically to $65K in 2010 and reduces further to $59K in 2011 causing a lot of them to leave.

RECOMMENDATIONS

> The HR of the company should consider increasing the salaries of employees in the company since they are qualified and fully meets the requirement in order to reduce the attrition rate of the company.

> This will make the company spend less money and time on recruiting new talents esp trainings, medicals, interviews and will increase the working efficiency and productivity of the company