



HR ANALYTICS

**Get Your Own Personalized Analytics Team Working 24/7 for You
with our BI Solution**

OVERVIEW

HR Analytics gives you an instant solution to your Business Intelligence, allowing you to convert the mass amount of information you have into actionable insights.

DEMOGRAPHICS

Powered by **Microsoft Power BI** with this Reporting App, Human Resource organizations are equipped with outstanding clarity into their data and can achieve a better understanding of their overall performance.

9 BOX GRID

The **Customizable Dashboards** grant users the opportunity to create and modify each dashboard to their own preference. This means the **HR Analytics** will always be adaptable to your data requirements as and when needed.

INCREMENT

Each interactive dashboard presents real-time data allowing you to oversee division and risk levels, types of treatments and percentages, average wait times, Employees statistics and much more. Along with the Web Version optimized Mobile App Help you to **Monitor** the Activities happening in your organization; Hence help taking effective **Data-driven Business Decision**.

ADMIN

Digging through endless pieces of information is a thing of the past, alternatively our **Human Resource Solution** will do it for you, meaning you can rapidly make important data-driven decisions and ultimately saving you valuable time.

SATISFACTION

This solution has been developed specifically to take-away the stresses that come with working in the Human Resource industry.

LEAVE

Do you want to see your own data in these reports? With your Organization's **Data** we can make it a lot Better. Contact us today!

Contact us: shabbir.sust.ds@gmail.com

HR Analytics | Overview

OVERVIEW

DEMOGRAPHICS

9 BOX GRID

INCREMENT

ADMIN

ATTRITION

SATISFACTION

LEAVE

 1,471
TOTAL EMPLOYEES

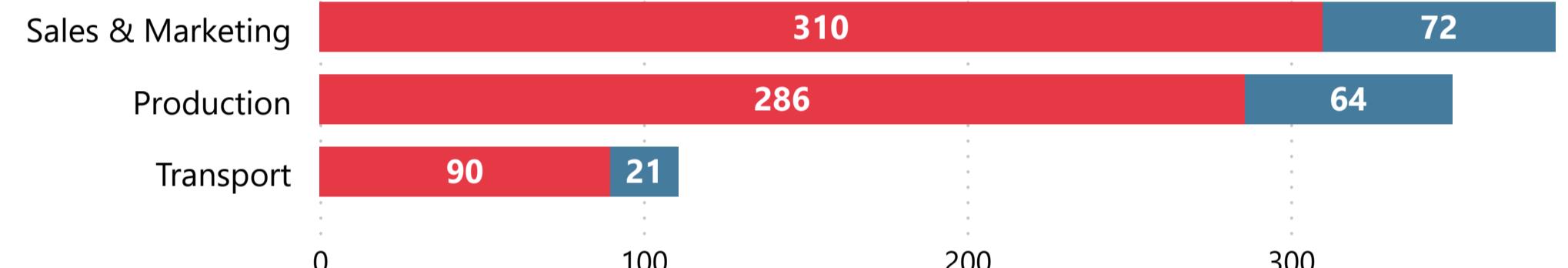
 1,233
ACTIVE EMPLOYEES

 237
INACTIVE EMPLOYEES

 16.1%
ATTRITION RATE

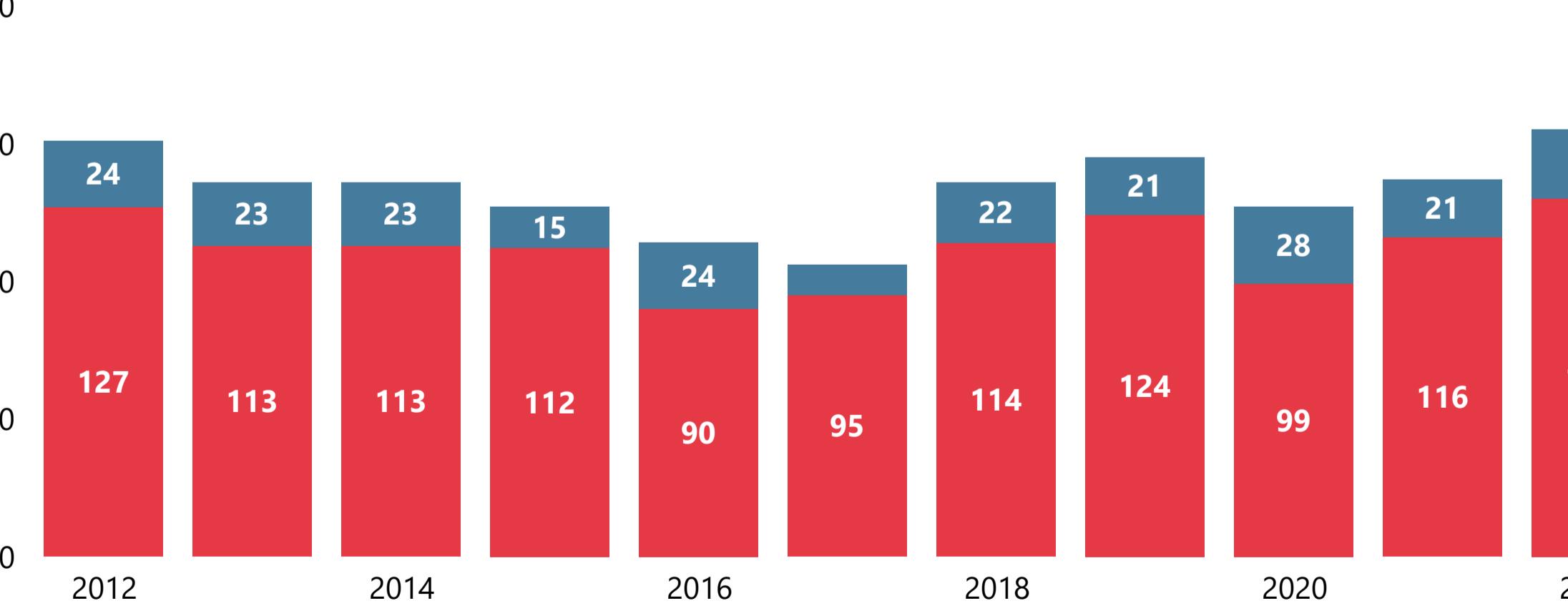
EMPLOYEES' ATTRITION DISTRIBUTION BY DEPARTMENT

Attrition ● No ● Yes



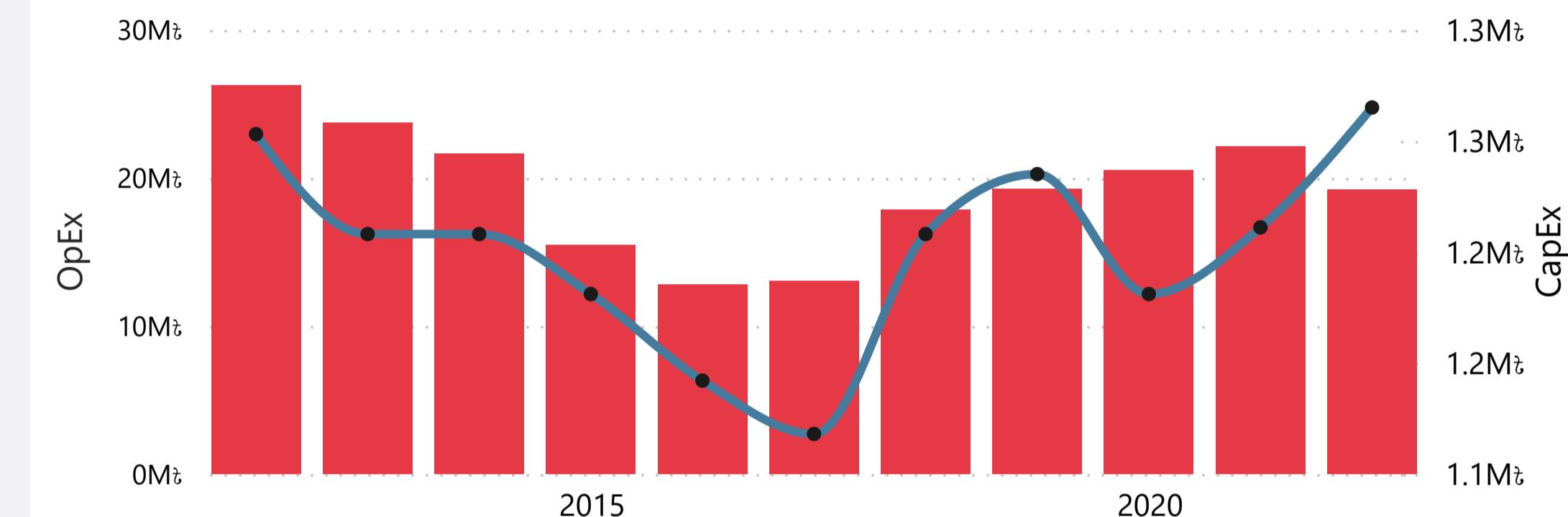
EMPLOYEE HIRING TRENDS

Attrition ● No ● Yes

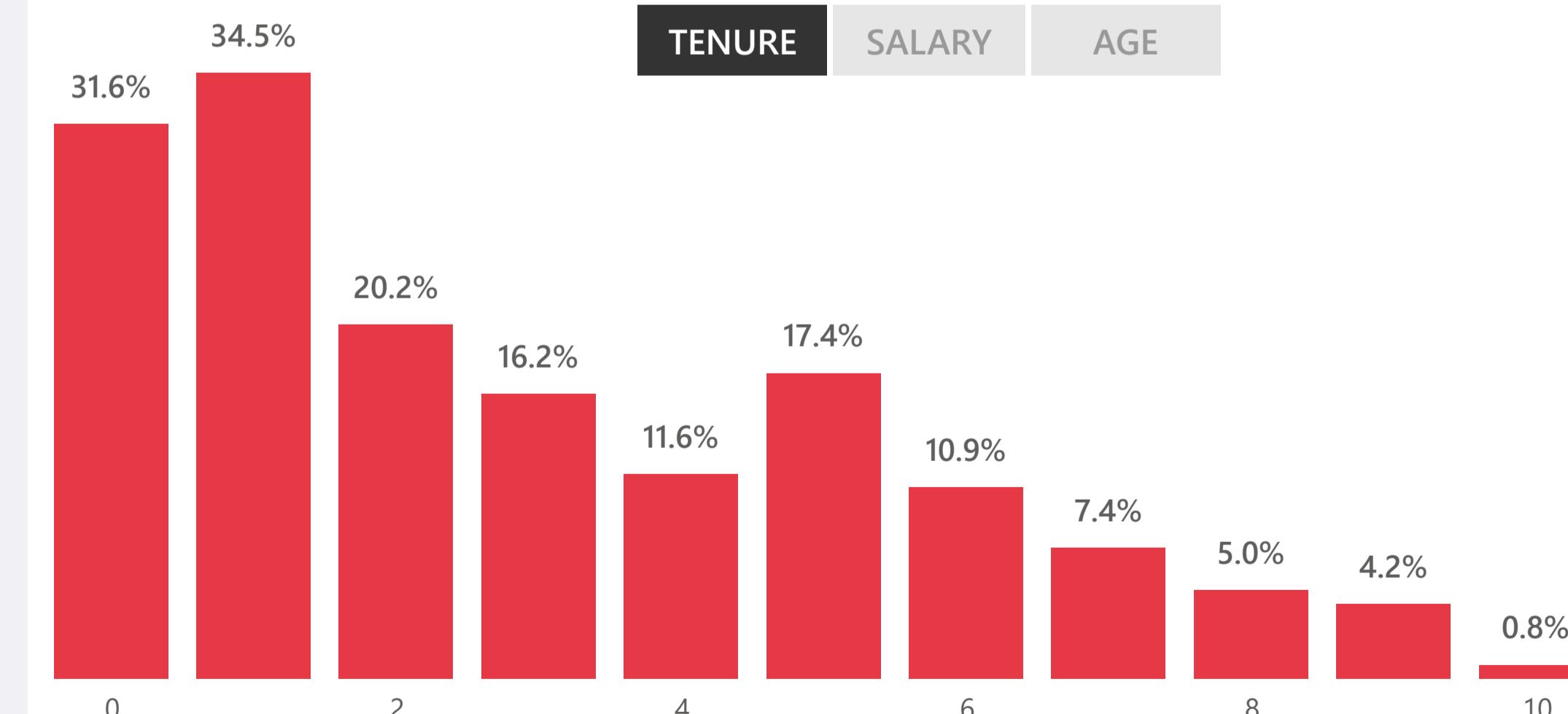


OPEX AND CAPEX TREND

● OpEx ● CapEx



ATTRITION BY TENURE, SALARY & AGE



HR Analytics | Demographics

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ATTRITION

[No](#)
[Yes](#)

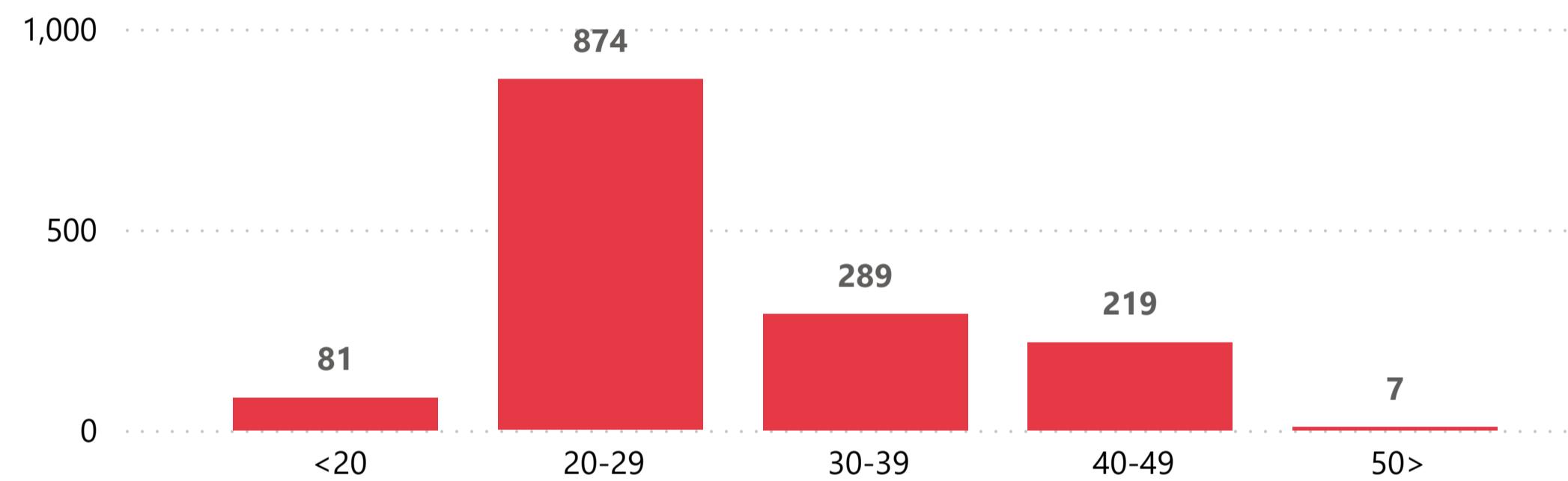
YOUNGEST EMPLOYEES

18

OLDEST EMPLOYEES

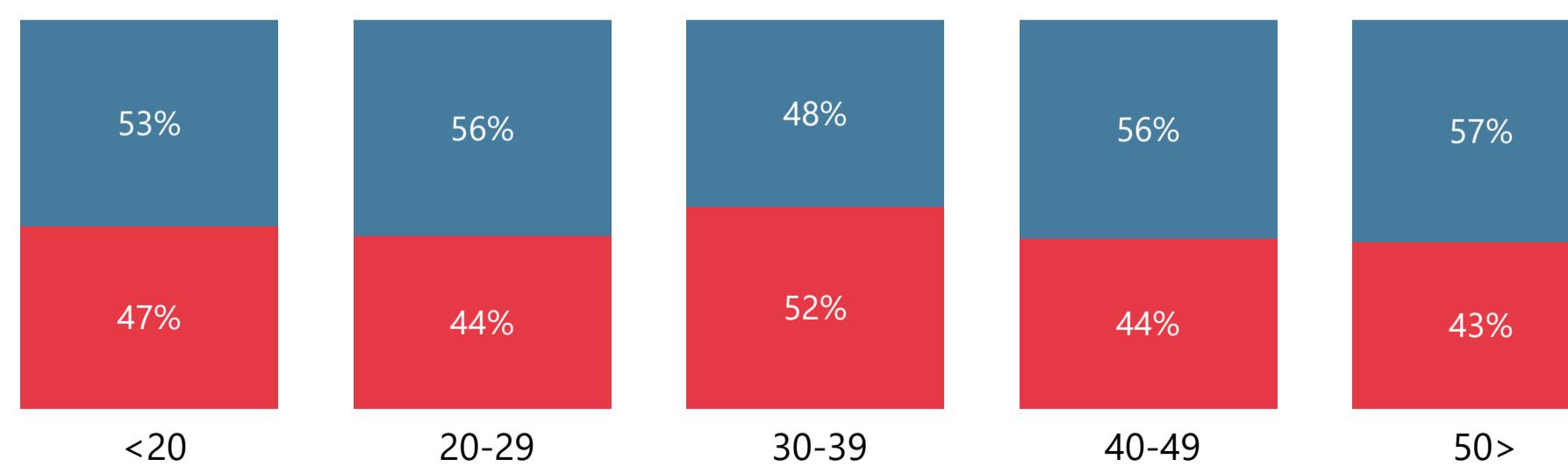
51

EMPLOYEES DISTRIBUTION BY AGE

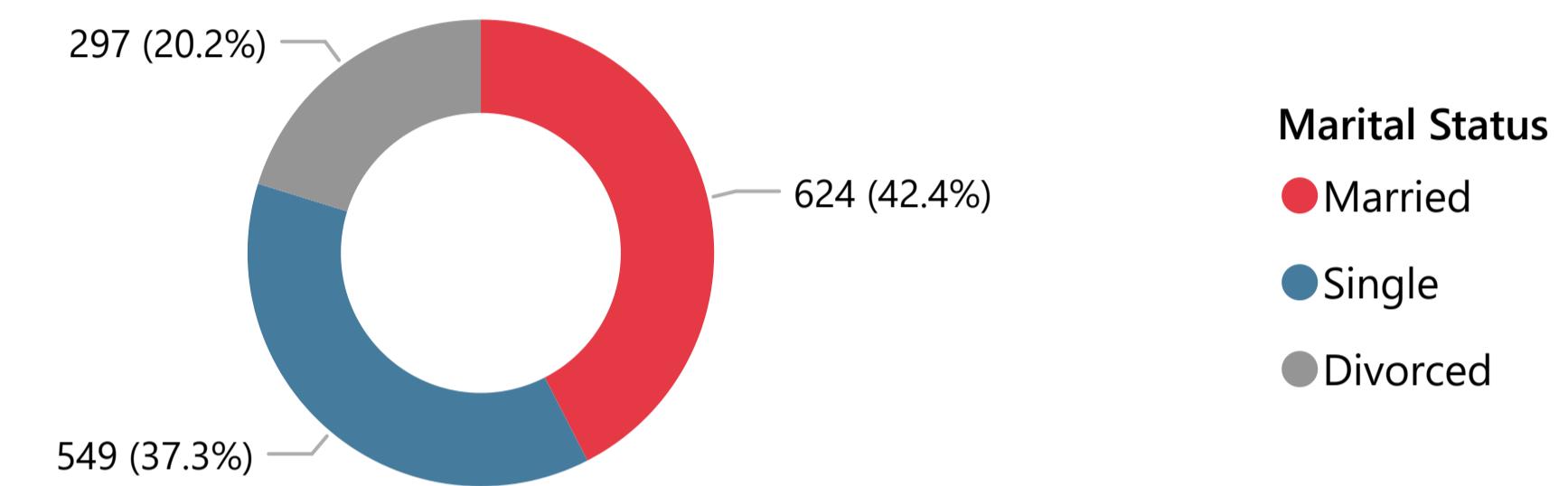


EMPLOYEES BY AGE AND GENDER

Gender ● Female ● Male



EMPLOYEES BY MARITAL STATUS



Marital Status

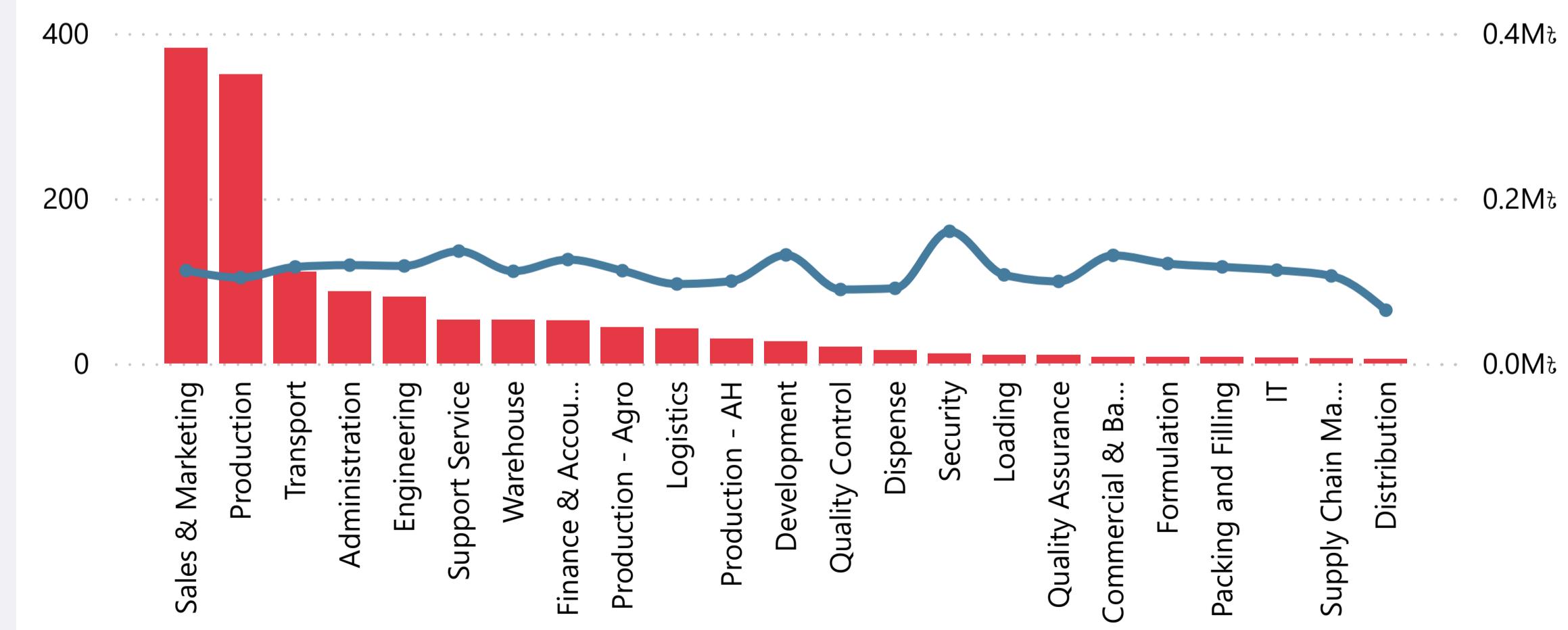
● Married

● Single

● Divorced

EMPLOYEES BY DEPARTMENT AND AVERAGE SALARY

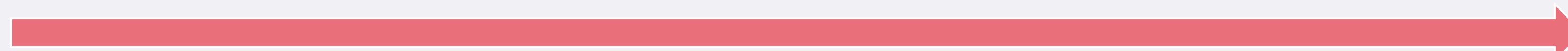
● Total Employees ● Average Salary



HR Analytics | 9 Box Grid

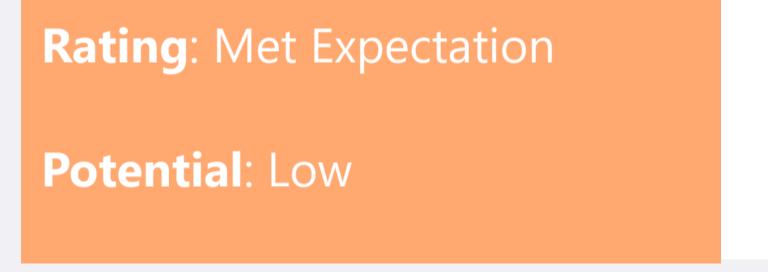
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Low Performers
18.8%
of Employees
232
Moderate Performers
32.2%
of Employees
397
High Performers
49.0%
of Employees
604

Potential ↑



Performance

HR Analytics | Increment

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Department

- Select all
- Accounts & VAT
- Administration
- Administration & Compliance

Performance Category

- Select all
- Met Expectations, Low Potential
- Met Expectations, High Potential
- Met Expectations, Emerging Potential
- Exceeded Expectations, Low Potential
- Exceeded Expectations, High Potent...
- Exceeded Expectations, Emerging P...
- Didn't Met Expectations, Low Poten...
- Didn't Met Expectations, High Pote...
- Didn't Met Expectations, Emerging ...

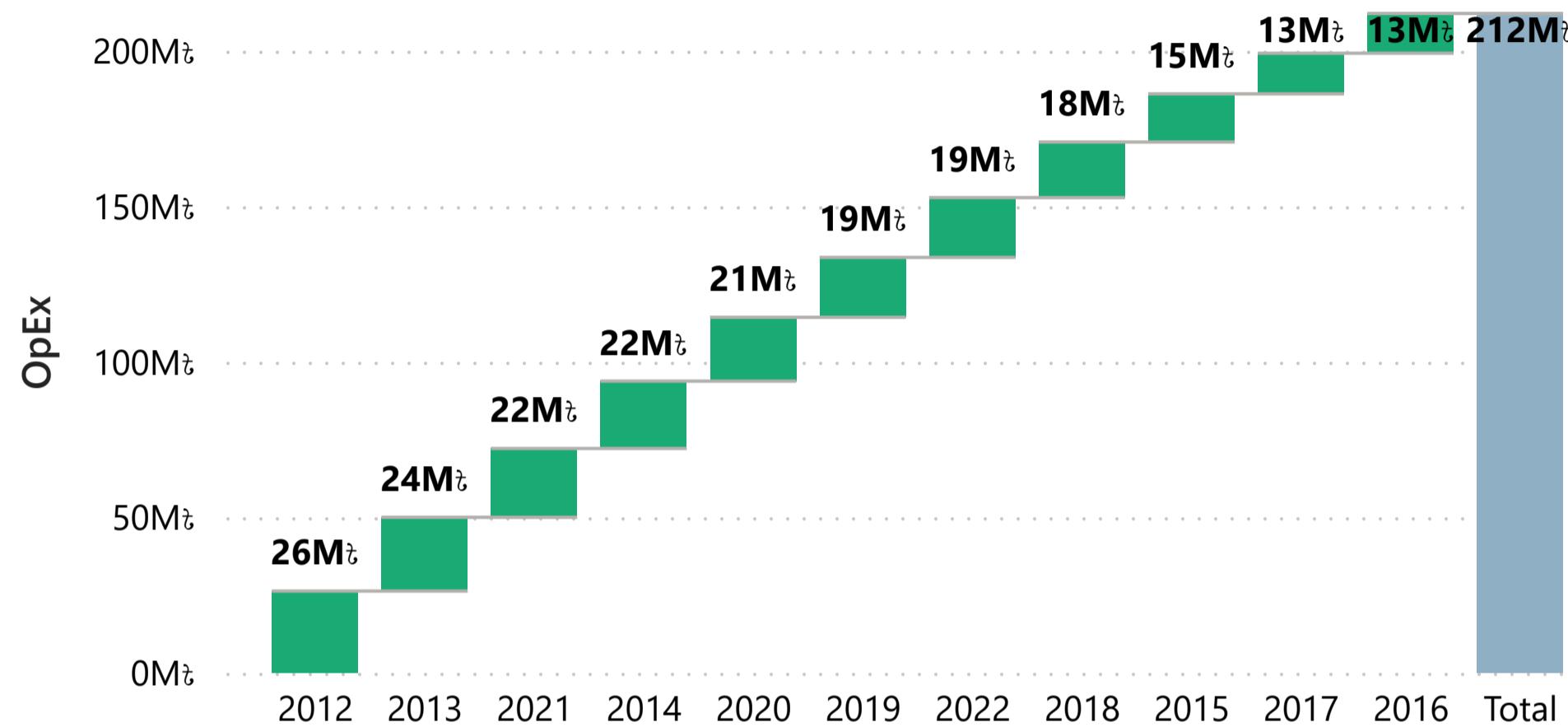
Department	Job Title	Employee ID	Name	Hire Date	# Employee	Current Salary	% Increment	Salary After Increment
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Accounts & VAT	Assistant Manager	0592-D909	Md. Oajed Ali	04/30/2020	1	495,977t	0.15	570,374t
Accounts & VAT	Assistant Manager	9C57-828C	Mr. Md. Zamal Mahmud	07/11/2013	1	242,890t	0.06	257,463t
Accounts & VAT	Total				2	738,867t	0.11	827,837t
Administration	Assistant Manager	6BAB-8D77	Md. Abdul Kadir	06/07/2019	1	405,965t	0.15	466,860t
Administration	Assistant Manager	D696-9D82	Mr. Md. Shariful Islam	03/25/2012	1	65,416t	0.05	68,687t
Administration	Assistant Manager	D75C-3E43	Mr. Humayun Kabir	12/21/2017	1	204,154t	0.12	228,652t
Administration	Assistant Masson	B375-26A9	Ms. Linda Khandaker	09/03/2018	1	41,745t	0.10	45,920t
Administration	Canteen boy	0375-2F04	Miss Farzana Akter	11/30/2021	1	51,673t	0.12	57,874t
Administration	Canteen boy	58F5-C8FC	Miss Farzana Akter	12/19/2014	1	230,381t	0.07	246,508t
Administration	Canteen boy	6064-D1F0	Mst. Rehana	11/27/2021	1	65,743t	0.15	75,604t
Administration	Canteen boy	FAC0-942B	Mr. Md. Sohidul Islam	12/21/2014	1	48,377t	0.06	51,280t
Administration	Cleaner	29AC-099C	Md. Majba Uddin	11/19/2019	1	115,110t	0.07	123,168t
Administration	Cleaner	503B-AACE	Nasima Akter	07/26/2018	1	23,198t	0.05	24,358t
Administration	Cleaner	8583-9174	Arifa Akter	01/30/2013	1	100,717t	0.15	115,825t
Administration	Cleaner	C54B-DBC5	Mrs. Shova Begum	11/12/2013	1	115,114t	0.07	123,172t
Administration	Cleaner	F126-8059	Md. Majaharul Haque	10/13/2020	1	53,590t	0.07	57,341t

HR Analytics | Admin

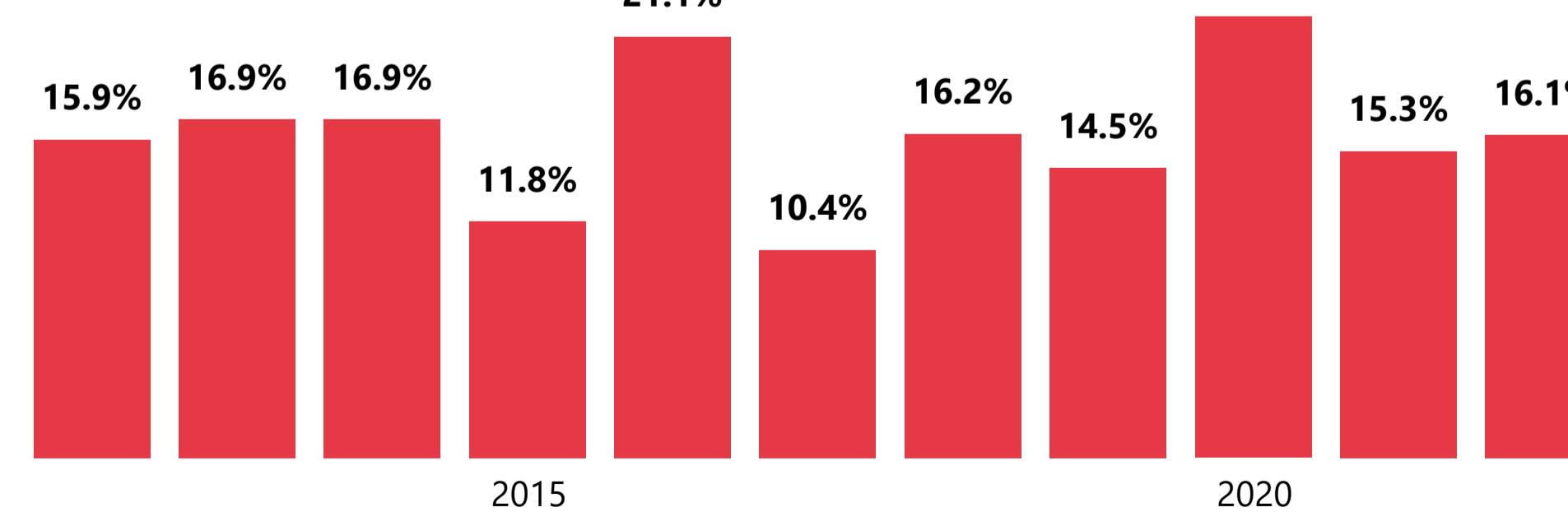
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OPEX BY YEAR



ATTRITION RATE TREND

▲ 5.22% vs previous year



SURVEY SCORE

Survey Score-

WorkLifeBalance

	1	2	3	4	5
Retention	81	662	650	660	638
Attrition	35	222	225	228	214

SelfRating

Retention	770	754	751
Attrition	231	232	232

RelationshipSatisfaction

Retention	92	694	646	678	637
Attrition	37	225	224	221	219

ManagerRating

Retention	540	750	742	509
Attrition	199	235	228	191

JobSatisfaction

Retention	89	673	655	655	641
Attrition	34	217	217	223	224

EnvironmentSatisfaction

Retention	98	96	751	739	717
Attrition	34	43	233	232	229

Department

[All](#)

Employee Name

[All](#)

RECENT ATTRITION

Employee Info

00B0-F199
Machine Operator
Production

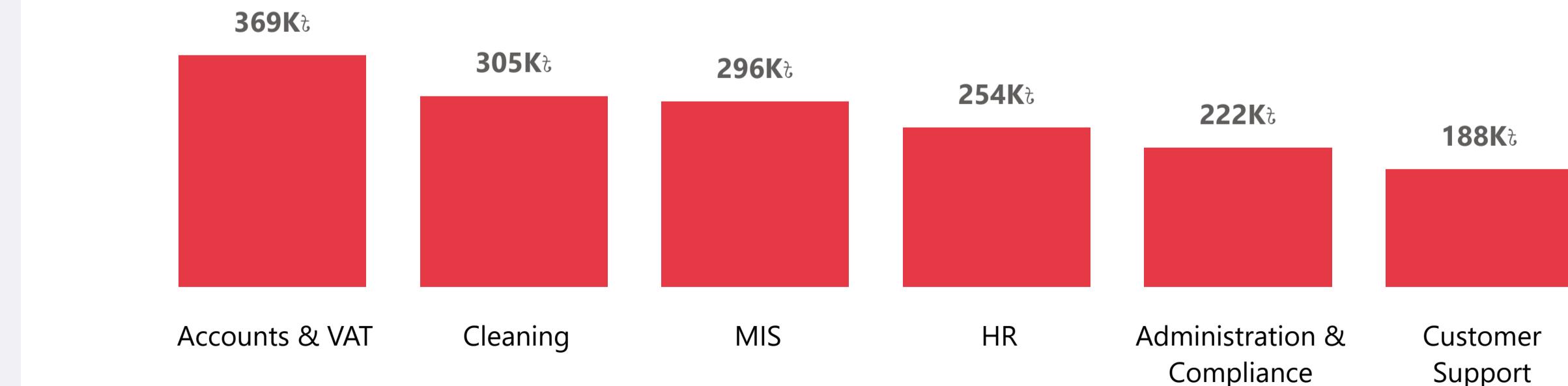
Employee Details

Attrition date: 16 Mar, 2020
Avg. Satisfaction Score: 3.56
Performance Rating: 2
Monthly Income: 97824
Education Level: Bachelors
Total Stay: 1

00D4-DD53
Marketing Officer
Sales & Marketing

Attrition date: 28 Jan, 2012
Avg. Satisfaction Score: 3.75
Performance Rating: 2
Monthly Income: 68508
Education Level: Bachelors
Total Stay: 5

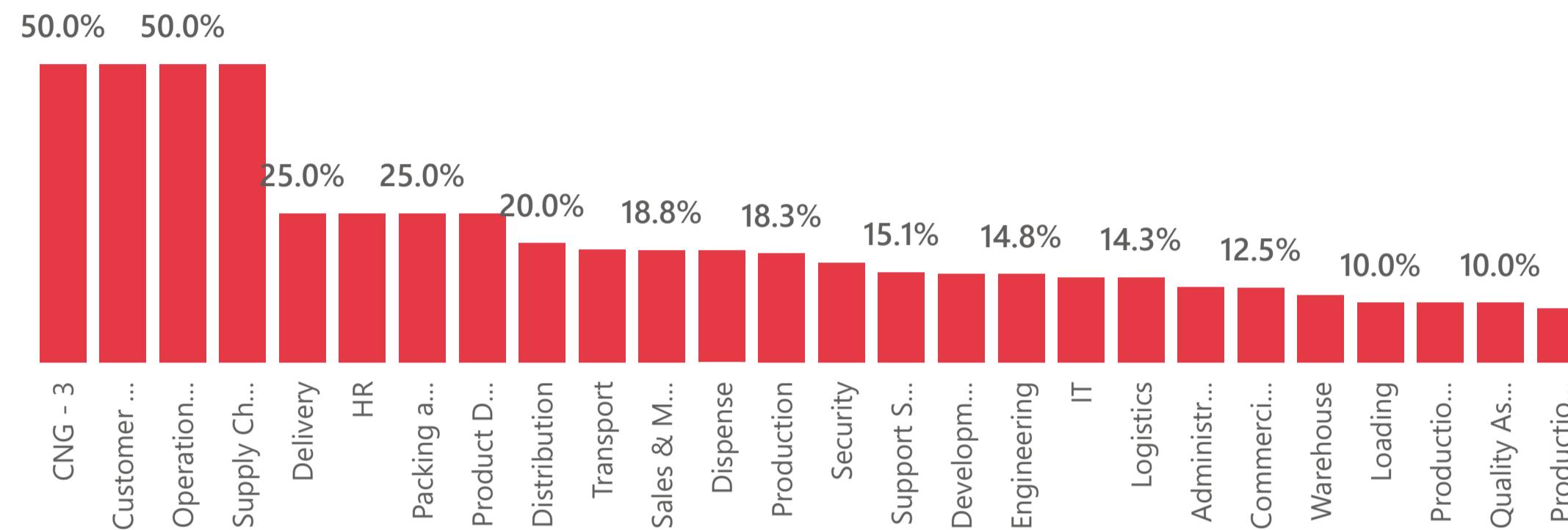
AVERAGE SALARY BY DEPARTMENT AND JOB ROLE



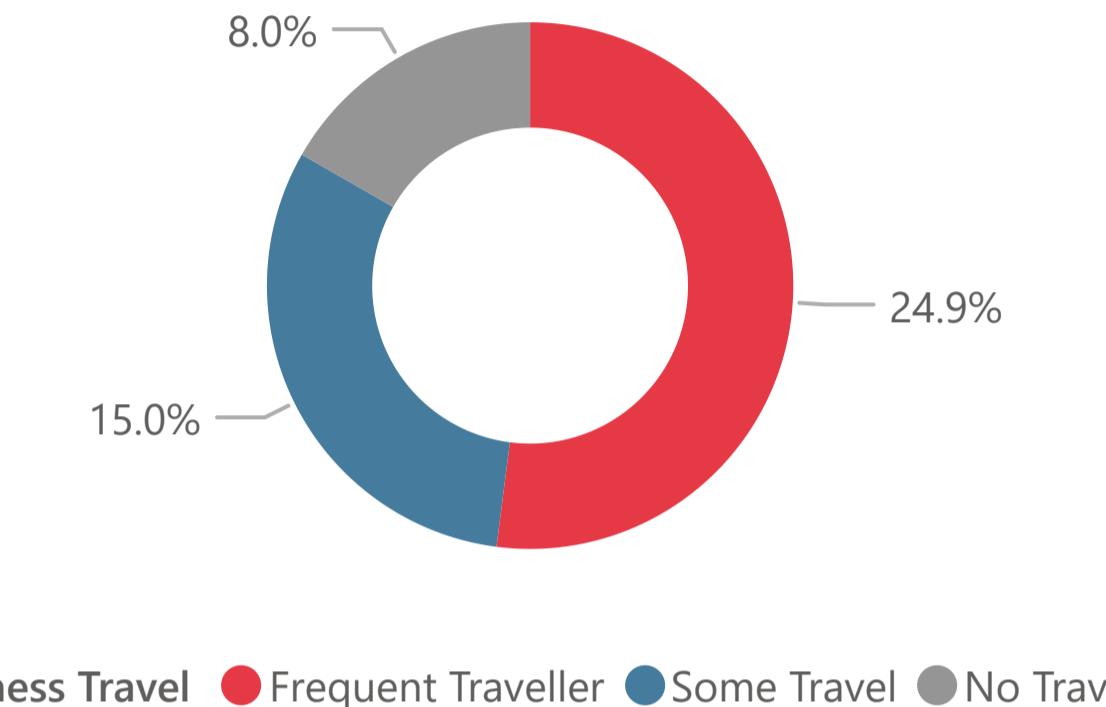
HR Analytics | Attrition

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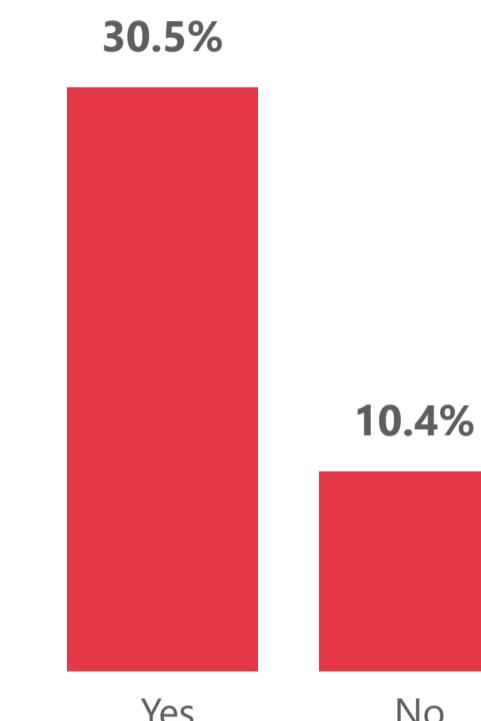
ATTRITION RATE BY DEPARTMENT AND JOB ROLE



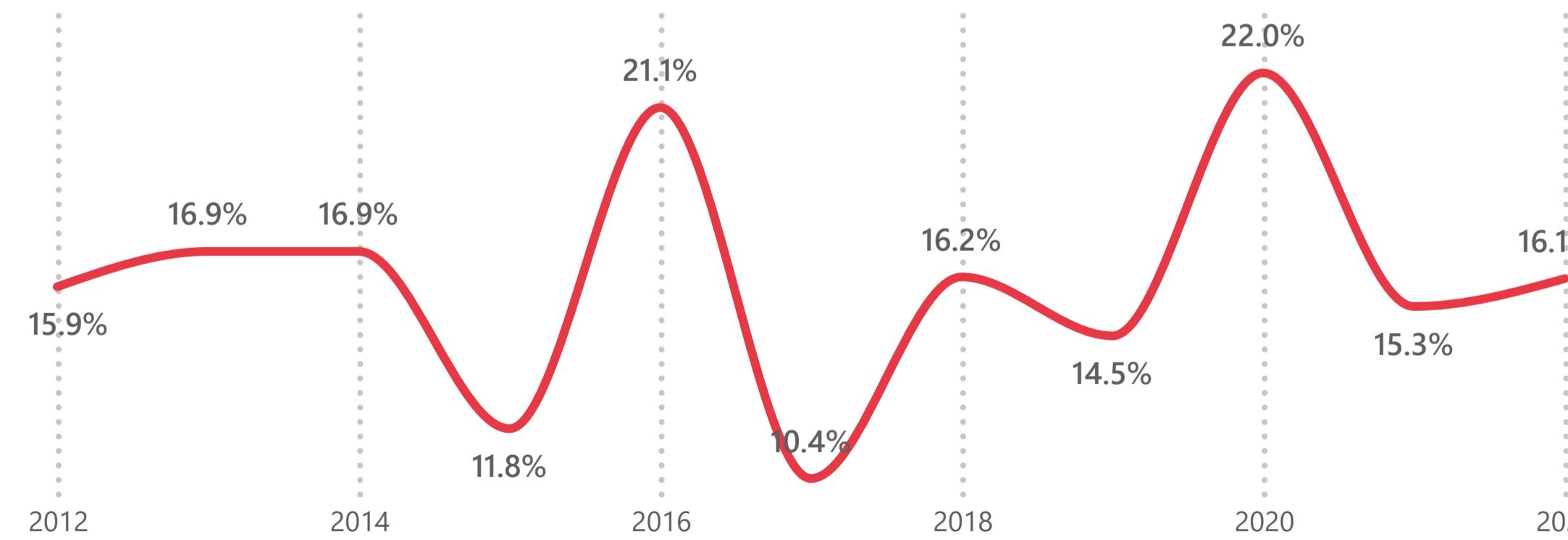
ATTRITION BY BUSINESS TRAVEL FREQUENCY



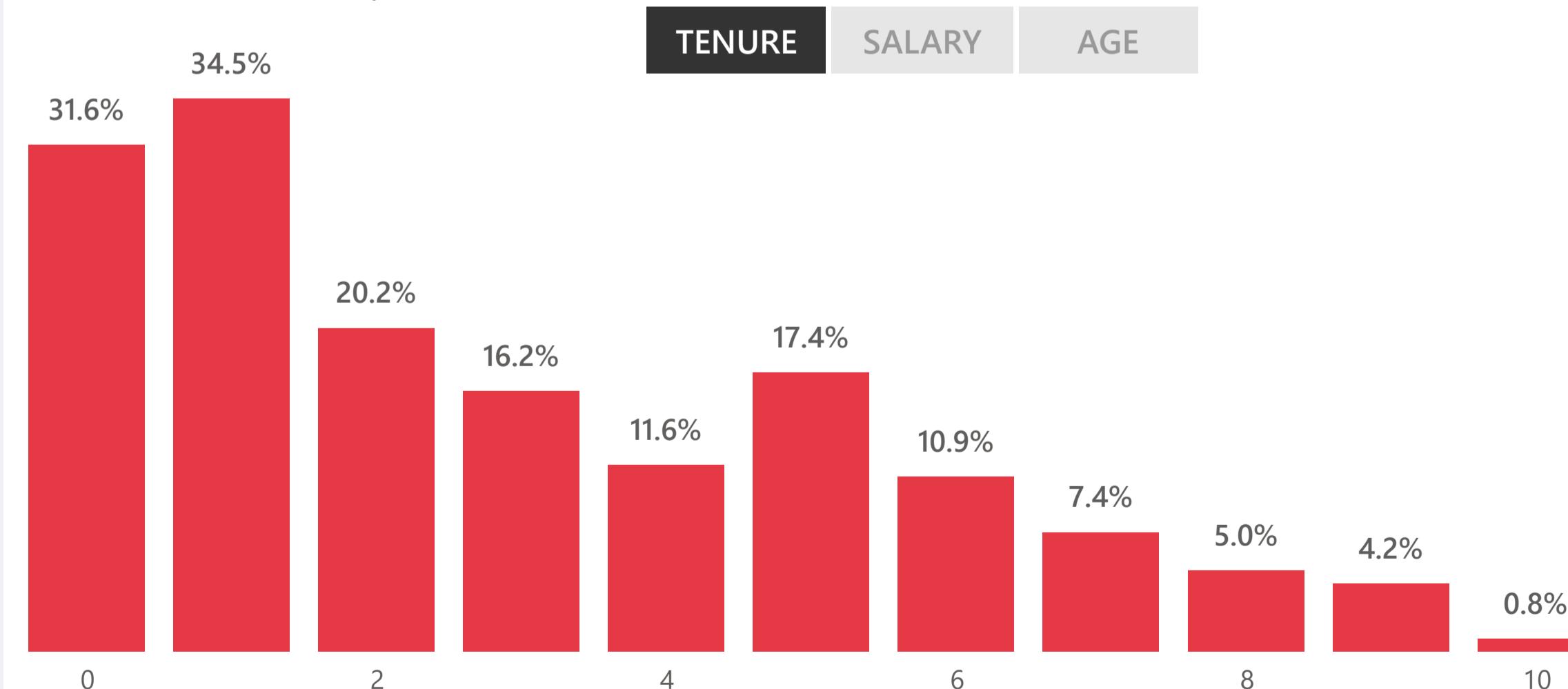
ATTRITION BY OVERTIME REQUIREMENT



ATTRITION RATE BY HIRE DATE



ATTRITION BY TENURE, SALARY & AGE



HR Analytics | Performance

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SELECT EMPLOYEE

Ananta Paul

SELECT DEPARTMENT

All

Rating Level Rating ID

Rating Level	Rating ID
Unacceptable	1
Needs Improvement	2
Meets Expectation	3
Exceeds Expectation	4
Above and Beyond	5

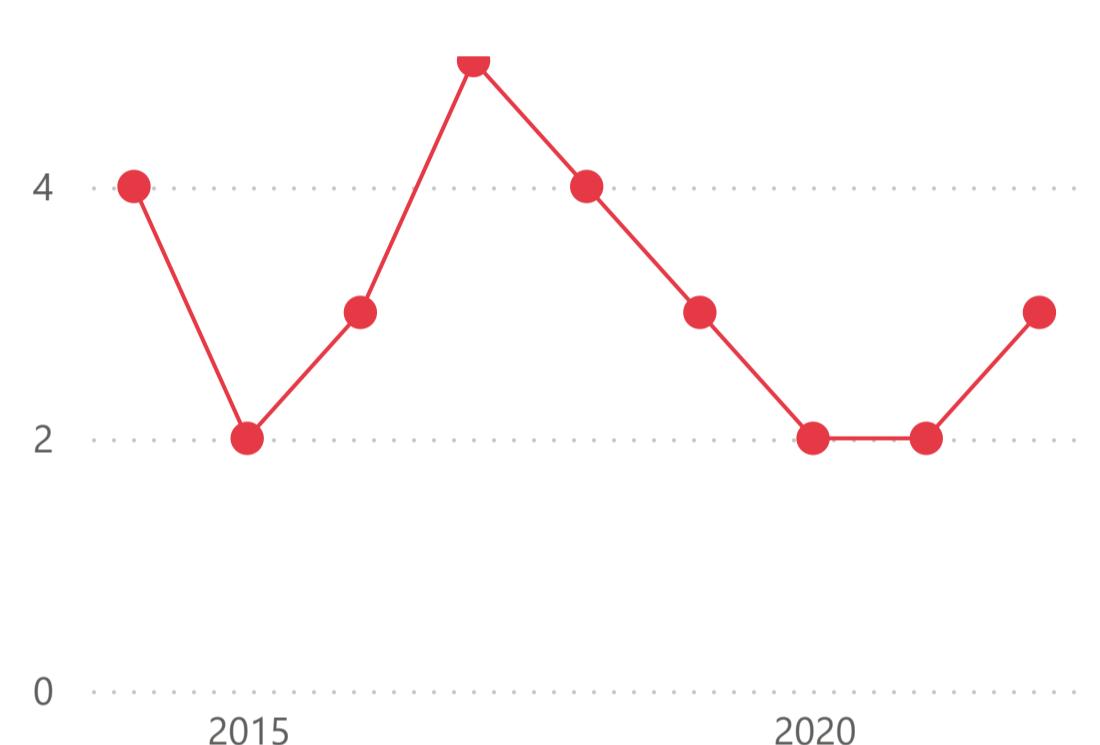
Satisfaction Level Satisfaction ID

Satisfaction Level	Satisfaction ID
Very Dissatisfied	1
Dissatisfied	2
Neutral	3
Satisfied	4
Very Satisfied	5

NEXT REVIEW

01/28/2023

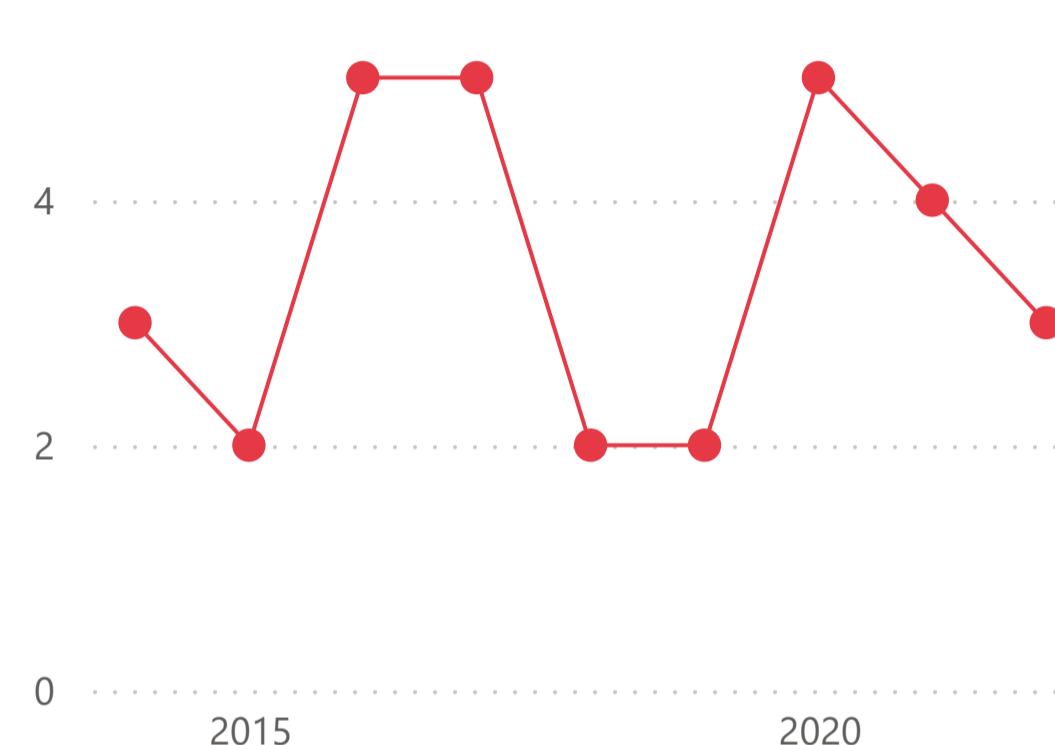
JOB SATISFACTION



LAST REVIEW

01/28/2022

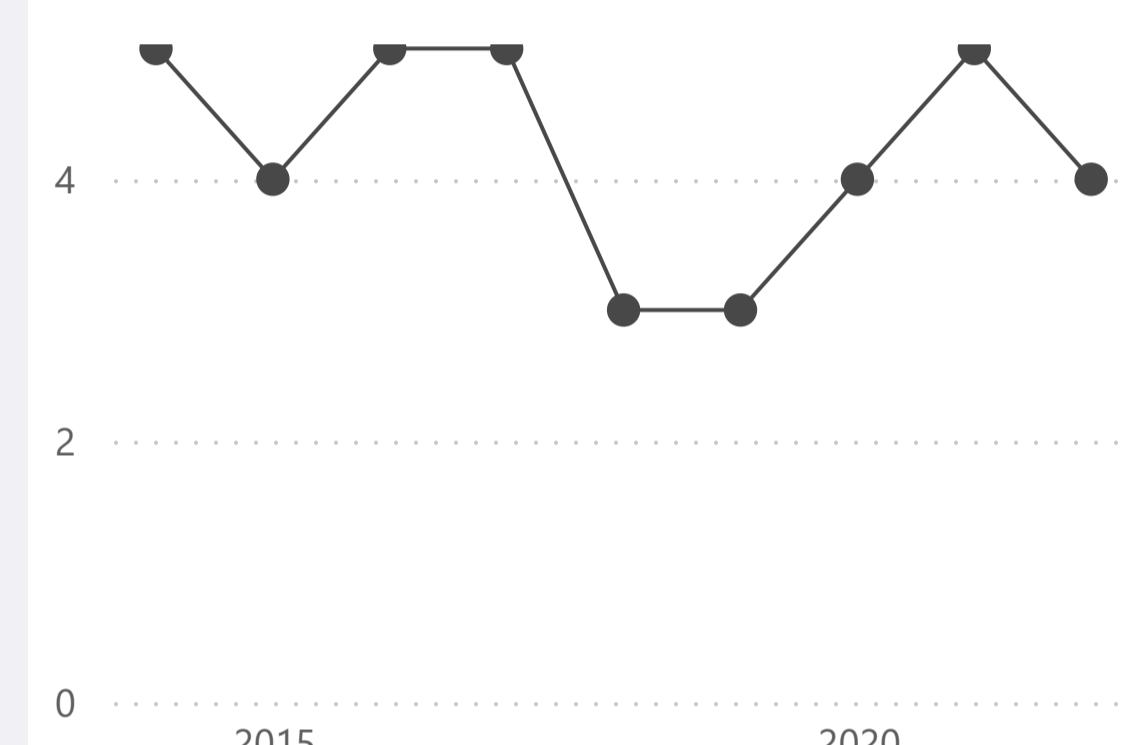
RELATIONSHIP SATISFACTION



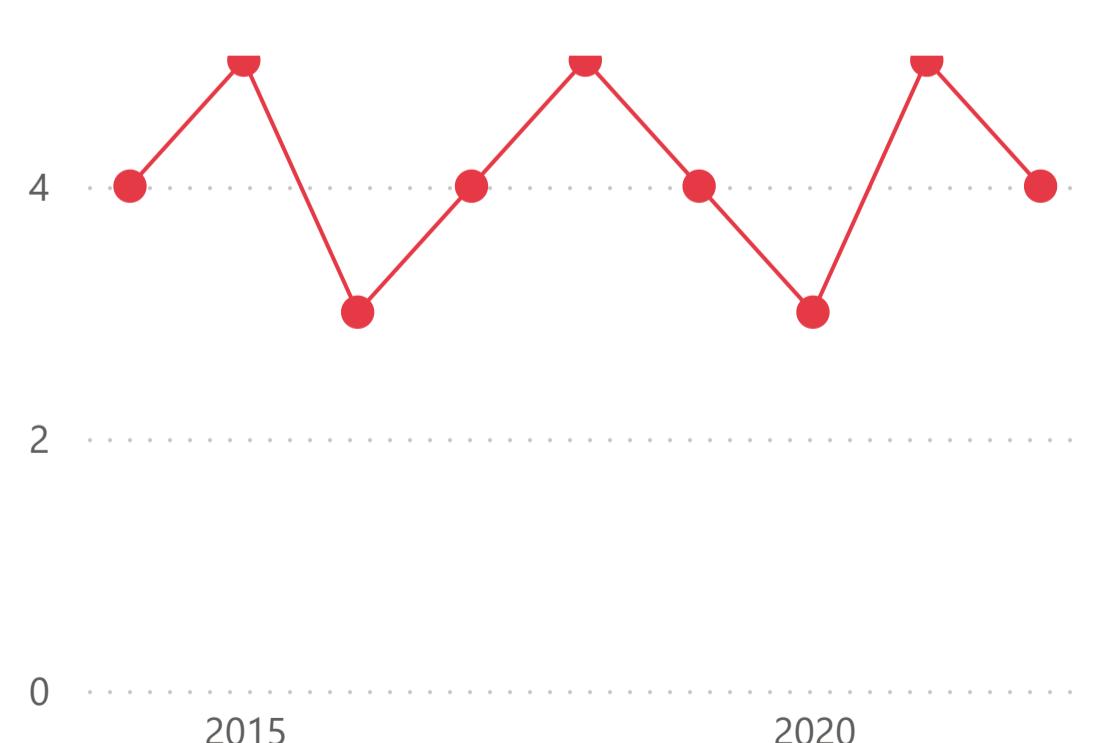
START DATE

01/06/2020

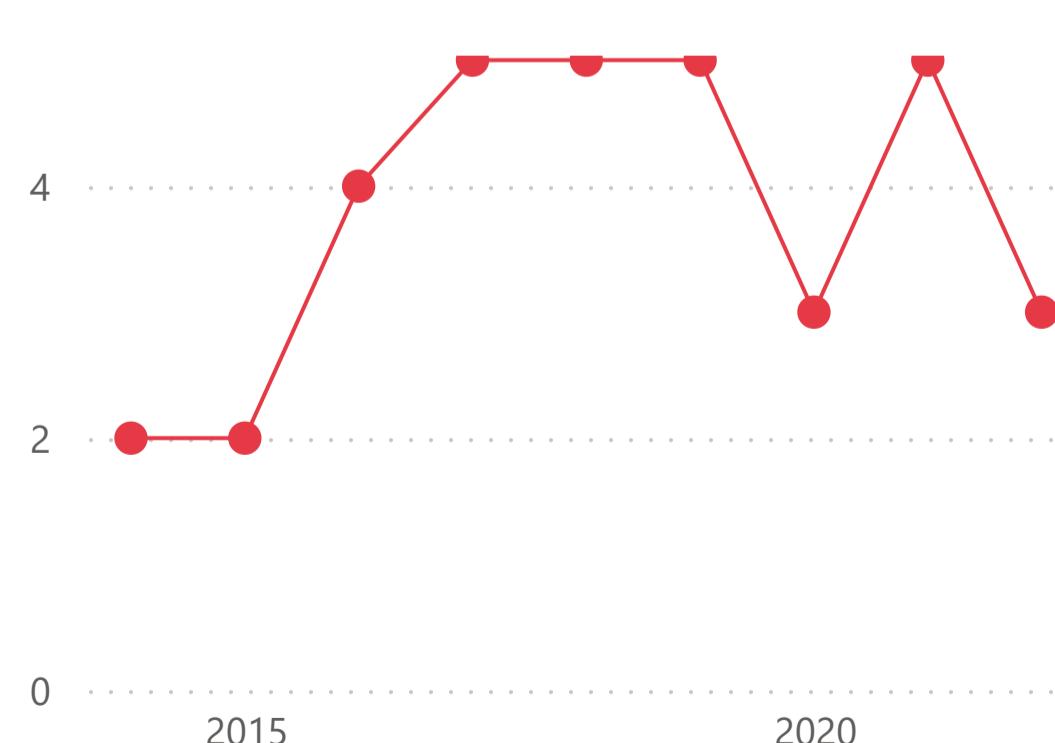
SELF RATING



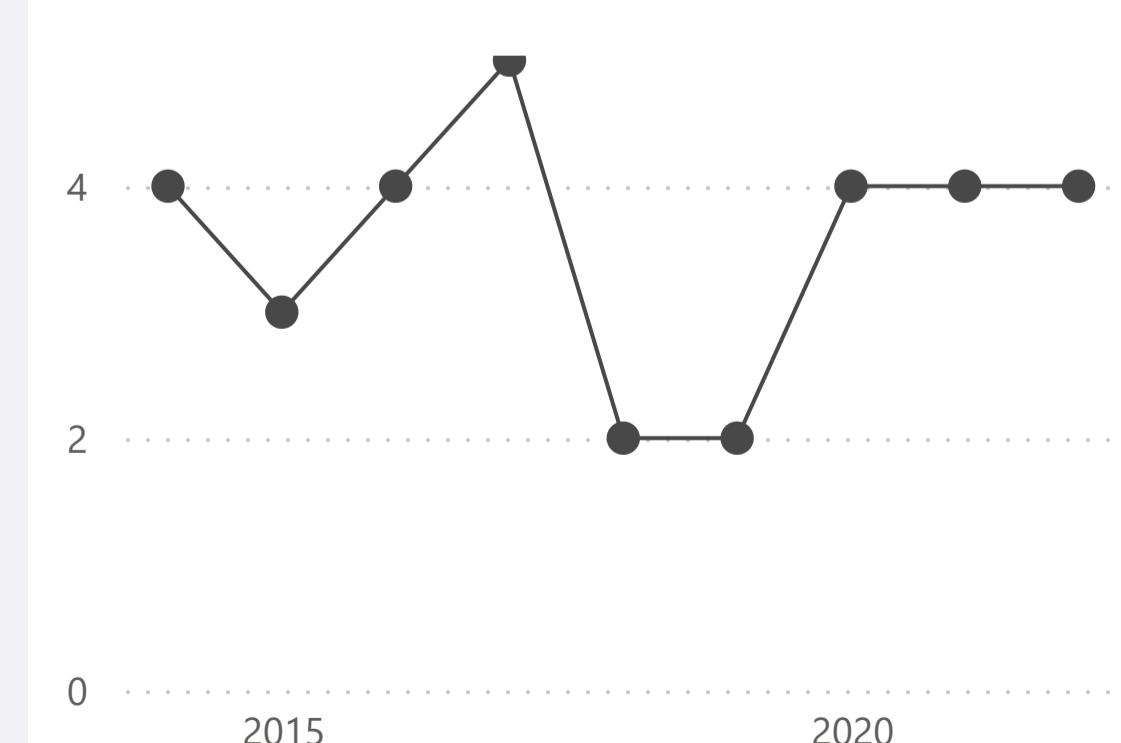
ENVIRONMENT SATISFACTION



WORK LIFE BALANCE



MANAGER RATING



HR Analytics | Leave

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Choose Date Period

11/2/2024 11/15/2024



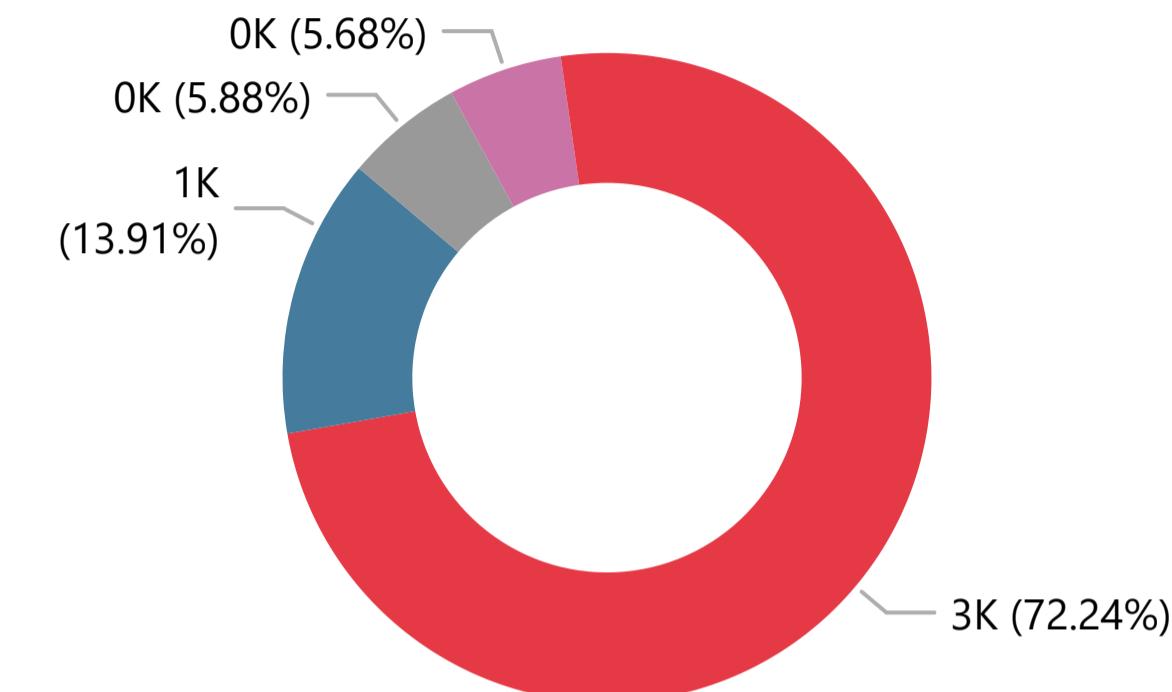
Department

- Select all
- Administration
- Engineering
- Production
- Production - Agro
- Sales & Marketing
- Transport

Long Period Monitoring

Department	EmployeeID	Job Role	Start Date	End Date	Leave Type	Duration
Administration	D696-9D82	Assistant Manager	11/9/2024	11/15/2024	Other	6
Engineering	5A65-768A	Senior Operator	11/3/2024	11/6/2024	Casual Leave	3
	CC88-AE14	Mason Helper	11/11/2024	11/12/2024	Casual Leave	1
	D676-4ECC	Assistant Technician	11/12/2024	11/14/2024	Casual Leave	2
Production	1EA5-85A8	Worker	11/9/2024	11/19/2024	Annual Leave	10
Production - Agro	CABE-0B62	Worker	11/8/2024	11/12/2024	Sick Leave	4
Sales & Marketing	2E9A-BD2E	Marketing Officer	11/10/2024	12/31/2024	Maternity/Paternity Leave	51
	4795-4D3F	Marketing Officer	11/8/2024	2/2/2025	Maternity/Paternity Leave	86
	6D1C-BAF1	Marketing Officer	11/7/2024	11/21/2024	Annual Leave	14
	E348-E12B	Marketing Officer	11/8/2024	11/18/2024	Annual Leave	10
	E911-EAF3	Marketing Officer	11/13/2024	11/24/2024	Annual Leave	11
	0BAF-7454	Driver	11/2/2024	11/5/2024	Casual Leave	3
Transport	7D2D-3831	Helper (Transport)	11/3/2024	1/13/2025	Maternity/Paternity Leave	71
	C96F-0F3B	Driver	11/4/2024	1/28/2025	Maternity/Paternity Leave	85

Leave Duration by Leave Type



Leave Type

- Maternity/Paternity Le...
- Annual Leave
- Sick Leave
- Other
- Casual Leave

Employee ID	Annual Leave	Casual Leave	Maternity/Paternity Leave	Other	Sick Leave	Total
0BAF-7454		3				3
1EA5-85A8	10					10
2E9A-BD2E			51			51
4795-4D3F			86			86
5A65-768A		3				3
6D1C-BAF1	14					14
7D2D-3831			71			71
C96F-0F3B			85			85
CABE-0B62				4		4
CC88-AE14		1				1
DE76-4ECC				2		2
Total	45	9	293	6	4	357