



# Employee Analysis

## Overview

Overview

Performance Evaluation

Productivity Analysis

Salary and Compensation Analysis

Satisfaction Analysis

Further Analysis on Employees

Year  
Sele...

Number of Employees

100K

Active Employees

90K

Resigned Employees

10K

Average Age

41.03

Avg Work Hours

44.96

Avg Performance Score

3.00

Average Salary

\$6.40K

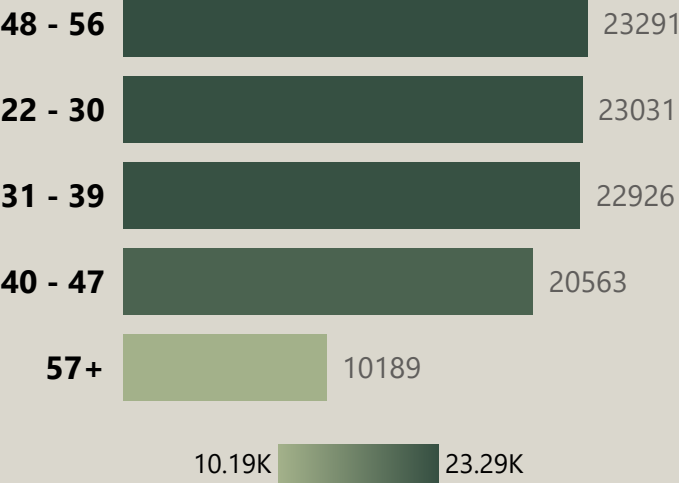
Avg Overtime Hours

14.51

Avg Satisfaction Score

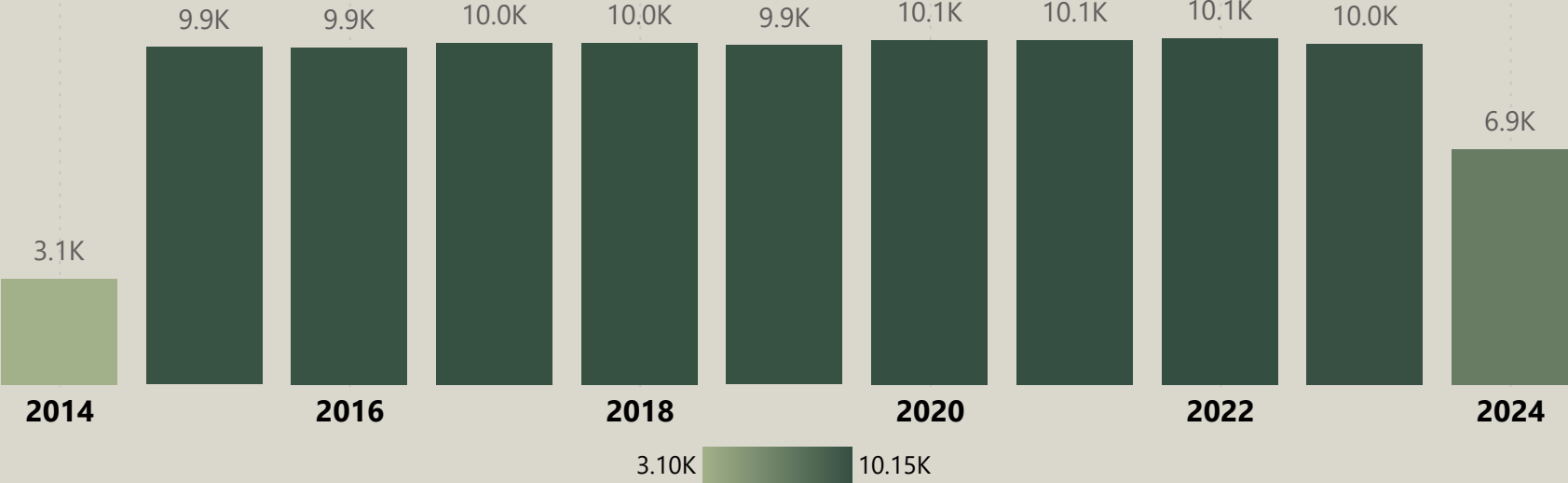
3.00

Number of Employees by Age Group

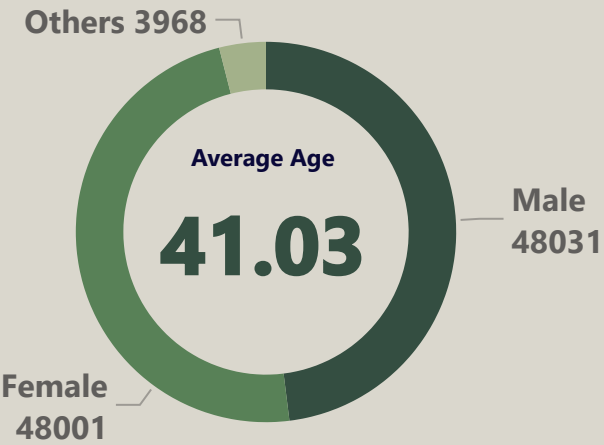


Number of Employees hired over the years

Use drill through



Gender distribution of Employees, and the Average Age



Number of Employees by Job Title and Department

| Job_Title  | Customer Support | Engineering | Finance | HR    | IT    | Legal | Marketing | Operations | Sales |
|------------|------------------|-------------|---------|-------|-------|-------|-----------|------------|-------|
| Analyst    | 1582             | 1567        | 1569    | 1555  | 1612  | 1623  | 1648      | 1565       | 1540  |
| Consultant | 1558             | 1518        | 1640    | 1574  | 1597  | 1594  | 1552      | 1590       | 1587  |
| Developer  | 1620             | 1586        | 1593    | 1596  | 1533  | 1571  | 1512      | 1540       | 1644  |
| Engineer   | 1570             | 1566        | 1561    | 1537  | 1559  | 1552  | 1637      | 1633       | 1602  |
| Manager    | 1585             | 1557        | 1614    | 1568  | 1656  | 1590  | 1581      | 1607       | 1567  |
| Specialist | 1630             | 1654        | 1620    | 1531  | 1621  | 1605  | 1604      | 1611       | 1631  |
| Technician | 1571             | 1508        | 1603    | 1599  | 1553  | 1583  | 1682      | 1635       | 1551  |
| Total      | 11116            | 10956       | 11200   | 10960 | 11131 | 11118 | 11216     | 11181      | 11122 |



# Employee Analysis

## Performance Evaluation

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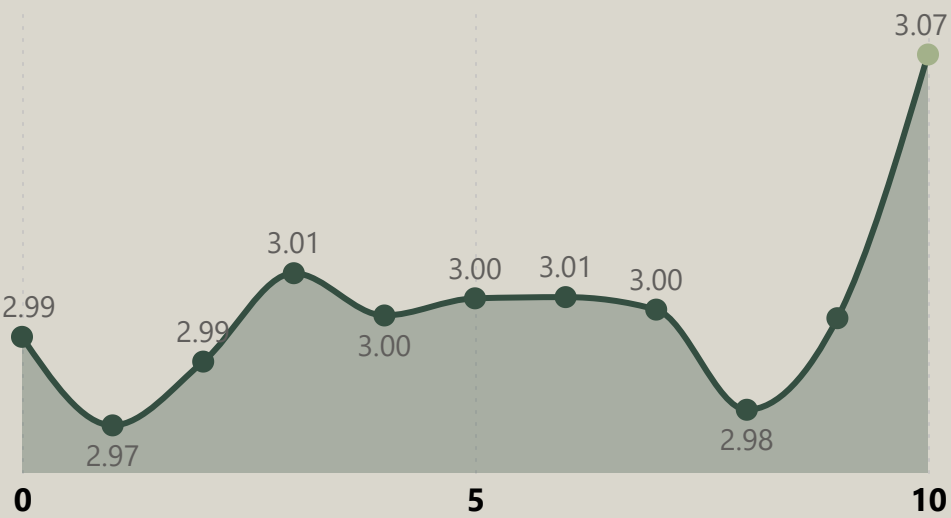
Average Performance Score across  
Departments



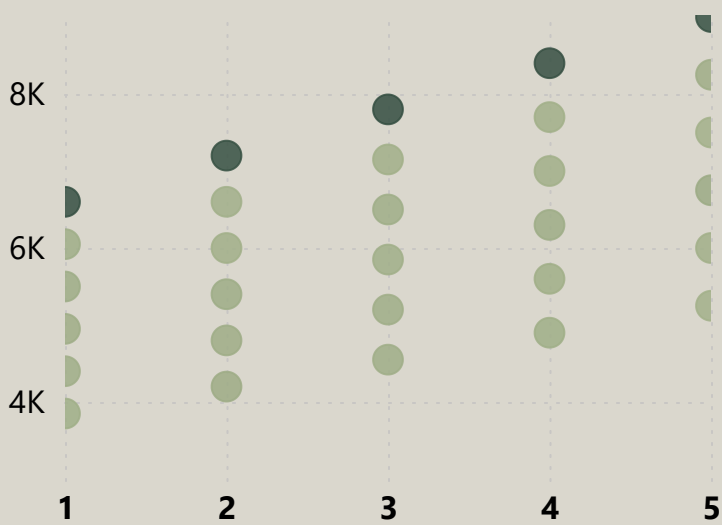
Average Performance Score by Level of  
Education



Average Performance Score by Years spent at the  
Company



Relationship between Performance and  
Monthly Salary



Average Performance Score Company-wide and Job Title

| Job_Title  | Customer<br>Support | Engineering | Finance | HR   | IT   | Legal | Marketing | Operations | Sales |
|------------|---------------------|-------------|---------|------|------|-------|-----------|------------|-------|
| Analyst    | 2.98                | 2.99        | 2.99    | 3.01 | 3.01 | 2.93  | 3.01      | 2.99       | 2.99  |
| Consultant | 3.00                | 2.93        | 2.98    | 3.08 | 3.05 | 3.01  | 2.95      | 3.04       | 2.99  |
| Developer  | 3.04                | 3.01        | 3.03    | 2.99 | 2.94 | 2.99  | 2.91      | 2.95       | 2.96  |
| Engineer   | 2.99                | 3.07        | 2.92    | 2.97 | 2.99 | 2.96  | 3.04      | 3.01       | 3.04  |
| Manager    | 2.99                | 3.03        | 3.00    | 2.94 | 3.02 | 3.02  | 2.99      | 3.00       | 2.98  |
| Specialist | 3.05                | 3.01        | 2.95    | 3.04 | 3.02 | 2.99  | 2.99      | 3.06       | 2.99  |
| Technician | 2.93                | 3.10        | 2.99    | 2.96 | 2.97 | 2.98  | 2.96      | 2.98       | 3.01  |
| Total      | 3.00                | 3.02        | 2.98    | 3.00 | 3.00 | 2.98  | 2.98      | 3.01       | 2.99  |



# Employee Analysis

## Productivity Analysis

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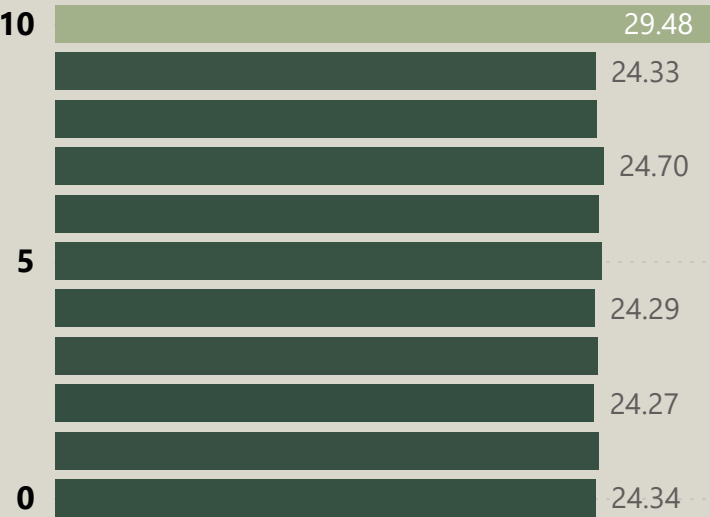
Avg Overtime Hours

Avg Satisfaction Score

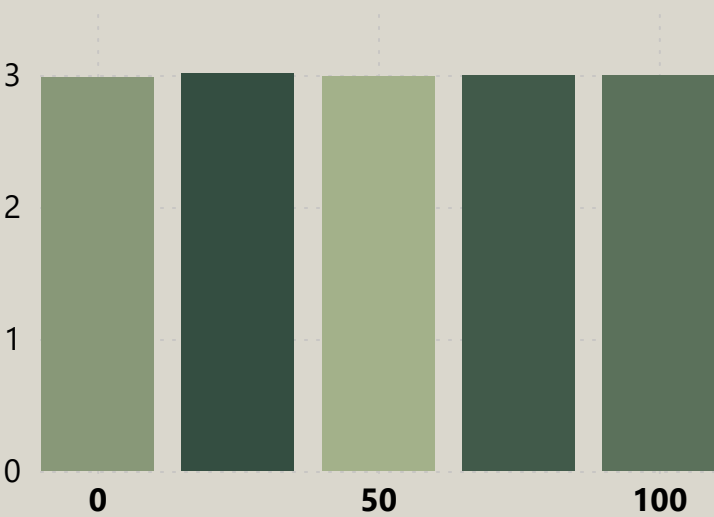
14.51

3.00

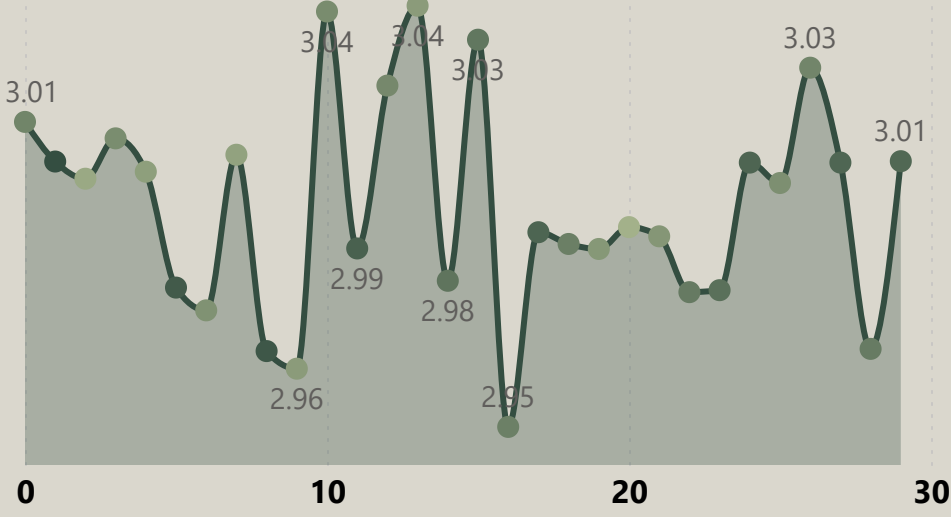
Number of Years spent at the Company and Average Projects handled



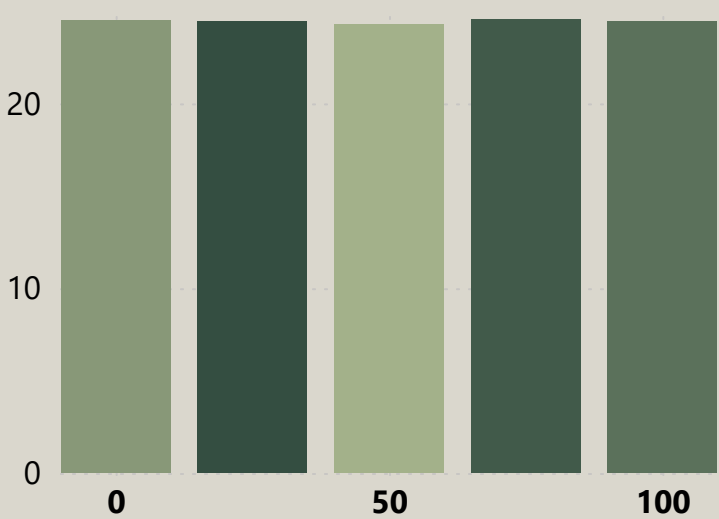
Remote Work Frequency and the Average Performance Score



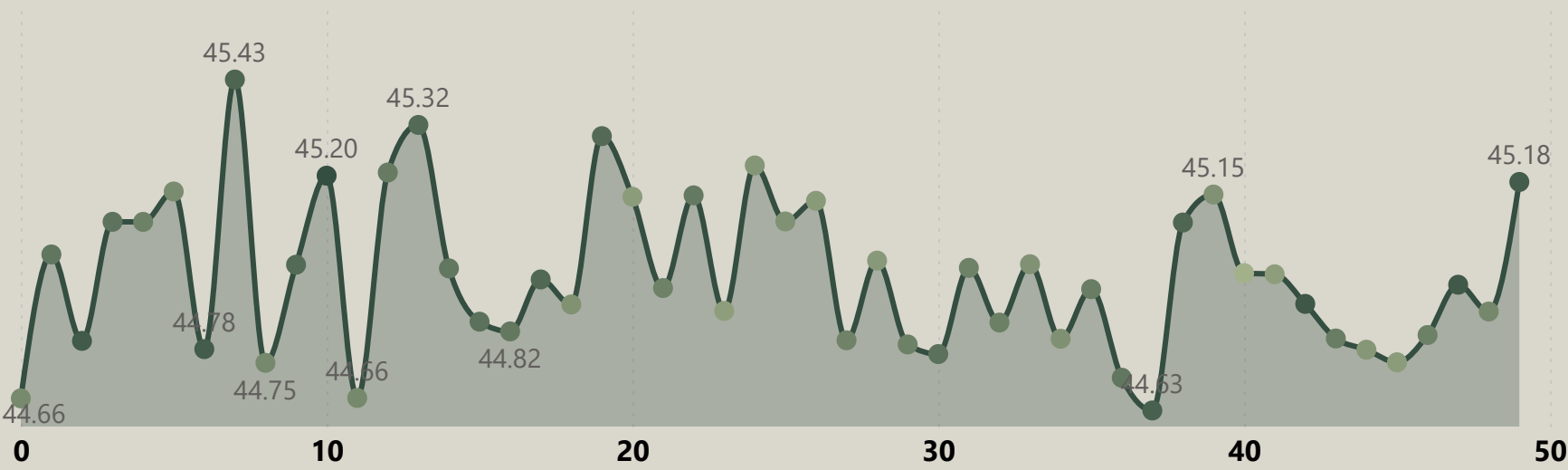
Relationship between Overtime Hours and the Average Performance Score



Remote Work Frequency and the Average number of Projects handled



Relationship between Average work hours per week and the number of Projects handled





# Employee Analysis

## Salary & Compensation Analysis

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3.00

Average Salary

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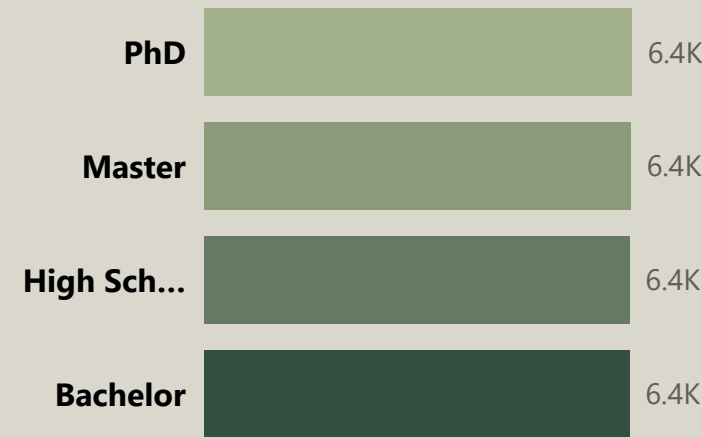
14.51

3.00

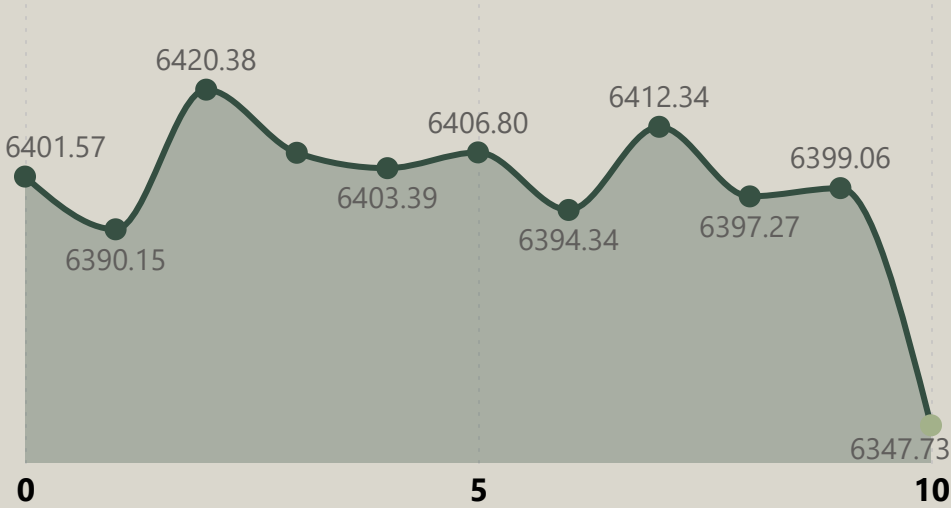
Average Salary across the Gender distributions



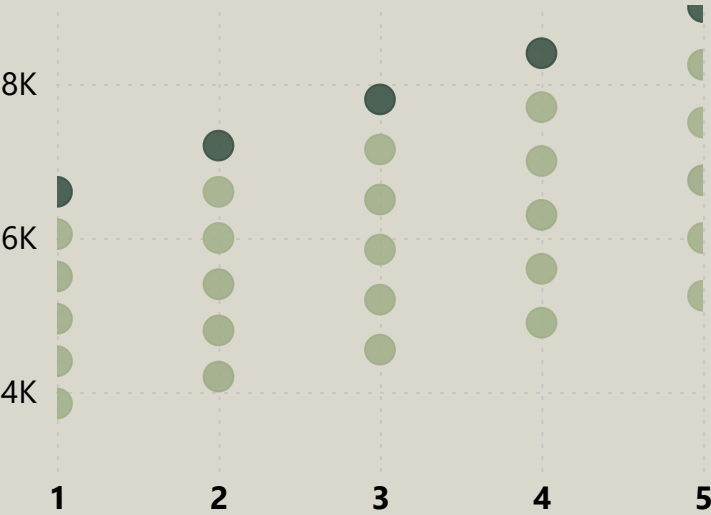
Average Salary by Education Level



Average Salary by Years spent at the Company



Relationship between Monthly Salary and Performance Score



Average Salary across Departments and Job Title

| Job_Title  | Customer Support | Engineering | Finance | HR      | IT      | Legal   | Marketing | Operations | Sales  |
|------------|------------------|-------------|---------|---------|---------|---------|-----------|------------|--------|
| Analyst    | 5192.92          | 5195.41     | 5195.16 | 5202.06 | 5205.46 | 5173.38 | 5204.13   | 5196.42    | 5197.6 |
| Consultant | 7151.77          | 7113.04     | 7141.28 | 7194.03 | 7175.14 | 7152.76 | 7124.84   | 7171.79    | 7142.3 |
| Developer  | 6517.90          | 6504.73     | 6514.75 | 6494.36 | 6469.02 | 6493.95 | 6457.34   | 6476.62    | 6479.6 |
| Engineer   | 7794.65          | 7840.61     | 7752.34 | 7779.70 | 7796.54 | 7774.10 | 7825.66   | 7805.88    | 7821.7 |
| Manager    | 7792.43          | 7818.50     | 7802.60 | 7765.18 | 7809.78 | 7809.43 | 7792.41   | 7802.99    | 7790.8 |
| Specialist | 5872.91          | 5856.53     | 5825.83 | 5867.64 | 5859.72 | 5846.36 | 5846.91   | 5878.49    | 5844.2 |
| Technician | 4524.16          | 4584.58     | 4548.03 | 4536.43 | 4538.06 | 4543.59 | 4534.81   | 4544.22    | 4554.9 |
| Total      | 6403.88          | 6417.25     | 6398.58 | 6400.36 | 6414.60 | 6391.28 | 6377.86   | 6412.31    | 6413.1 |



# Employee Analysis

## Satisfaction Analysis

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3.00

Average Salary

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Avg Overtime Hours

Avg Satisfaction Score

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3.00

Satisfaction score of Employees across different earning capacity

High Ear...



3.00

Low Ear...



3.00

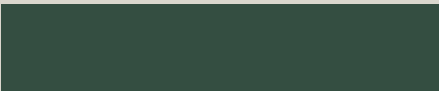
Medium ...



3.00

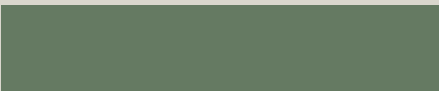
Average Training hours by Education Level

Bachelor



49.57

High Sch...



49.48

PhD



49.47

Master



49.35

Average Satisfaction Score from different Gender

Other 2.99

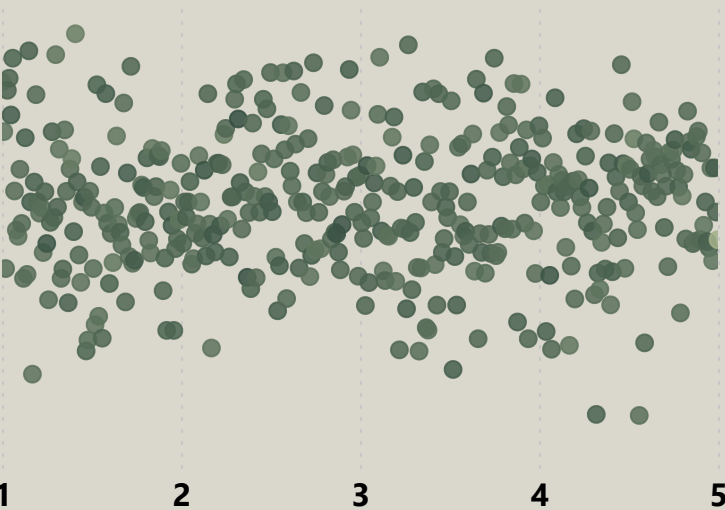


Female 3.00

Male 2.99

Avg Satisfaction Score  
3.00

Relationship between promotions received and the Average Satisfaction score of Employees



Average Satisfaction Score across the Company by Department and Job Title

| Job_Title  | Customer Support | Engineering | Finance | HR   | IT   | Legal | Marketing | Operations | Sales |
|------------|------------------|-------------|---------|------|------|-------|-----------|------------|-------|
| Analyst    | 2.98             | 2.98        | 3.03    | 2.99 | 3.01 | 3.01  | 3.01      | 3.01       | 3.00  |
| Consultant | 2.92             | 3.03        | 3.04    | 3.01 | 3.03 | 3.00  | 2.98      | 3.03       | 3.02  |
| Developer  | 2.96             | 3.04        | 3.02    | 2.98 | 3.04 | 2.98  | 2.97      | 2.99       | 2.99  |
| Engineer   | 2.97             | 2.98        | 2.96    | 2.96 | 3.01 | 2.98  | 3.02      | 3.04       | 3.02  |
| Manager    | 2.98             | 3.00        | 2.99    | 3.01 | 3.00 | 3.01  | 2.96      | 3.06       | 2.94  |
| Specialist | 3.02             | 2.99        | 2.96    | 3.03 | 3.02 | 2.97  | 3.02      | 3.04       | 3.03  |
| Technician | 2.94             | 3.00        | 3.02    | 2.98 | 3.05 | 2.96  | 3.00      | 3.01       | 2.95  |
| Total      | 2.97             | 3.00        | 3.00    | 3.00 | 3.02 | 2.99  | 2.99      | 3.03       | 2.99  |



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Average Salary

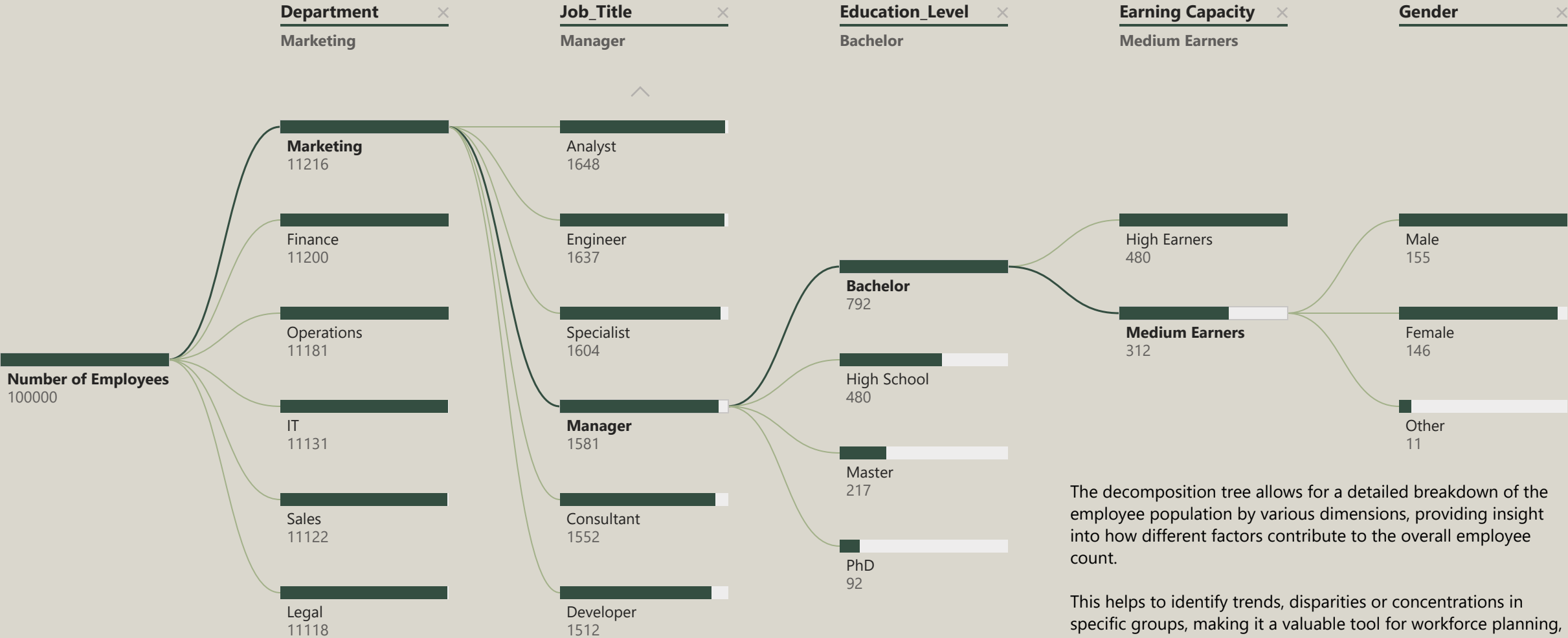
\$6.40K

Avg Overtime Hours

14.51

Avg Satisfaction Score

3.00



The decomposition tree allows for a detailed breakdown of the employee population by various dimensions, providing insight into how different factors contribute to the overall employee count.

This helps to identify trends, disparities or concentrations in specific groups, making it a valuable tool for workforce planning, diversity analysis and talent management.

