

HR Dashboard: Employee Payroll Analytics



Good morning everyone. Today, we'll be exploring key insights from our Human Resources dashboard, focusing on employee payroll data. This information can be valuable for understanding our workforce demographics, compensation structure, and potential areas for cost optimization.

"Employee Payroll Analytics"

Total Job Title

1637

Number of Employee

148.65K

Total Pay

11.11bn

Over Time Pay

753.07M

Year Based

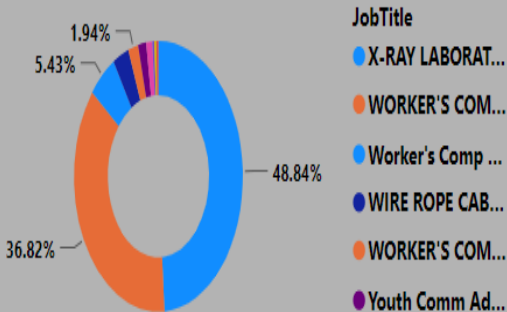
2011

2012

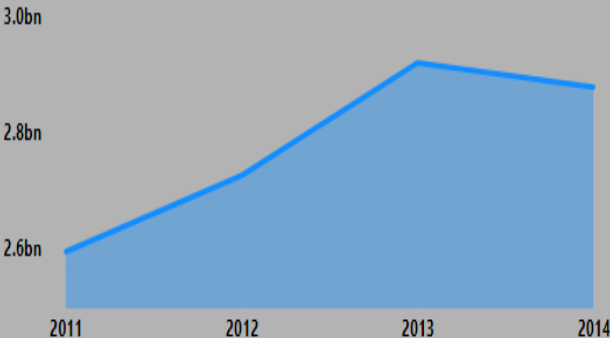
2013

2014

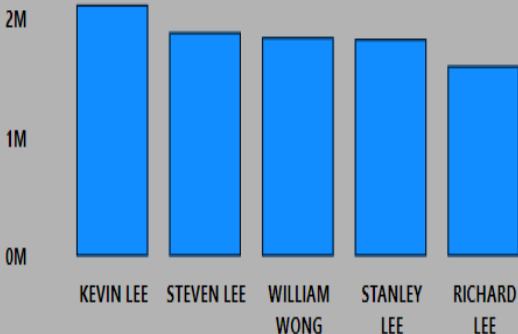
Number of Employee by Job Title



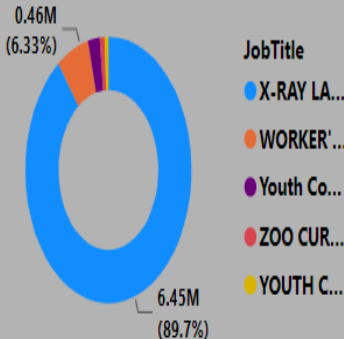
Total Pay by Year



Max Pay by EmployeeName



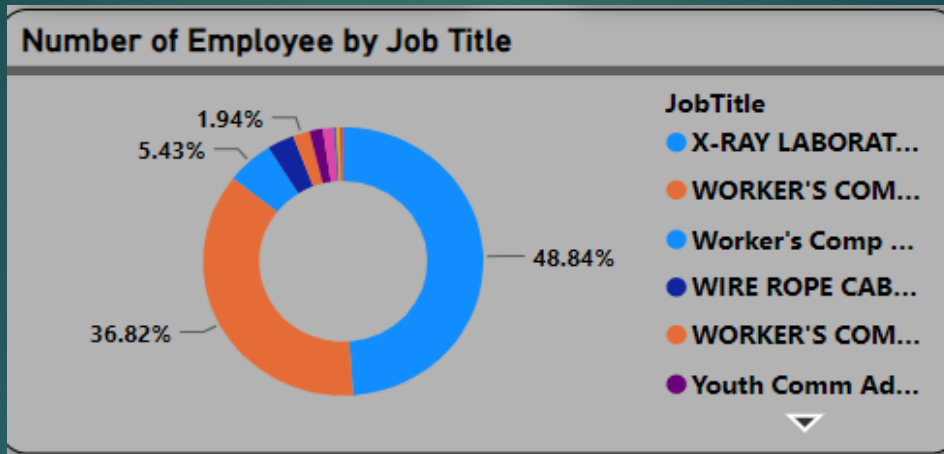
Max Pay by JobTitle



Over Time

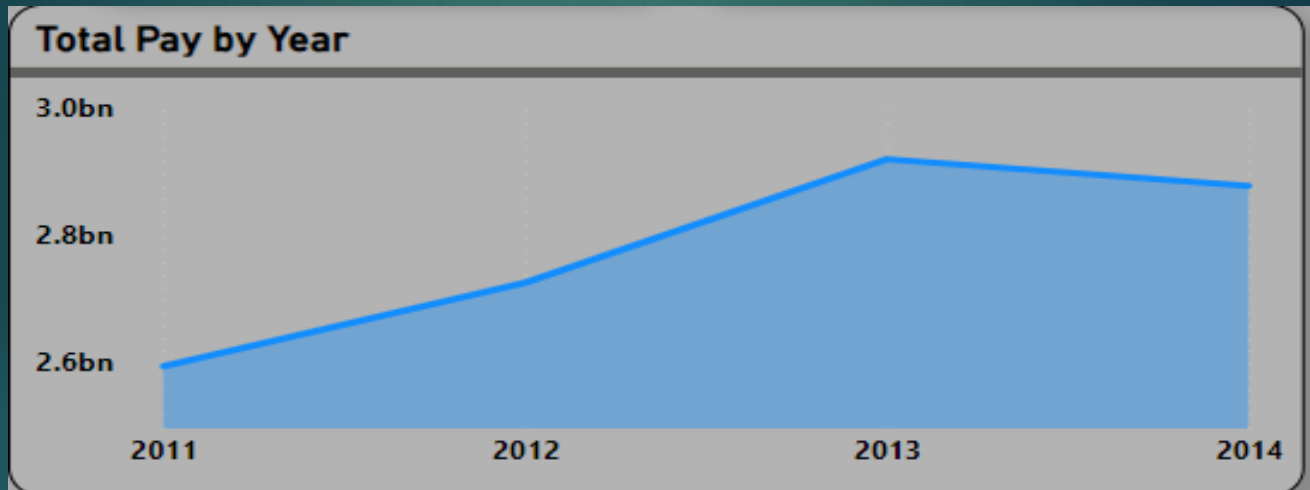
EmployeeName	Max of OvertimePay
Aaran Luo	12,726.06
Aaran Y Luo	15,642.66
Aaron Fischer	9,399.69
Aaron Lozada	24,546.98
Aaron A Foltz	58,274.99
Aaron B Craig	10,099.39
Total	245,131.88

Employee by Job Title



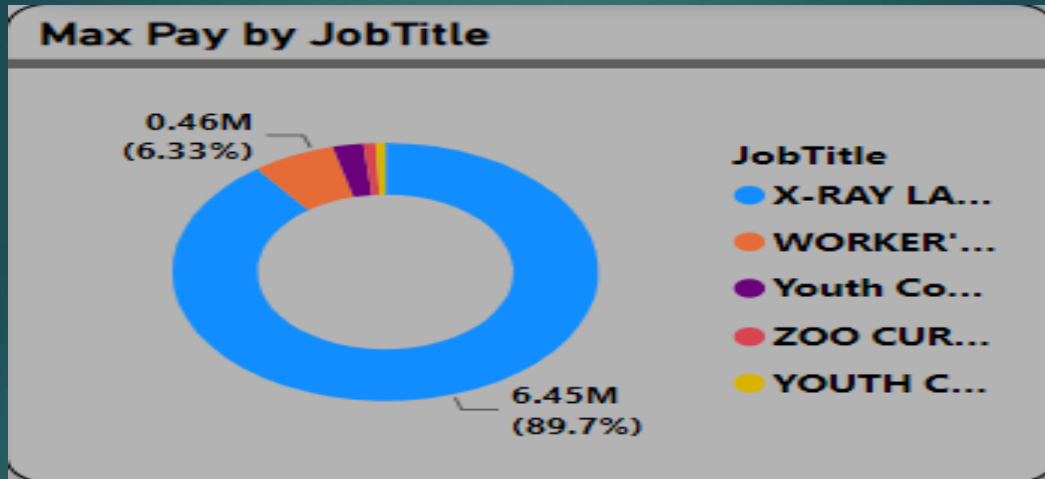
- 48.84% of employees are Wire Rope Cable Splicers.
- Other notable job titles include Construction Workers (14.23%) and Electricians (10.98%).
- This slide provides a visual representation of the distribution of employees across various job titles within our organization.

Total Payroll Trends



- Total payroll reached 11.11 billion in 2011.
- Payroll has fluctuated slightly over the past four years.
- This graph provides insights into historical payroll trends, which can be helpful for budgeting and forecasting future expenses.

Top Paying Job Title



- Zoo Curator has the highest average total pay (3.30 million).
- Pipefitter follows with an average total pay of 1.23 million.
- This slide highlights the job titles with the highest average total pay, which can be helpful for strategic workforce planning and talent retention efforts.

Employee with Highest Overtime Pay

Over Time	
EmployeeName	Max of OvertimePay
GARY JIMENEZ	245,131.88
GARY ALTENBERG	220,909.48
Whitney P Yee	196,689.18
FREDERICK BINKLEY	192,424.49
Antonio B Santiago	173,547.73
Barry J Bloom	173,178.23
Total	245,131.88

- GARY JIMENEZ has the highest overtime pay (245,131.88).
- This information can be used to identify potential areas for workload adjustments or process optimization to minimize excessive overtime reliance.

Key Takeaways:

We have a diverse workforce with a significant portion of employees concentrated in specific job titles like Wire Rope Cable Splicers. Total payroll has fluctuated slightly over the past few years, highlighting the need for continued monitoring and budgeting. Certain job titles, such as Zoo Curator, command higher average total pay, requiring us to understand the contributing factors for informed compensation strategies. Identifying employees with high overtime pay allows us to investigate potential workload imbalances and optimize processes.

Looking Forward:

Leverage these insights to inform strategic decision-making regarding workforce planning, talent management, and resource allocation. Conduct further analysis to delve deeper into the factors influencing payroll trends and compensation structures. Implement solutions to address any identified inefficiencies or imbalances to optimize operations and ensure employee well-being.