



# HR One Analytics

Employee Demographics

Exit Management

Manpower Overview

YEAR

All

QUARTER

All

MONTH

All

LOCATION

All

DEPARTMENT

All

BAND

All



Headcount

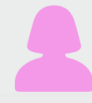


42

Gender Diversity



28 (67%)



14 (33%)

ERE% to Sales



2.74%

Total Attrition



26

Attrition%



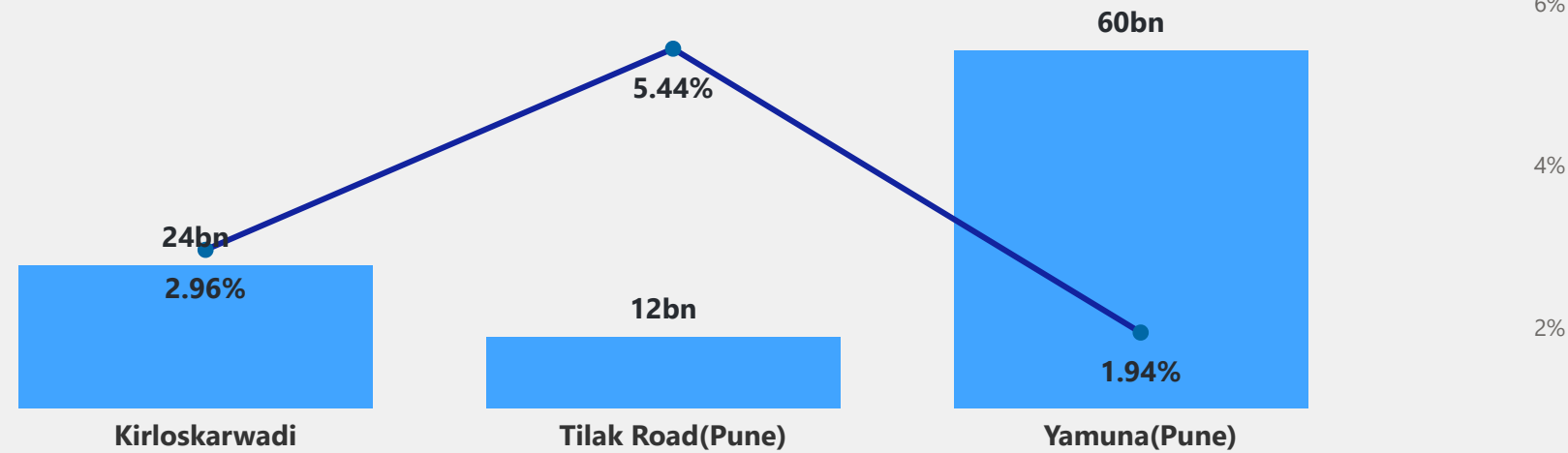
61.90%

ERE% to Sales



● Sales ● ERE% To Sales

Location

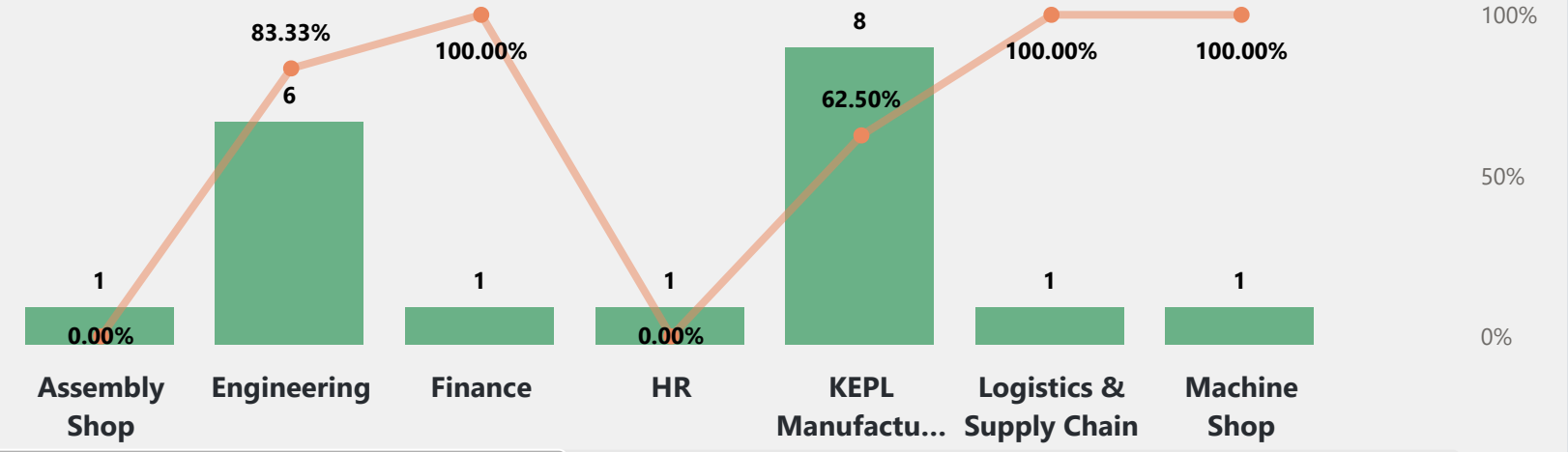


Attrition%



● Total Employee ● Attrition% of headcount

Department



ERE Statistics - Active Employees



41.15M

Total Annual ERE

980K

Average Annual ERE

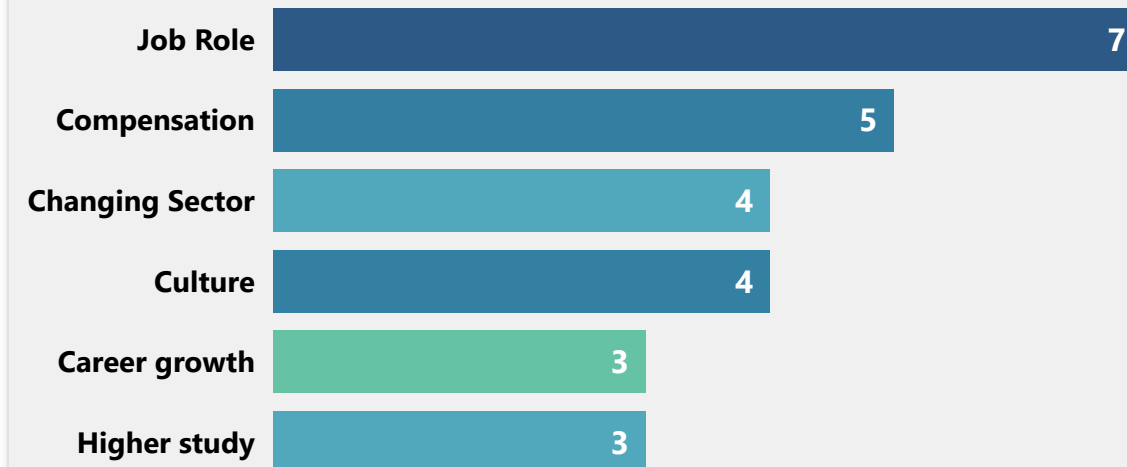
3.43M

Total Monthly ERE

81.64K

Average Monthly ERE

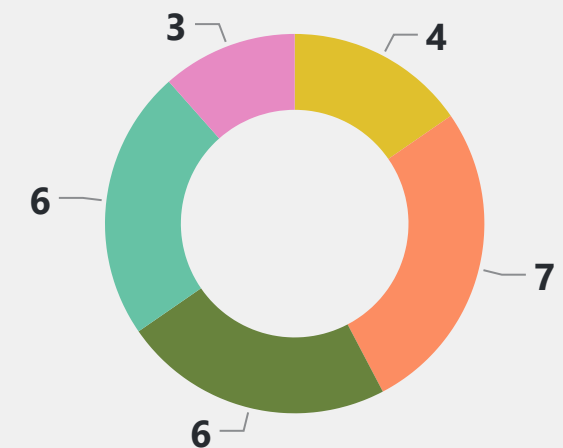
Attrition by Reason



Attrition by Rating



● Rating 1 ● Rating 2 ● Rating 3 ● Rating 4 ● Rating 5



YEAR

All

QUARTER

All

MONTH

All

LOCATION

All

DEPARTMENT

All

BAND

All

CUSTOM DATE

All

DATE



### Headcount

Attrition

26

Active

42

### Current Attrition Vs Last Year



4 (133%)

### Attrition Rate%

61.90%

### YTD Attrition Rate%

77.78%

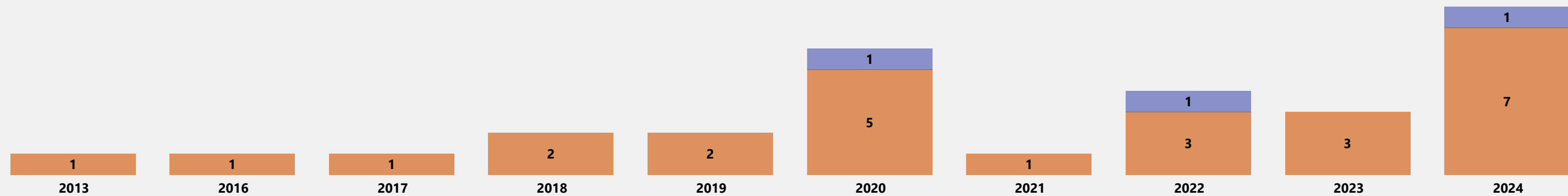
### Rolling12 Month Attrition Rate%

45.45%

### New Hires Attrition



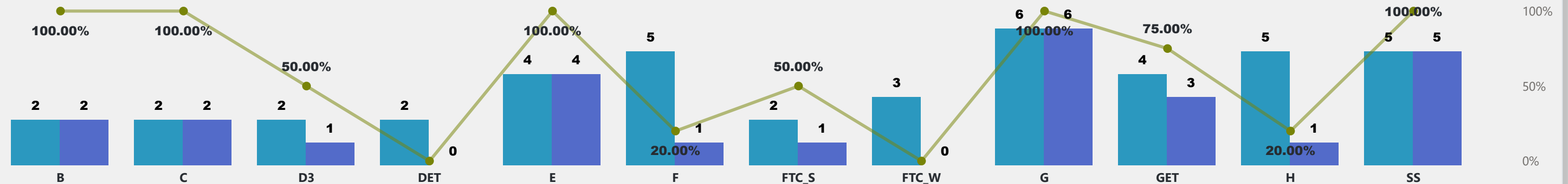
New Hires New Hires Separation



### Attrition%



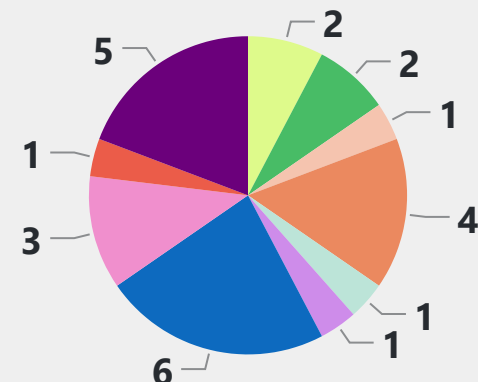
Total Employee AttritionCount Attrition% of headcount



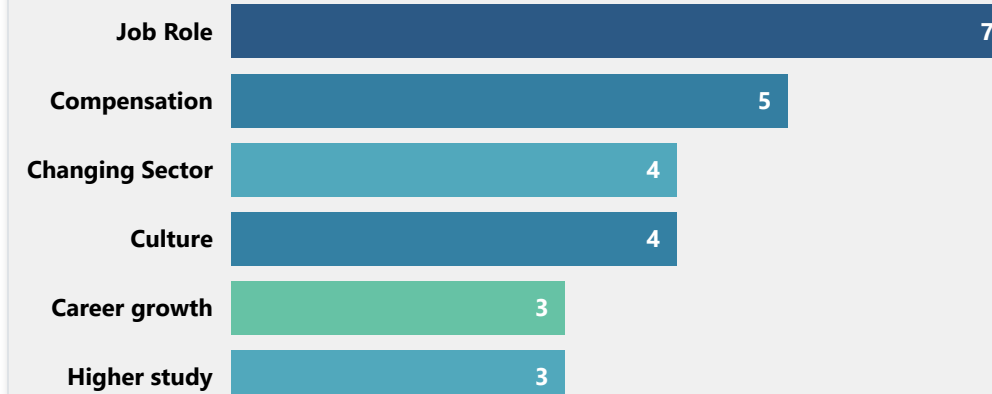
### Attrition by Band



B C D3 E F FTC\_S G GET H SS



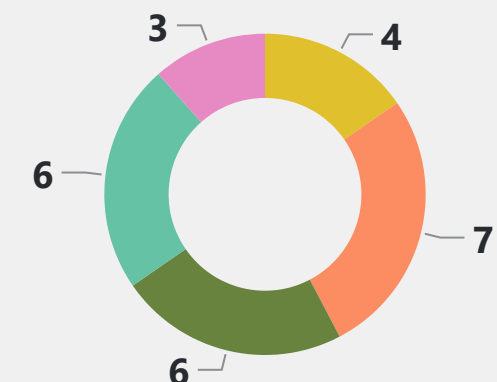
### Attrition by Reason



### Attrition by Rating



Rating 1 Rating 2 Rating 3 Rating 4 Rating 5





YEAR

All

QUARTER

All

Month

All

LOCATION

All

DEPARTMENT

All

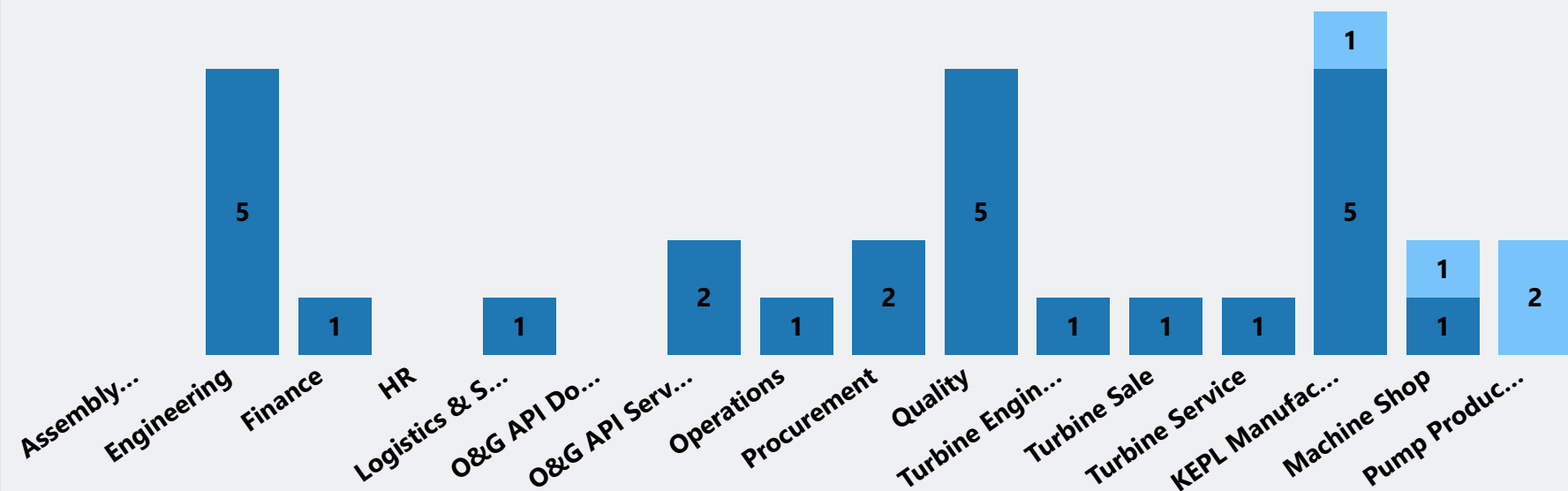
BAND

All



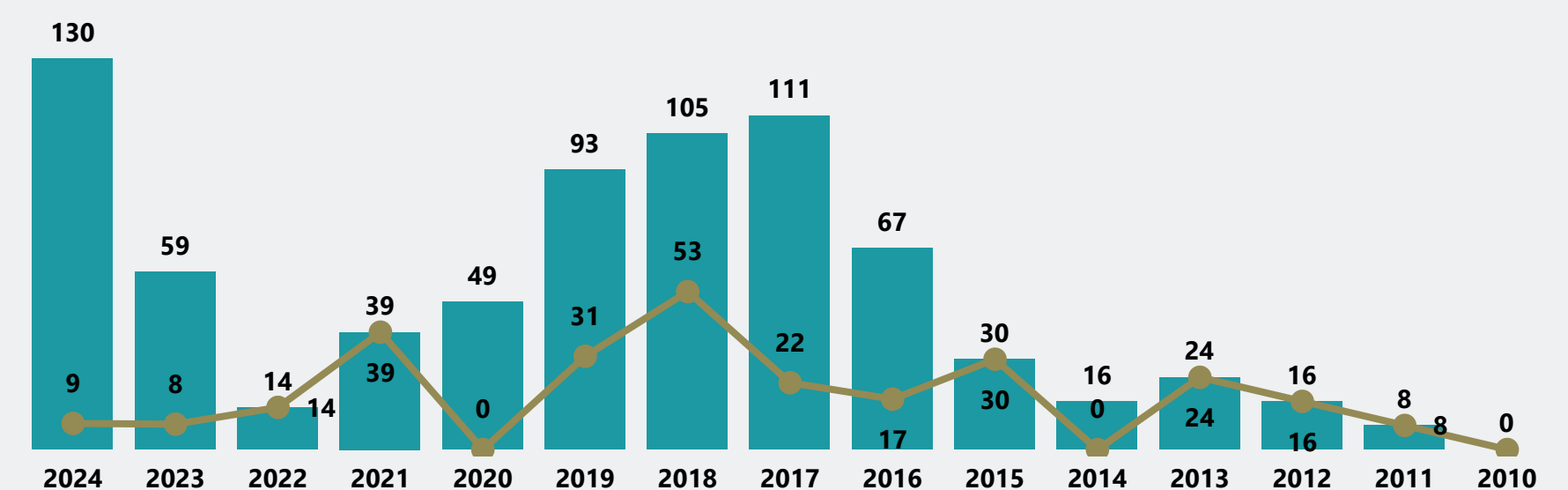
## New Joiners & Separations

● Seperation ● New\_Joiners



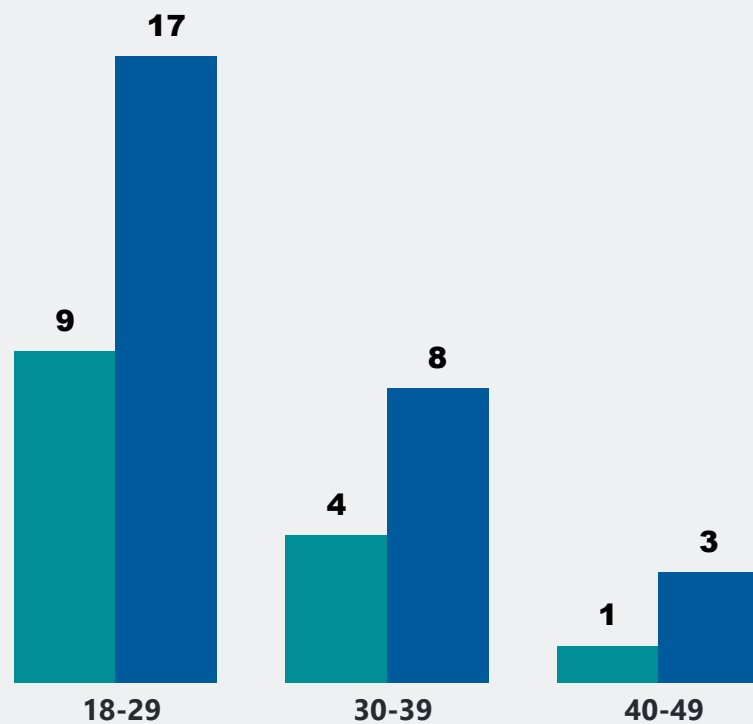
## Cumulative Absenteeism Over Last 3 Years

● Absence Days Last 3 Years ● Avg Absence Rate Last 3 Years



## Gender Diversity by Age

Gender ● Female ● Male



42

Manpower Number



28

Male

14

Female

4

New Joiners



2

Male

2

Female

26

Separations



16

Male

10

Female

42

Absenteeism



28

Authorized

14

Unauthorized

4

Employee Near to Retire

41.15M

Manpower Cost

4M

Variable Cost

36.77M

Current Cost