**STACKHOLDER ANALYSIS**

As part of the HR analytics reporting project, I’ve tasked you with developing a comprehensive dashboard to support data-driven decision-making. To ensure the dashboard aligned with organizational priorities, the company teams have a list of key stakeholder questions that the report should be able to answer. These questions guided the structure, visuals, and insights presented across the three dashboard pages.

1. What is our current workforce size, and how many employees are active, exited, or on leave?
2. How is our workforce distributed across departments?
3. What is the gender and role distribution across the company?
4. Are certain departments over- or under-staffed relative to others?
5. What are the headcount trends—are we growing, stable, or shrinking?
6. How engaged are employees across different departments and over time?
7. Are there departments with lower engagement or satisfaction scores that require intervention?
8. Is there a relationship between engagement levels and employee absenteeism or leave behaviours?
9. Are employees using their entitled benefits, and which benefits are most or least used?
10. Are some employees taking excessive leave? How many are above the threshold?
11. What is the average number of leave days per department and per month?
12. How many grievances have been raised, and what percentage are still unresolved?
13. Are specific departments generating more grievances than others?
14. What is the average tenure of employees who have exited the company?
15. Are we confirming new hires as expected across departments?
16. Which employees have exited recently, and what were their lengths of stay?
17. Are there patterns or red flags in exit data that suggest avoidable turnover?