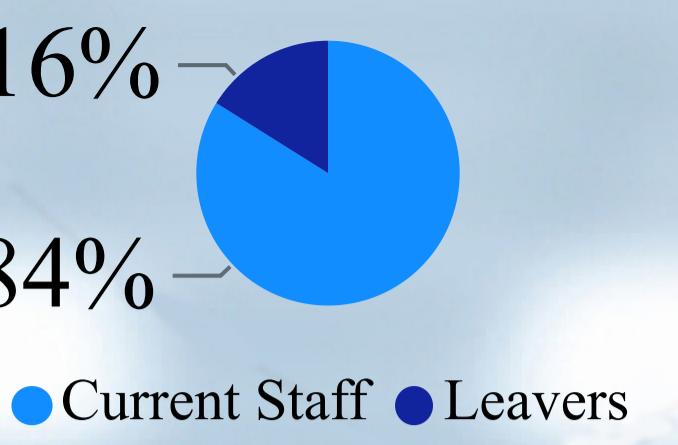




# HR ANALYTICS



1233

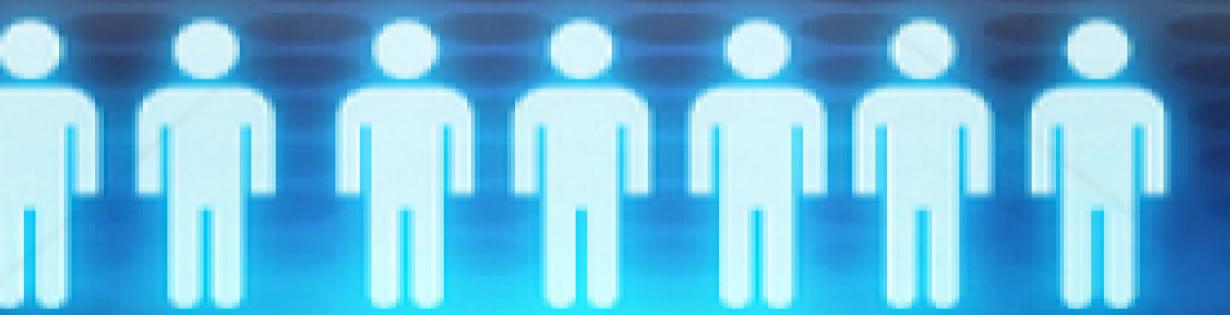
Total Staff till date



Performance metrics

Proximity

Recruitment



Attrition

Diversity

Turnover Cost

Key Influencers

[Home](#)


# ATTRITION

0.32

Turnover %

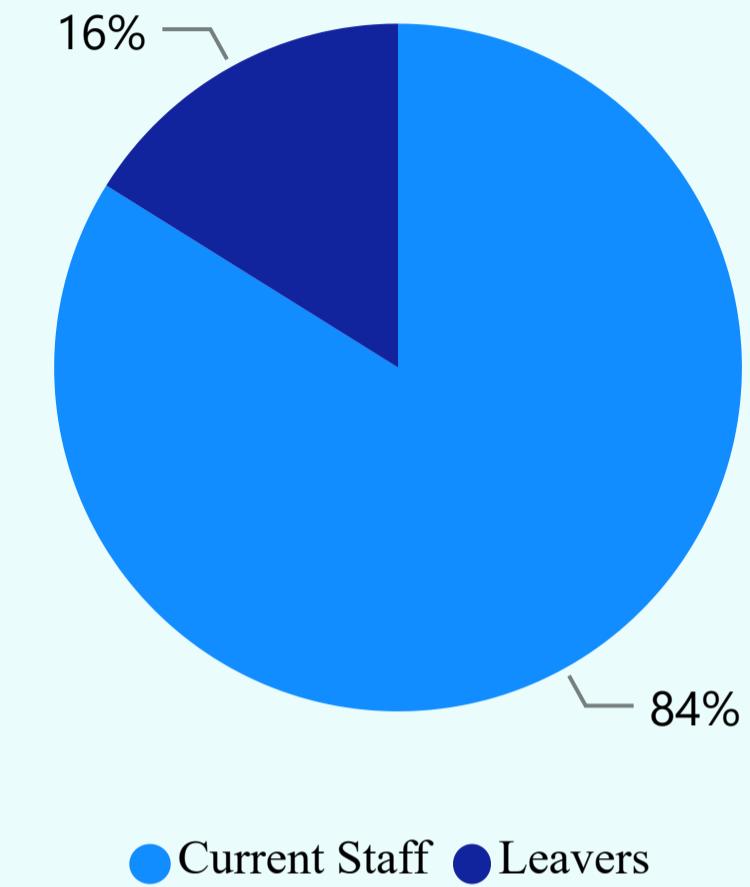
237

Leavers

1233

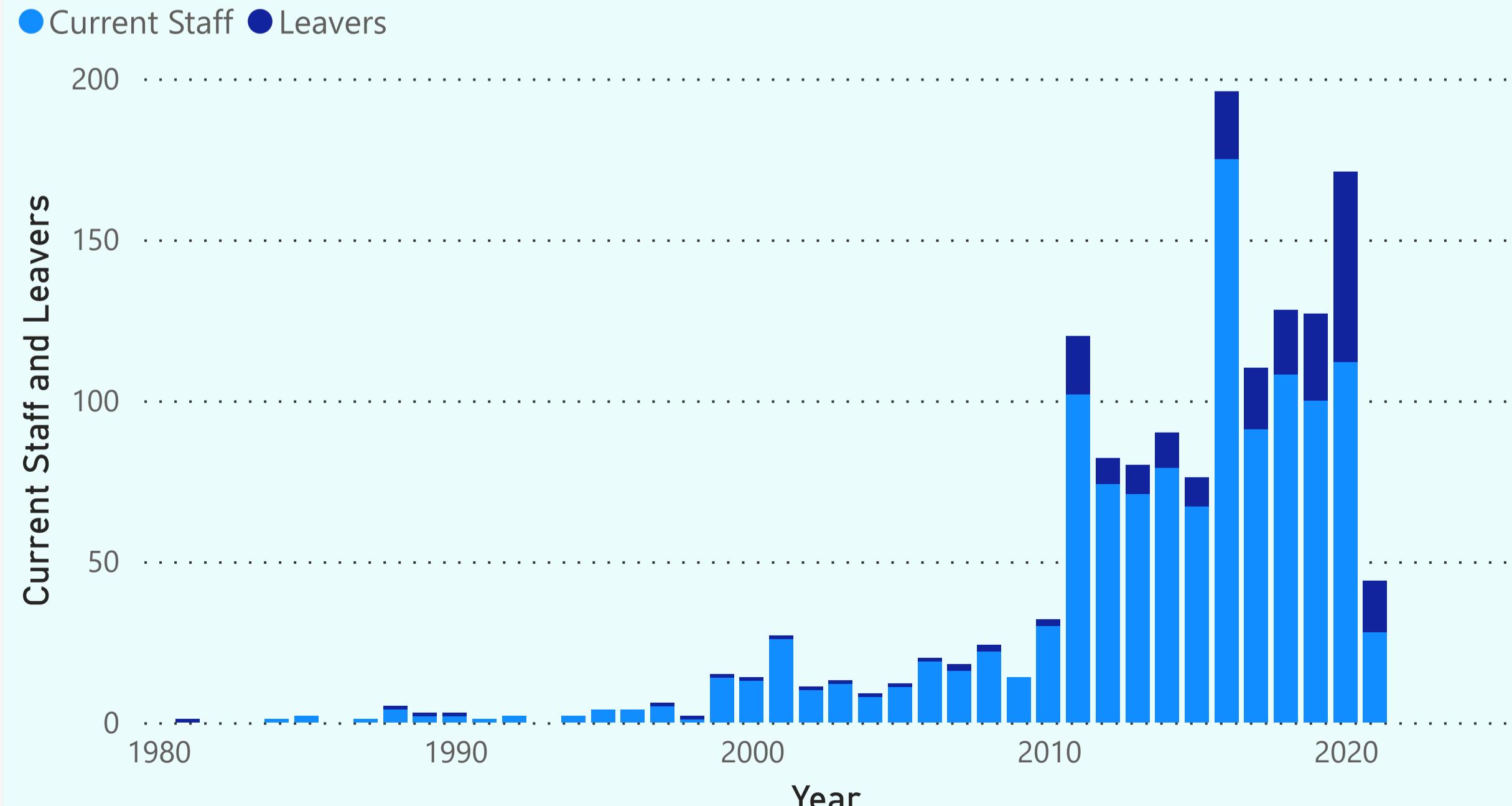
Current Staff

## Percentage of Staff Attrition



● Current Staff ● Leavers

## Current Staff and Leavers by Year



## Attrition vs Turnover

Attrition is a percentage that can encompass some positives. A high attrition percentage is mandating the company's Managerial team to invest in employees. It is then referred to as employee turnover when it reflects the rate at which people leave the job.

$$\frac{\text{Leavers}}{\text{Avg. Employees}} \times 100 = \% \text{ Turn over}$$

## Job roles affected by Turnover %

Job Role	Leavers	Current Staff	Turnover %
Sales Representative	33	50	0.80
Laboratory Technician	62	197	0.48
Human Resources	12	40	0.46
Sales Executive	57	269	0.35
Research Scientist	47	245	0.32
Manufacturing Director	10	135	0.14
Healthcare Representative	9	122	0.14
Manager	5	97	0.10
Research Director	2	78	0.05
<b>Total</b>	<b>237</b>	<b>1233</b>	<b>0.32</b>

## Last 2 Years

28 Joining Staff 16 Leavers 28 Staff count 0.73 Turnover %

## Last 5 Years

348 Joining Staff 122 Leavers 348 Staff count 0.52 Turnover %

## Till Date

1233 Current Staff 237 Leavers 1233 Total Staff to date 0.32 Turnover %

HR

Attrition

Recruitment

Diversity

Turnover Cost

Proximity to work

Performance Metrics

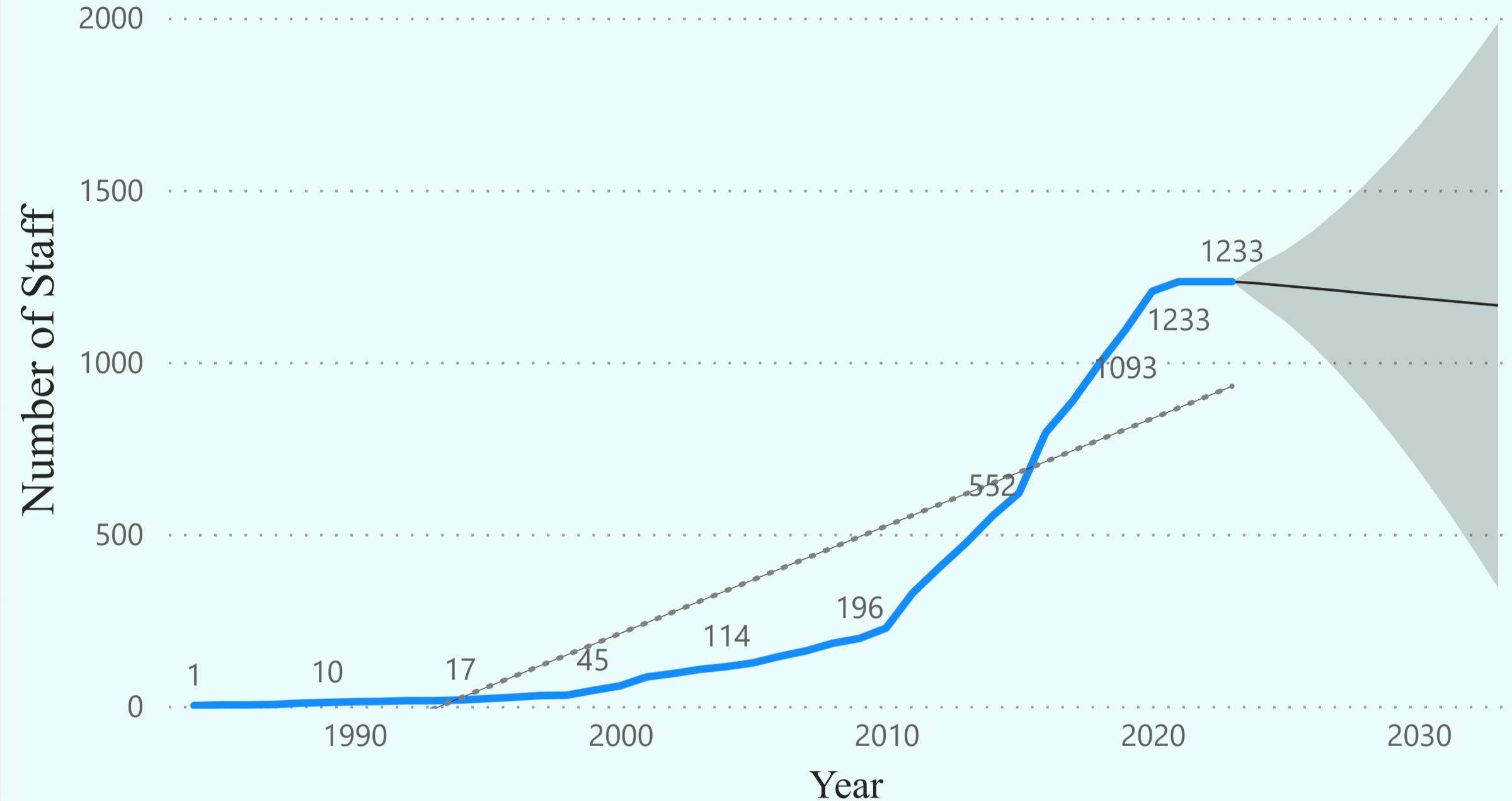
Key Influencers

# RECRUITMENT

1233

Total Staff to date

## Staff prediction for the next 10 years



## Recruitment Details

The process of hiring personnel is crucial to HR management since it guarantees that prospective employees are a perfect fit for the company.

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## Current Job role vacancies



## Recruitment by Educational level



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HR

Attrition

Recruitment

Diversity

Turnover Cost

Proximity to work

Performance Metrics

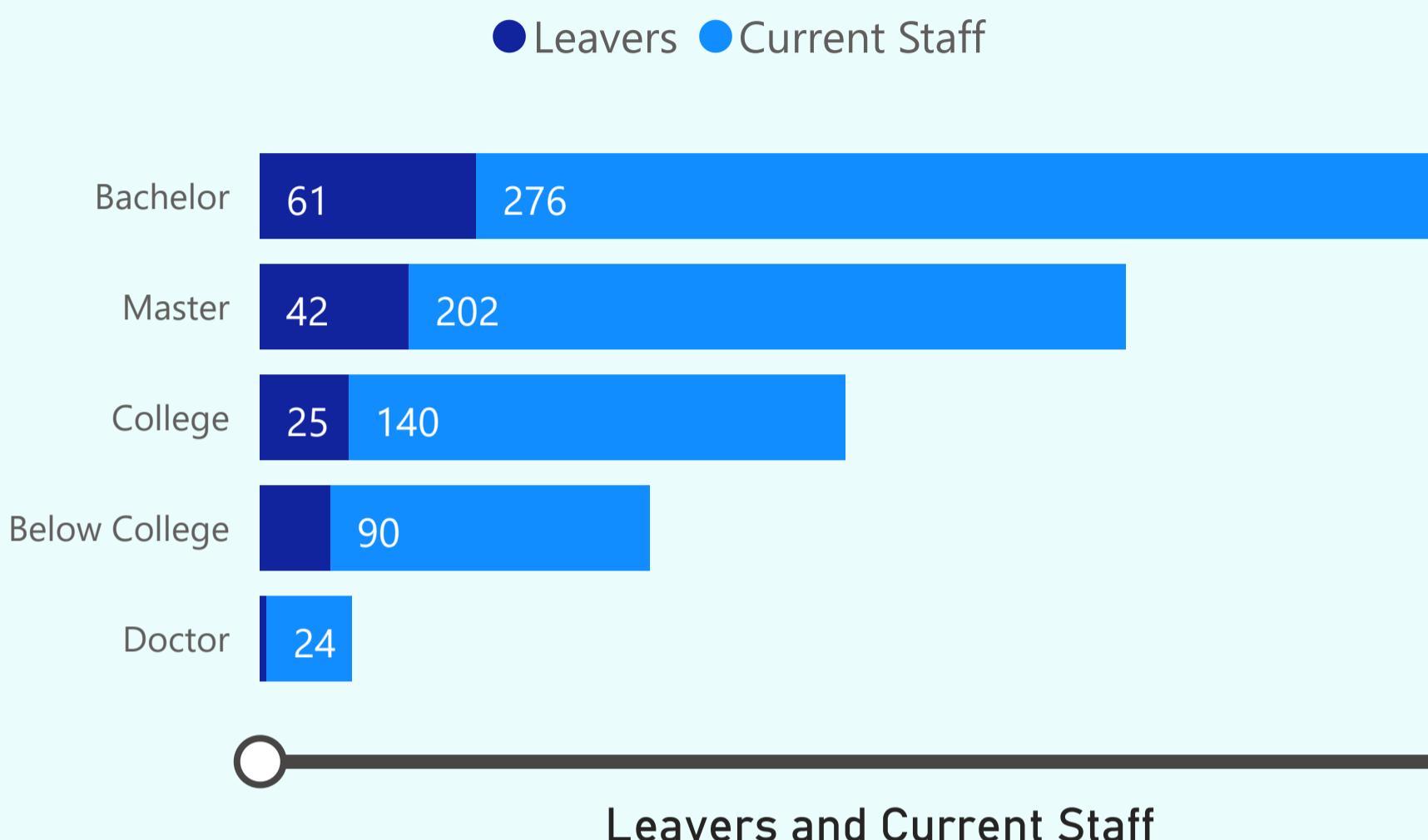
Key Influencers

[Home](#)


# Diversity

# Male

## Staff Distribution by level of Education



HR

Attrition

Recruitment

Diversity

Turnover Cost

Proximity to work

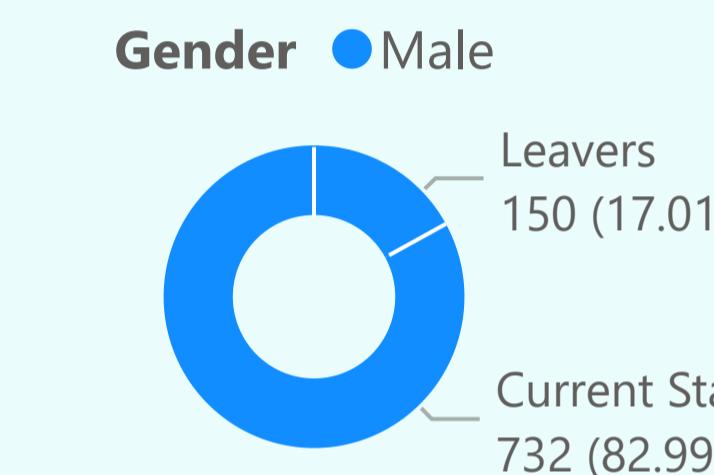
Performance Metrics

Key Influencers

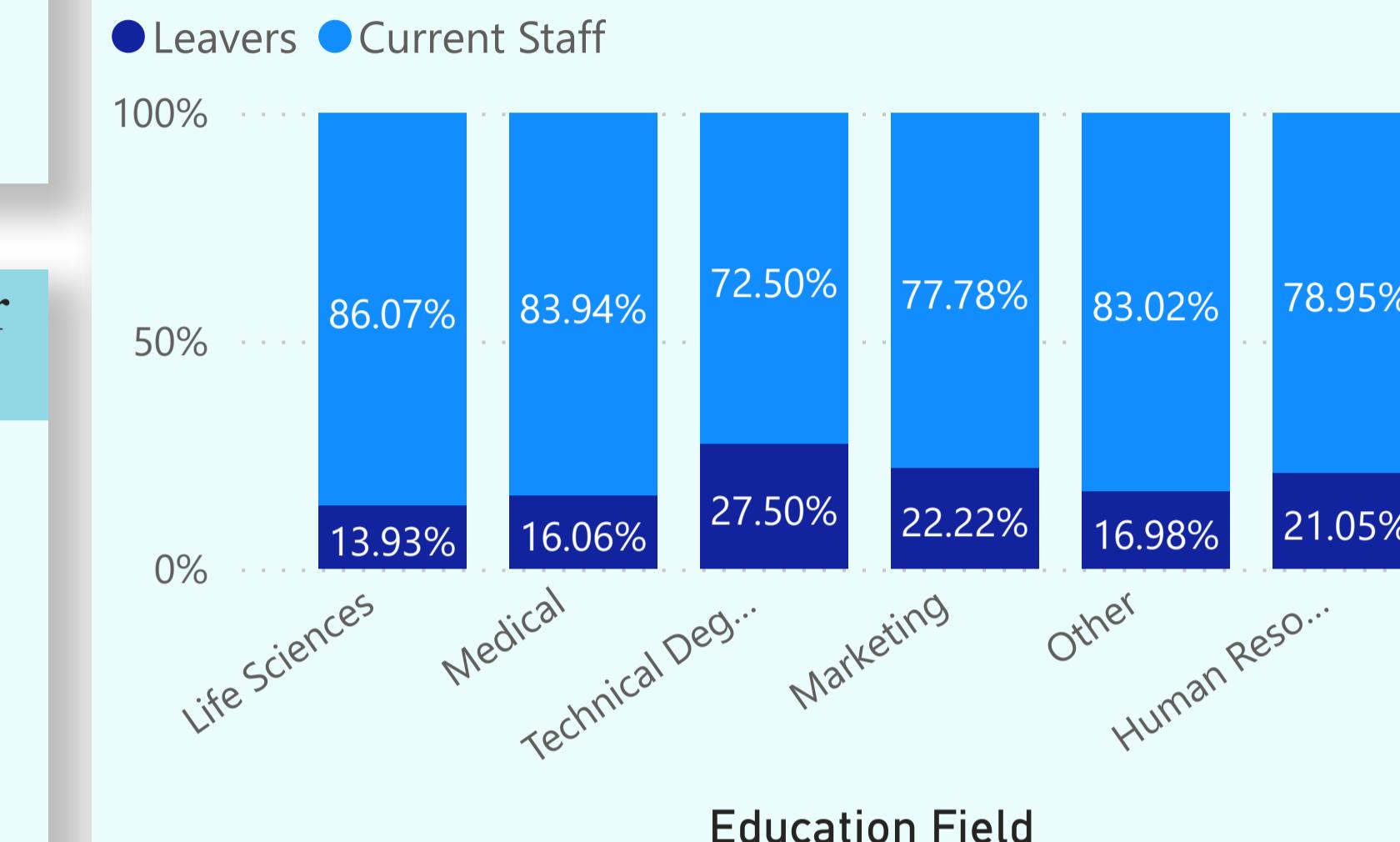
## Diversity and Inclusion

The process of hiring personnel is crucial to HR management since it guarantees that prospective employees are a perfect fit for the company.

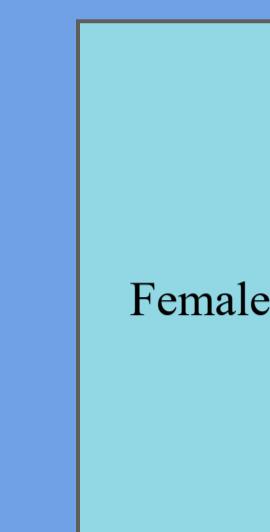
### Staff Attrition Percentage by gender distribution



## Staff % Distribution by Education Field

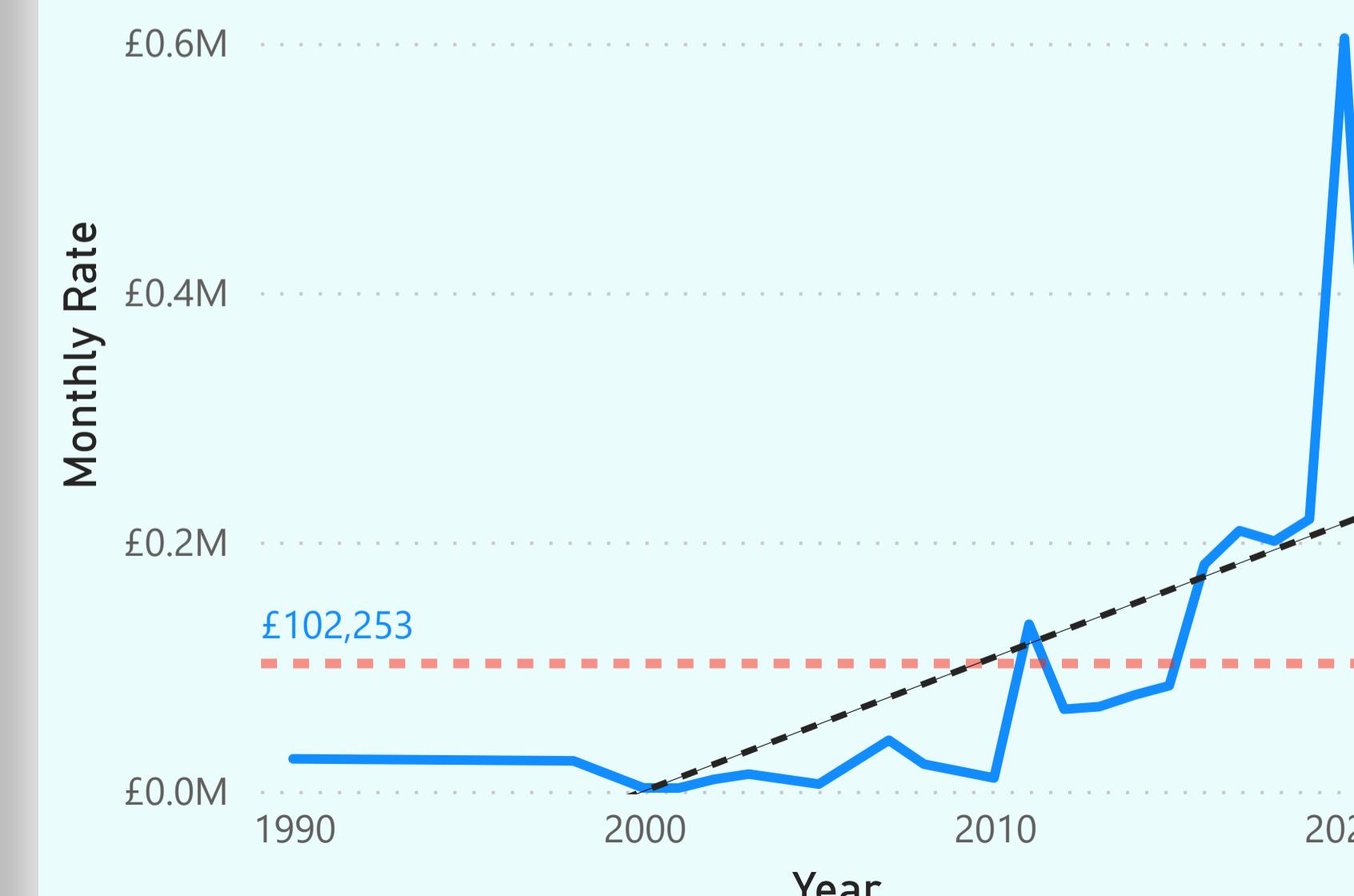


[See details](#)



[See details](#)

## Monthly Remuneration of leaving staff



  
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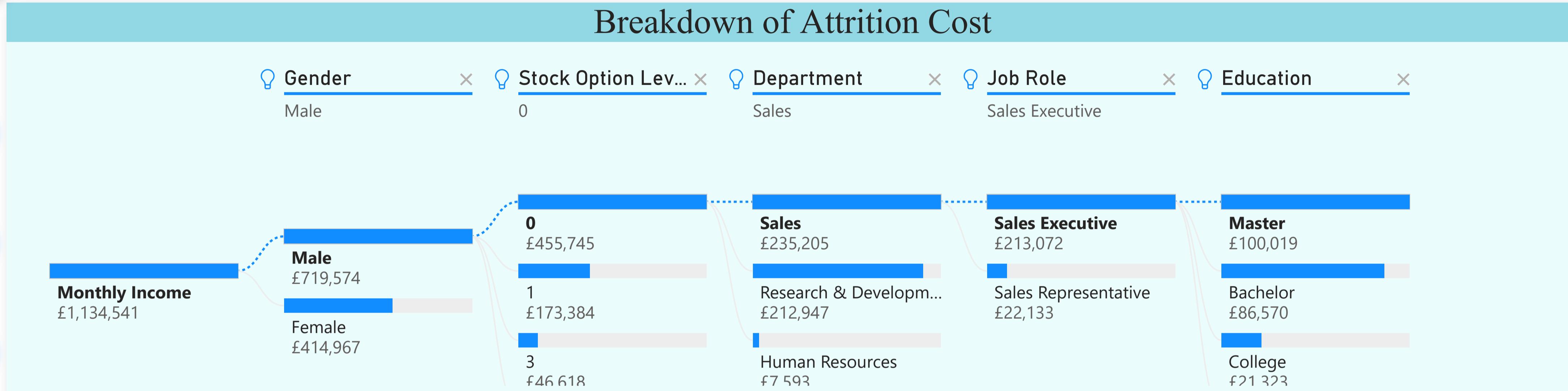
# TURNOVER COST

**£1M**

Cost of Leavers

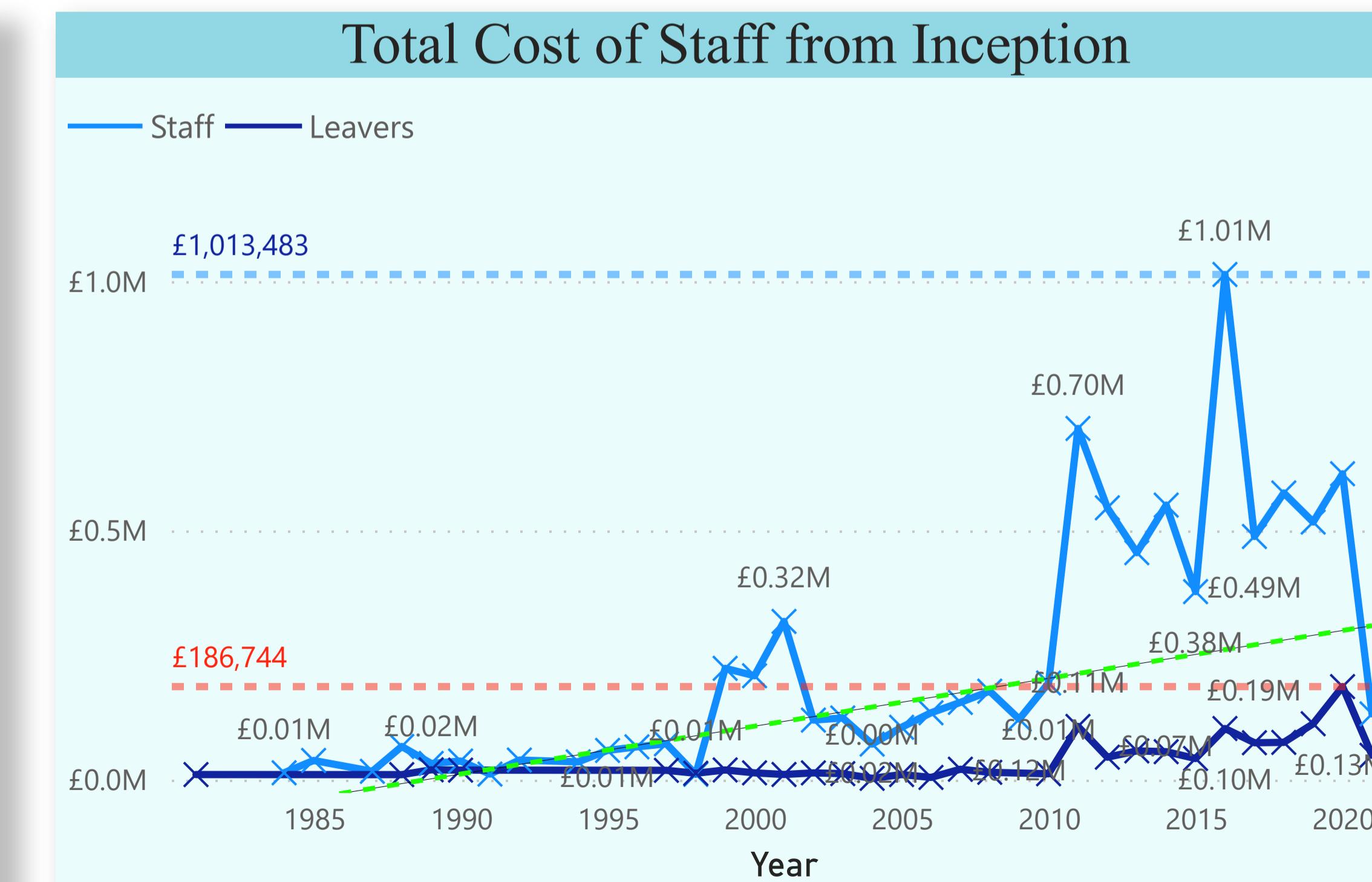
**£8M**

Cost of Current Staff



### Turnover Cost details

The term "turnover cost" refers to the financial and non-financial costs of replacing an employee.



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PBI\_CV\_73744D90\_4DC9\_4F18\_8BA5\_EE8FA5C98035 [See details](#)

Home



# PROXIMITY TO WORK

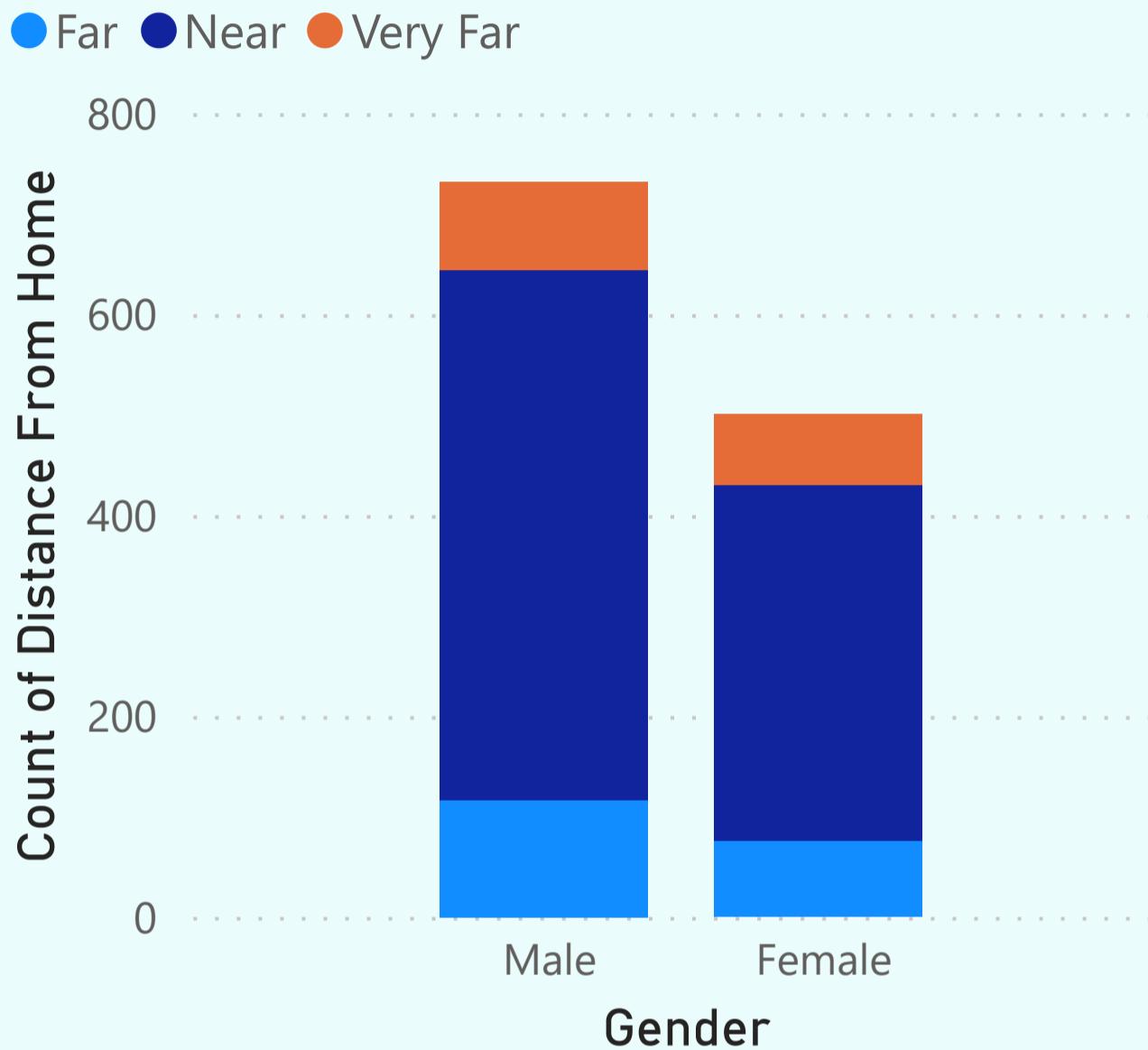
2520

Leavers distance

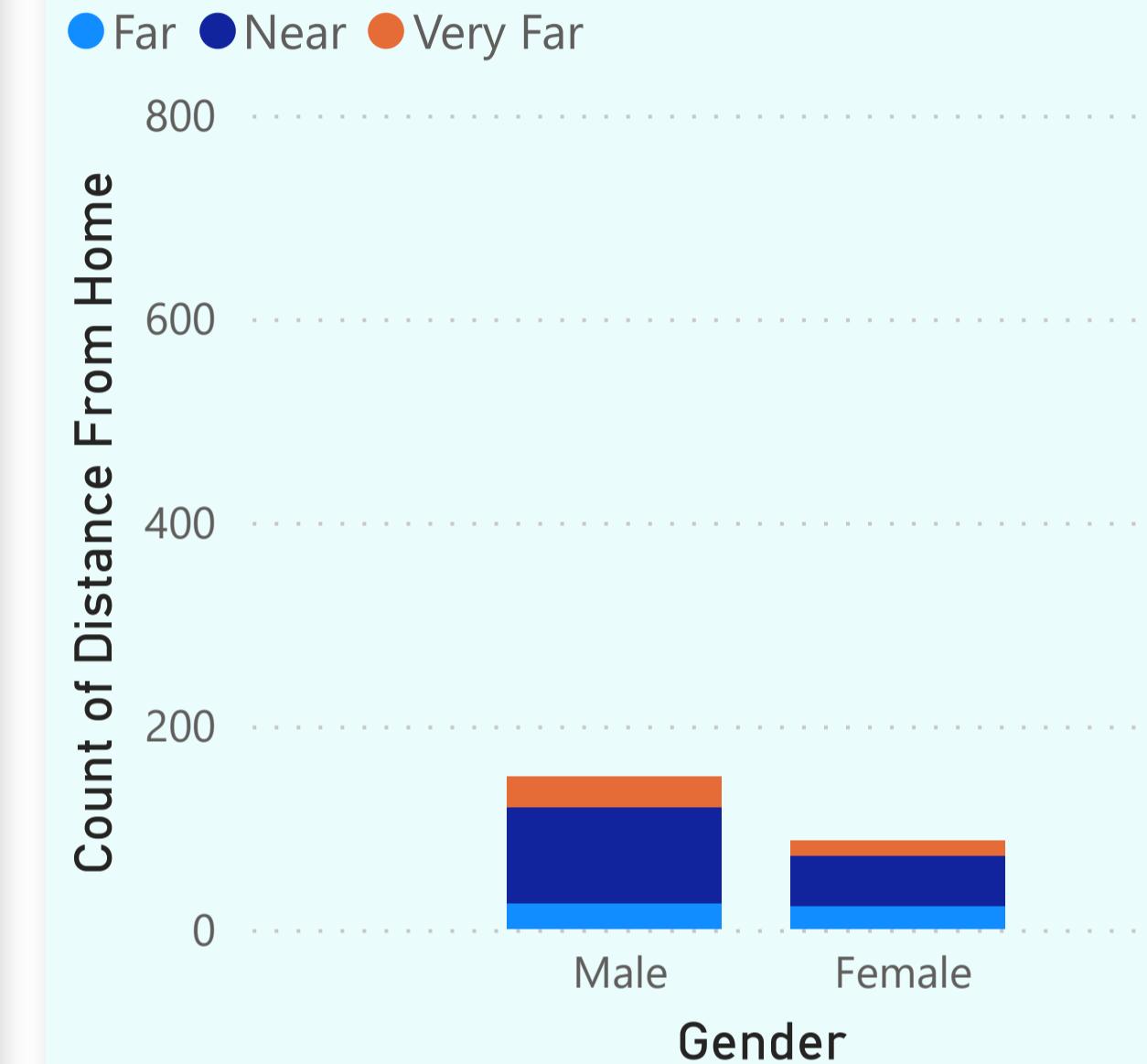
11K

Current Staff distance

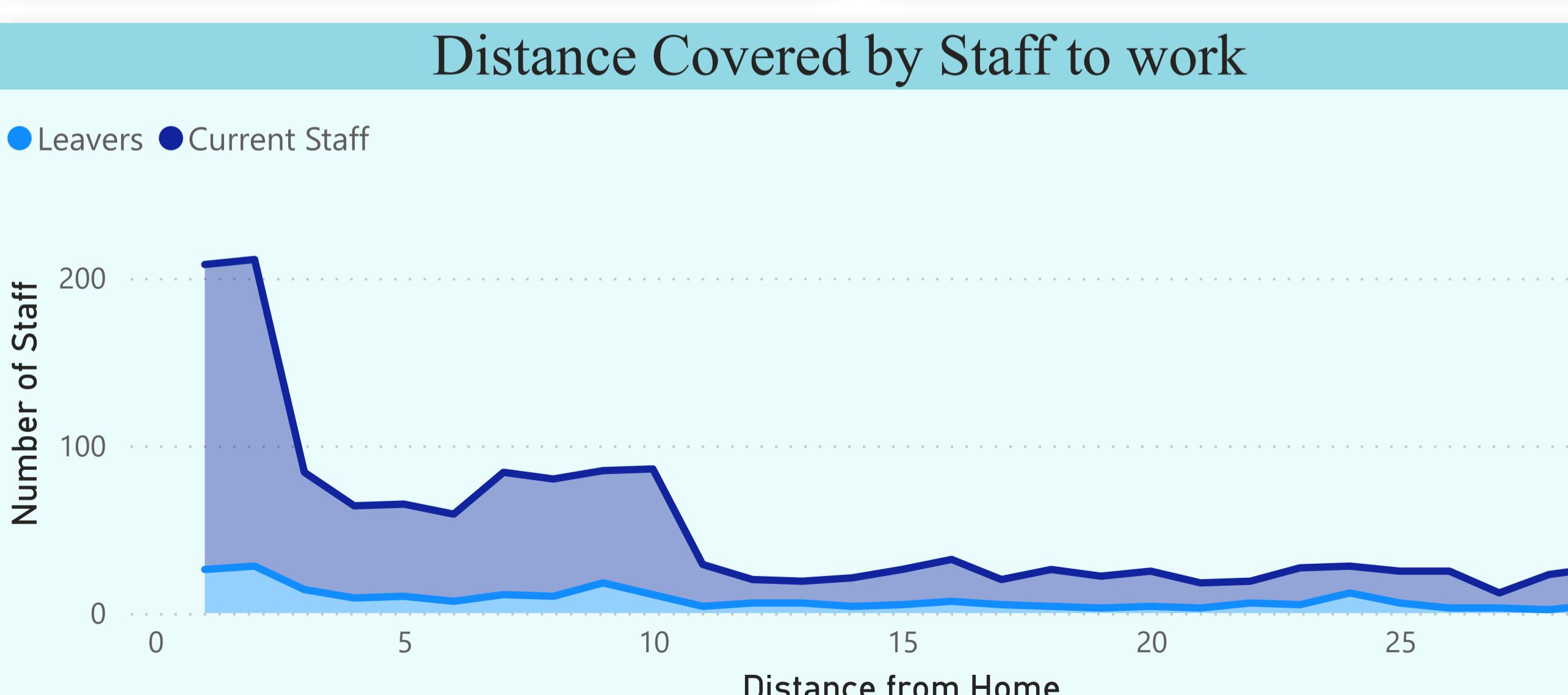
## The Effect of Proximity to work on Staying Staff



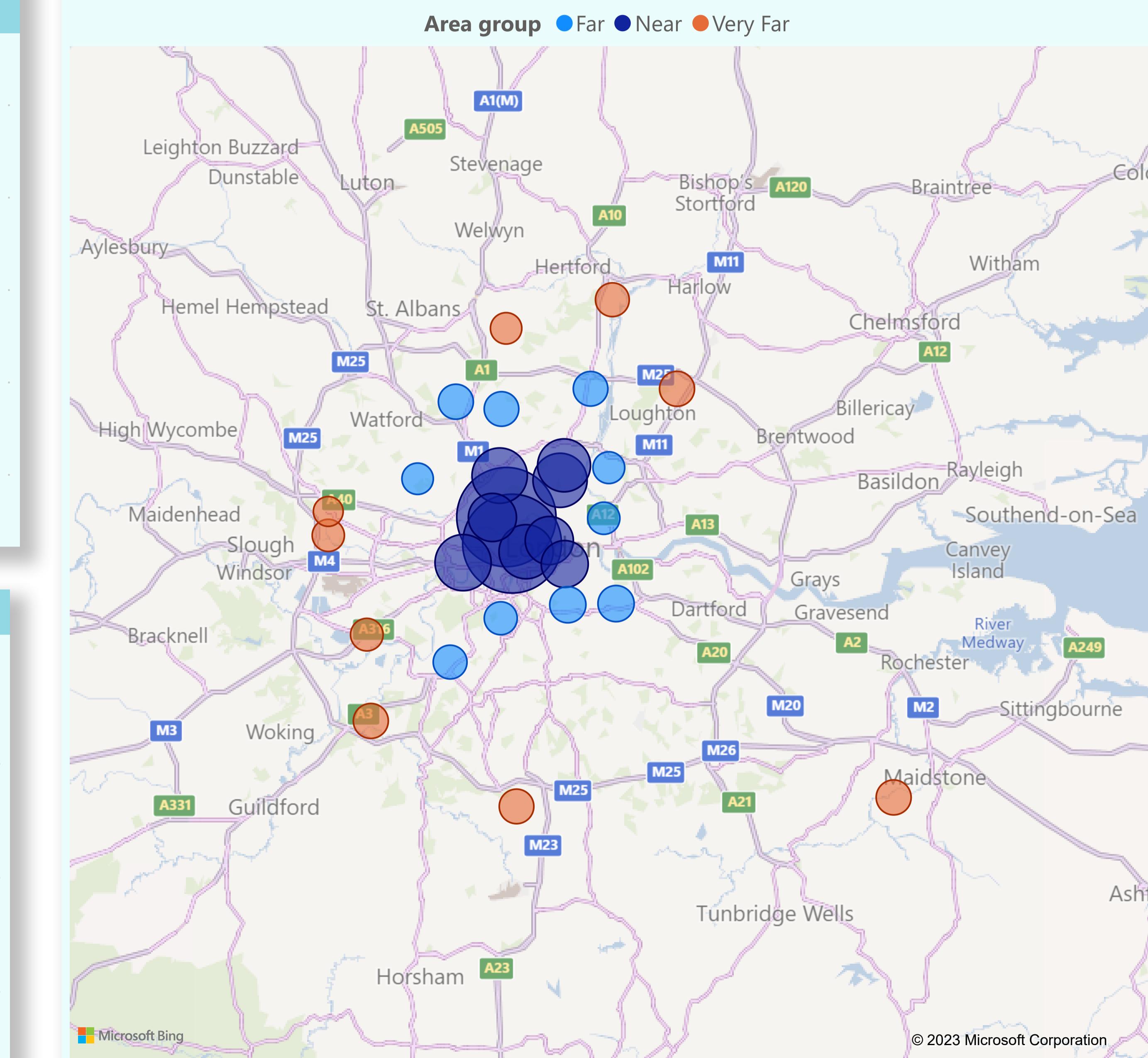
## The Effect of Proximity to work on Leaving Staff



## Distance Covered by Staff to work



## Staff Location distribution



- HR
- Attrition
- Recruitment
- Diversity
- Turnover Cost
- Proximity to work
- Performance Metrics
- Key Influencers

# PERFORMANCE METRICS

HR

Attrition

Recruitment

Diversity

Turnover Cost

Proximity to work

Performance Metrics

Key Influencers



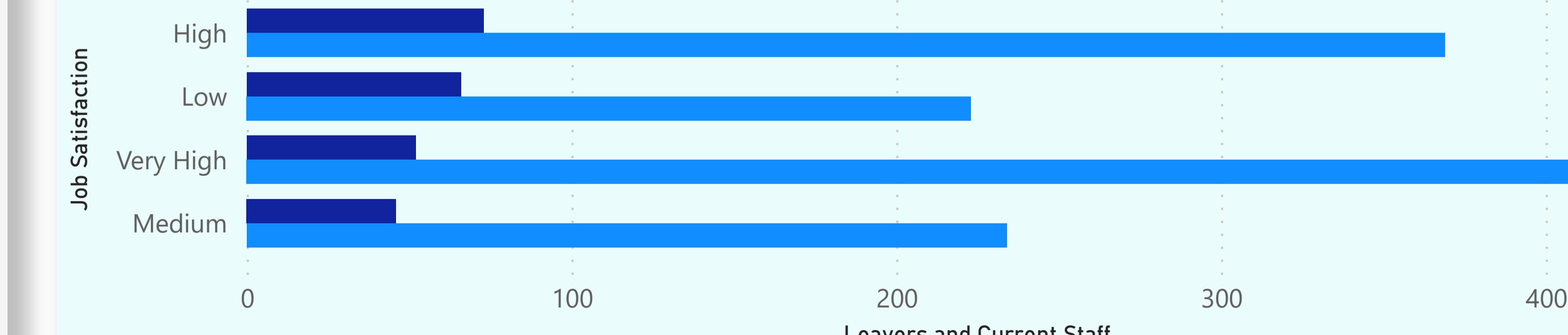
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sankey02300D1BE6F5427989F3DE31CCA9E0F32020 [See details](#)



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Performance of leaving Staff by Job involvement, Job satisfaction and Environment Satisfaction

● Leavers ● Current Staff



# KEY INFLUENCERS

HR

Attrition

Recruitment

Diversity

Turnover Cost

Proximity to work

Performance Metrics

Key Influencer

## Key influencers Top segments

What influences Gender to be

Female



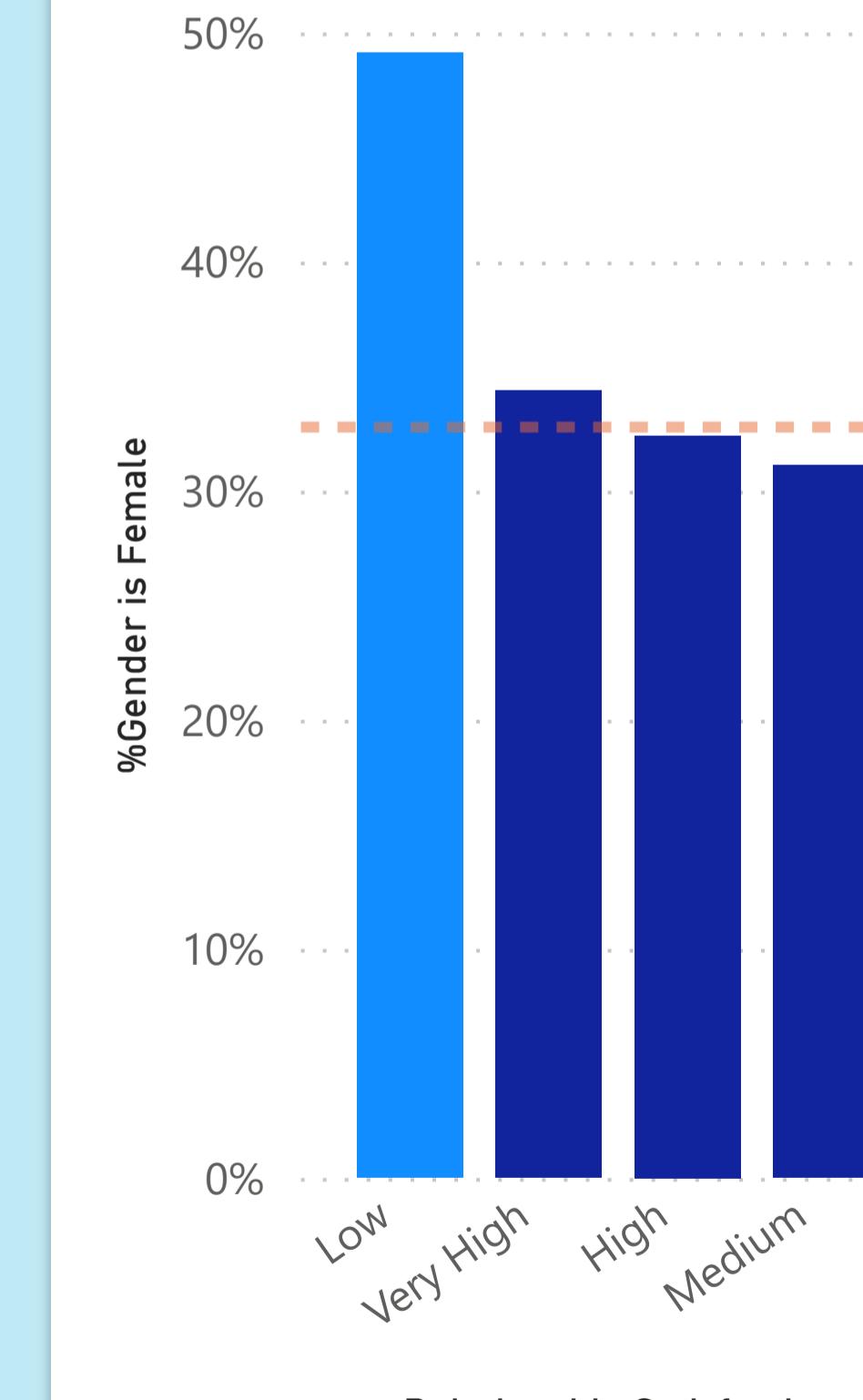
?



When...  
Relationship Satisfaction is Low  
...the likelihood of Gender being Female increases by



← Gender is more likely to be Female when Relationship Satisfaction is Low than otherwise (on average).



## Key influencers Top segments

What influences Monthly Income to

Decrease



?



When...  
Job Role is Sales Representative  
...the average of Monthly Income decreases by



Job Role is Laboratory Technician



Job Role is Research Scientist



← Monthly Income is more likely to decrease when Job Role is Sales Representative than otherwise (on average).

