HR Performance Analytics Dashboard

Insights into Employee Performance, Satisfaction, and Trends for Data-Driven HR Decision-Making

1470
Total Employees

1233
Active Employees

237
Inactive Employees

0.16
Attrition Rate

Employee Insights and Overview
A Comprehensive View of Workforce Distribution and Key Metrics

1470 Total Employees

1233 Active Employees

237 Inactive Employees

0.16 Attrition Rate

Clear all slicers

Female | Male

No | Yes

HR | R&D | Sales

Active Employees by Job Role

Job Role	Count
Sales Exe…	269
Research Scientist	245
Laboratory Technician	197
Manufacturing Director	135
Healthcare Representa…	122
Manager	97
Research Director	78
Sales Representative	50
Human Resources	40
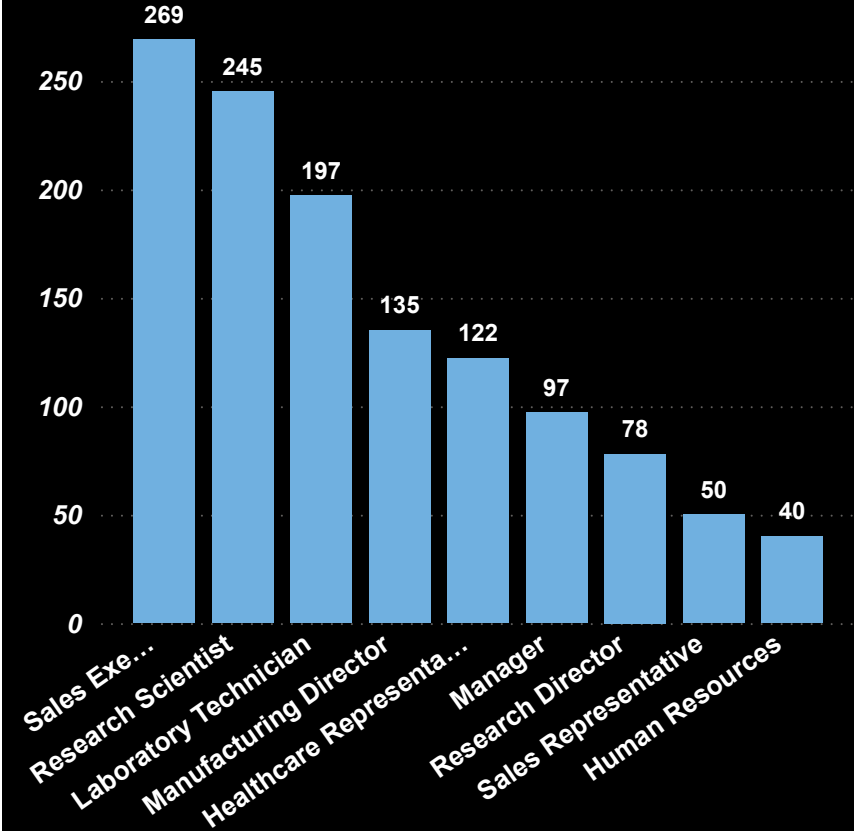
Attrition by Education Field

No 35.2%
Yes 6.1%
No 27.3%
Yes 4.3%
No 8.4%
Yes 2.4%
No 6.8%
Yes 2.2%
Yes 0.7%

Education Field
- Life Sciences
- Medical
- Marketing
- Technical Degree
- Other
- Human Resources

Employees by Over Time

Attrition ● No ● Yes

944
289
110
127

No | Yes

Attrition by Year

1
27
14
120
80
196
110
171
44

1980 | 2000 | 2020
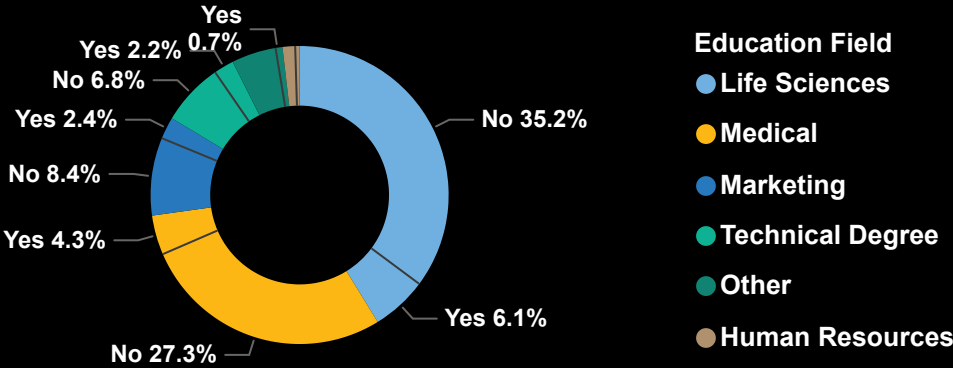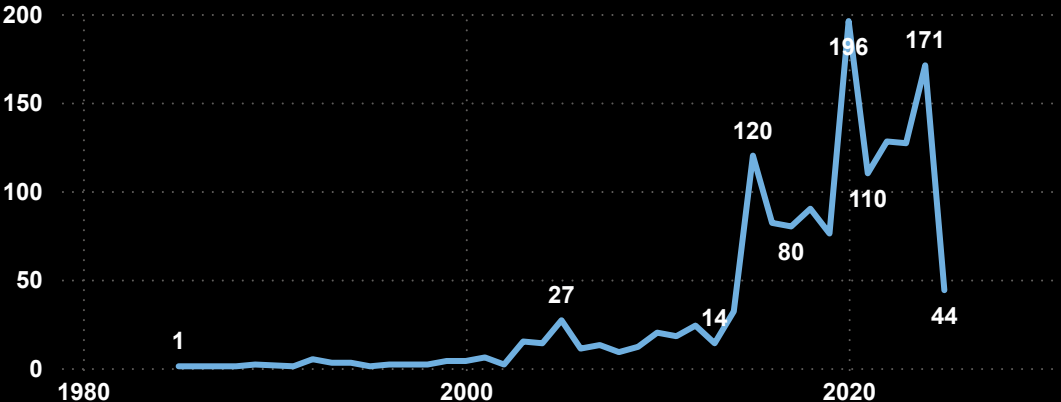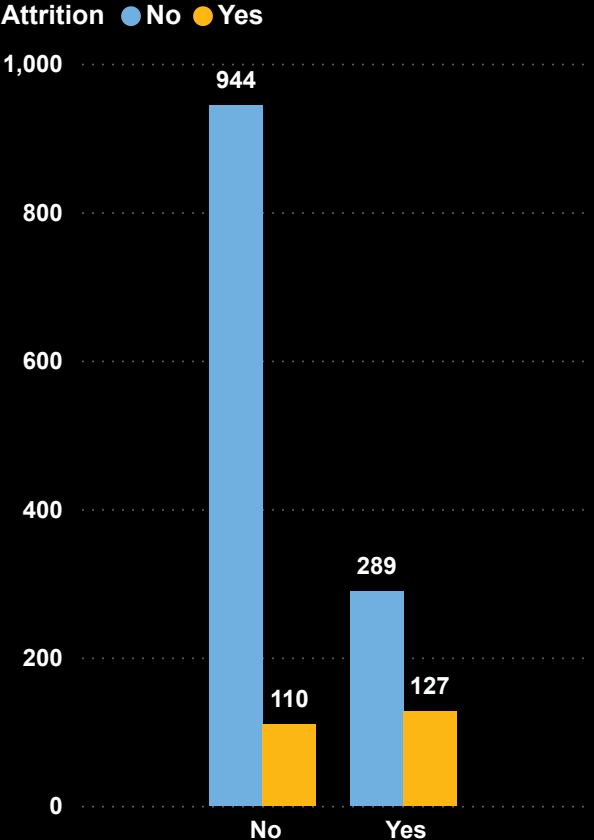
Workforce Overview

A Comprehensive View of Workforce Distribution, KPIs, and Headcount Metrics

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0.16
Attrition Rate

Clear all slicers

Female | No
Male | Yes

HR
R&D
Sales

Employees by Age Bucket

Age Bucket	Count
26-35	606
36-45	468
46-55	226
18-25	123
56 Plus	47

Employees by Gender

- No 49.8%
- Yes 5.92%
- No 34.08%
- Yes 10.2%

Gender
- Male
- Female

Age by Department

Department	Age
HR	37.81
R&D	37.04
Sales	36.54
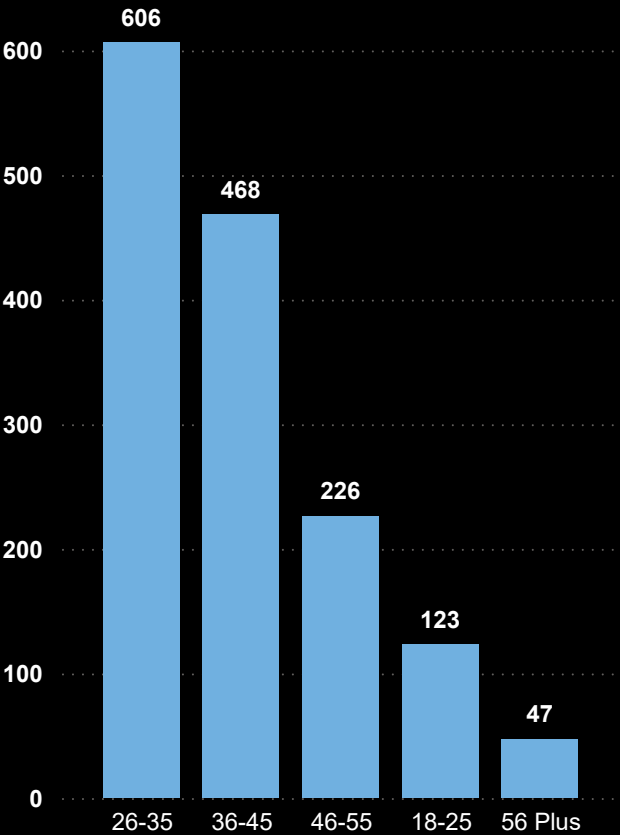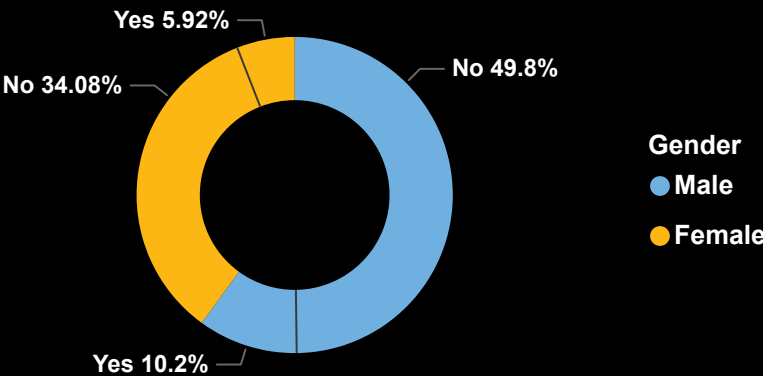
Employees by Marital Status and Gender

Gender ● Female ● Male

Marital Status	Female	Male
Married	40.42%	59.58%
Single	42.34%	57.66%
Divorced	35.78%	64.22%
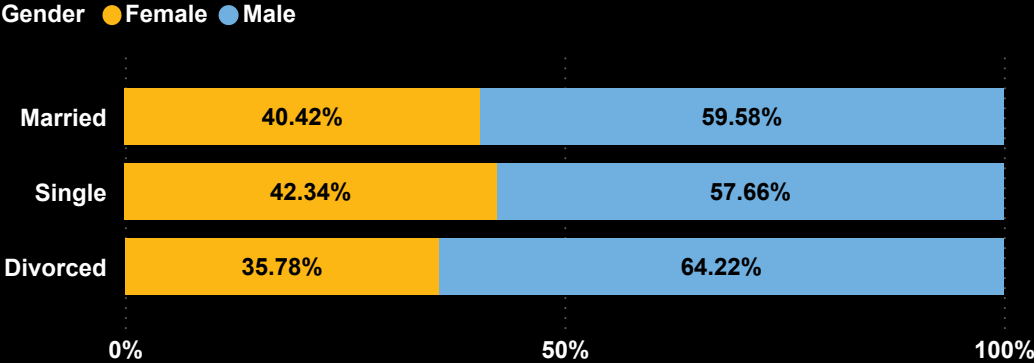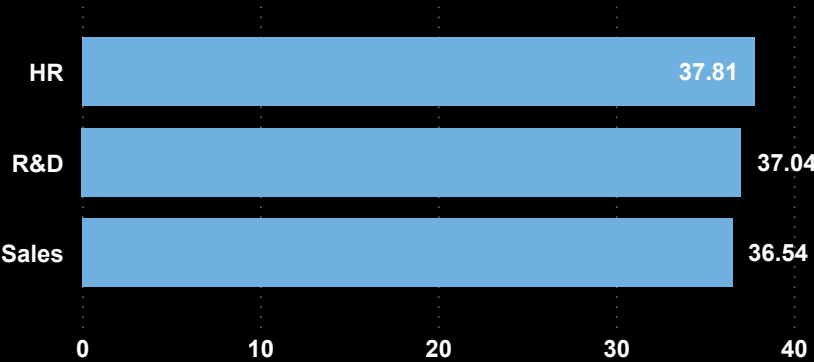
Job Role	Associates Degree	Bachelor's Degree	Doctoral Deg
Sales Representative	15	32	
Sales Executive	66	120	
Research Scientist	46	122	
Research Director	13	30	
Manufacturing Director	33	54	
Manager	19	40	
Laboratory Technician	57	104	
Human Resources	12	22	
Healthcare Representative	21	48	
Total	**282**	**572**	

Performance Insights

Evaluate Employee Ratings, Training, and Satisfaction to Drive High Performance

1470 Total Employees

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237 Inactive Employees

2.63 Avg Job Satisfaction

Clear all slicers

Female | Male | No | Yes | HR | R&D | Sales

Job Satisfaction by Year

4.00 — 3.00 — 3.00 — 2.50 — 2.43 — 2.00 — 1.50 — 1.33

1980 — 2000 — 2020

Work Life Balance by Year

4.00 — 3.00 — 2.91 — 2.75 — 2.00 — 1.50 — 1.50

1980 — 2000 — 2020

Environment Satisfaction by Year

4.00 — 3.00 — 3.00 — 2.80 — 2.00 — 2.00 — 1.67

1980 — 2000 — 2020
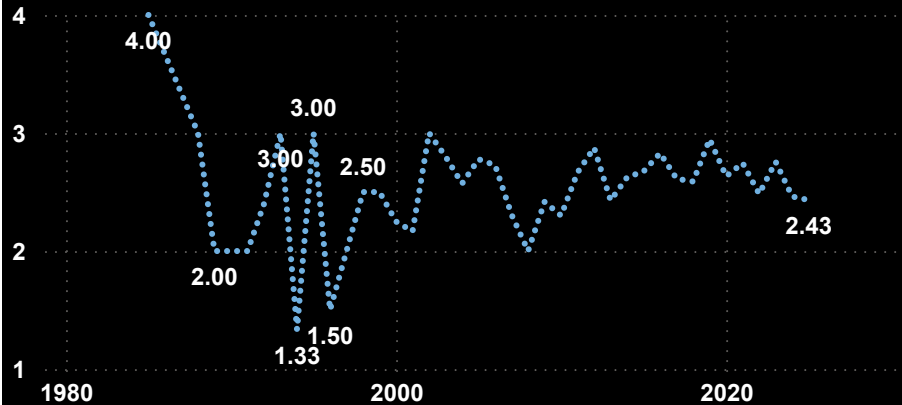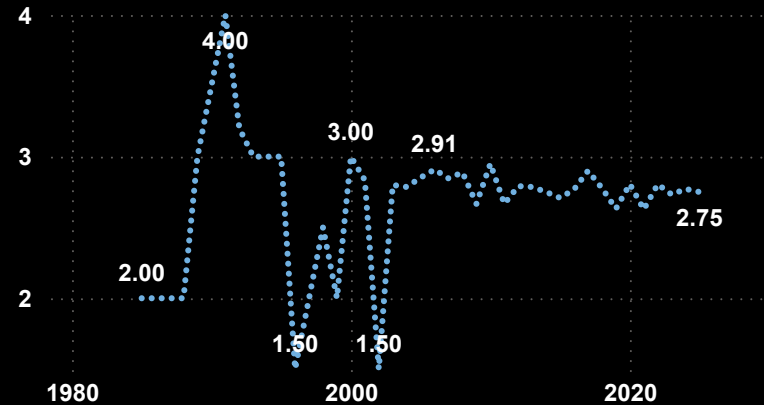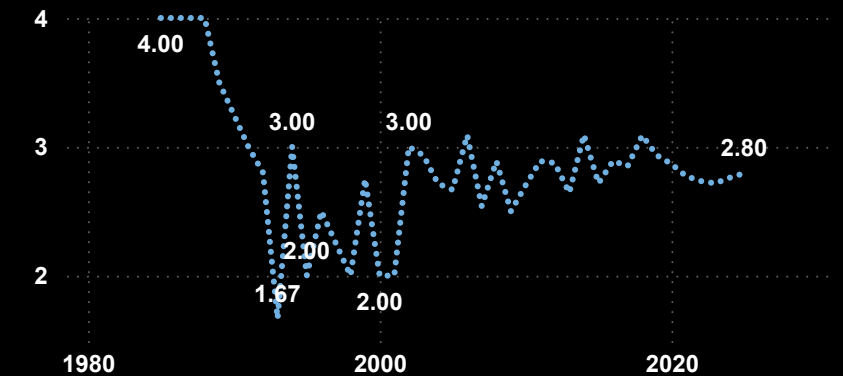
Employees by Job Involvement

Performance Rating ● 3 ● 4

Involvement	Rating 3	Rating 4
1	66	17
2	317	58
3	737	131
4	124	20
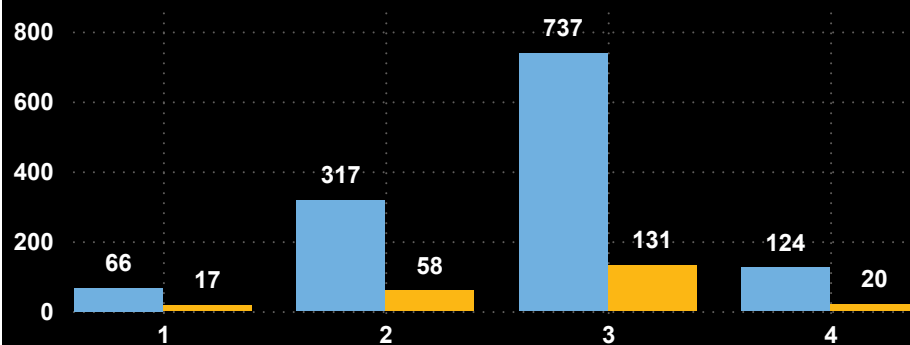
Environment Satisfaction by Department

Attrition ● No ● Yes

Department	No	Yes
R&D	2.87	2.56
HR	2.80	2.83
Sales	2.83	2.59
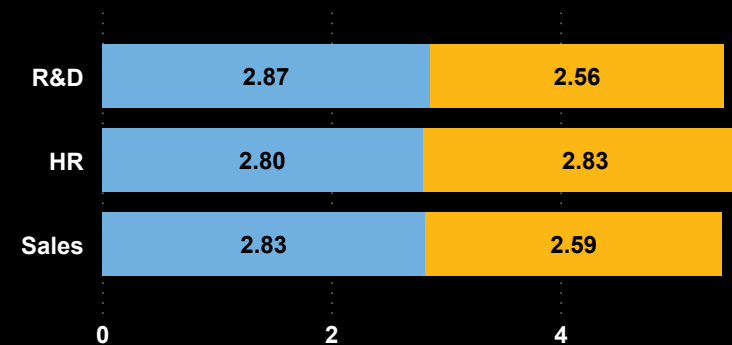
Performance Rating by Year

3.50 — 3.50 — 3.50 — 3.07 — 3.16 — 3.00 — 3.00

1980 — 2000 — 2020
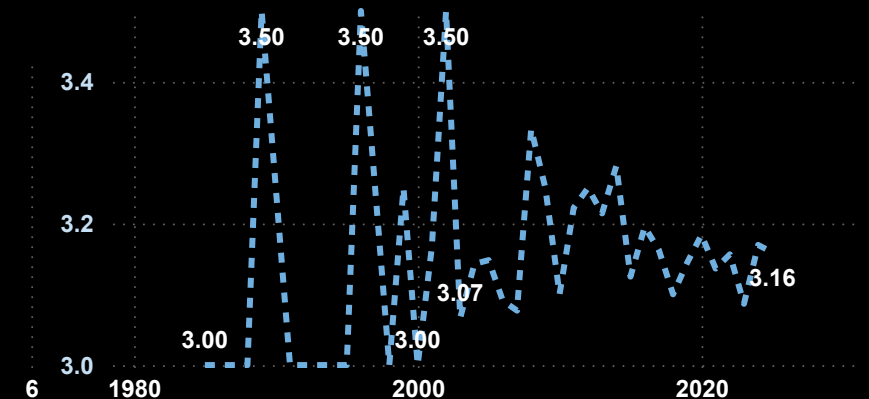
Employee Demographics

Analyze Workforce Composition by Age, Gender, Marital Status, and Education

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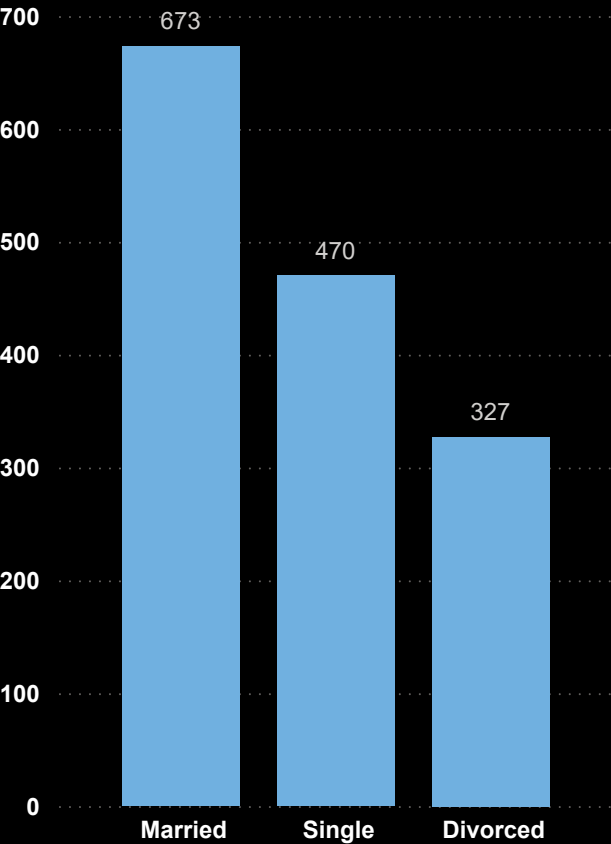**6503**
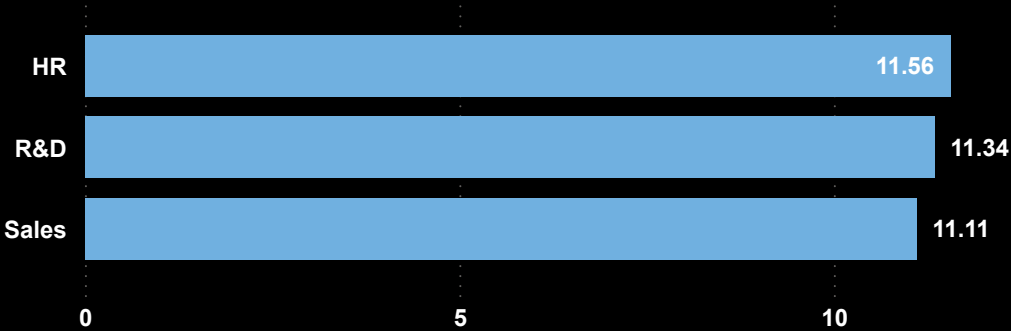Avg Monthly Income
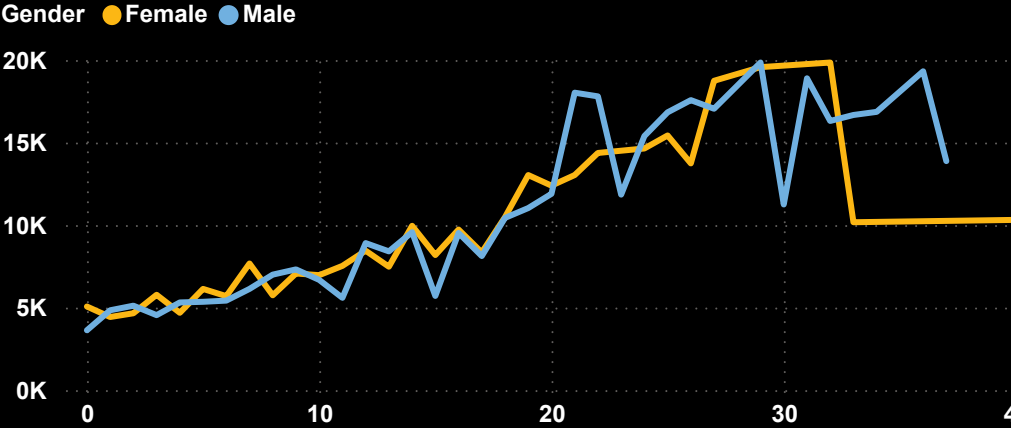
Clear all slicers

Female
Male
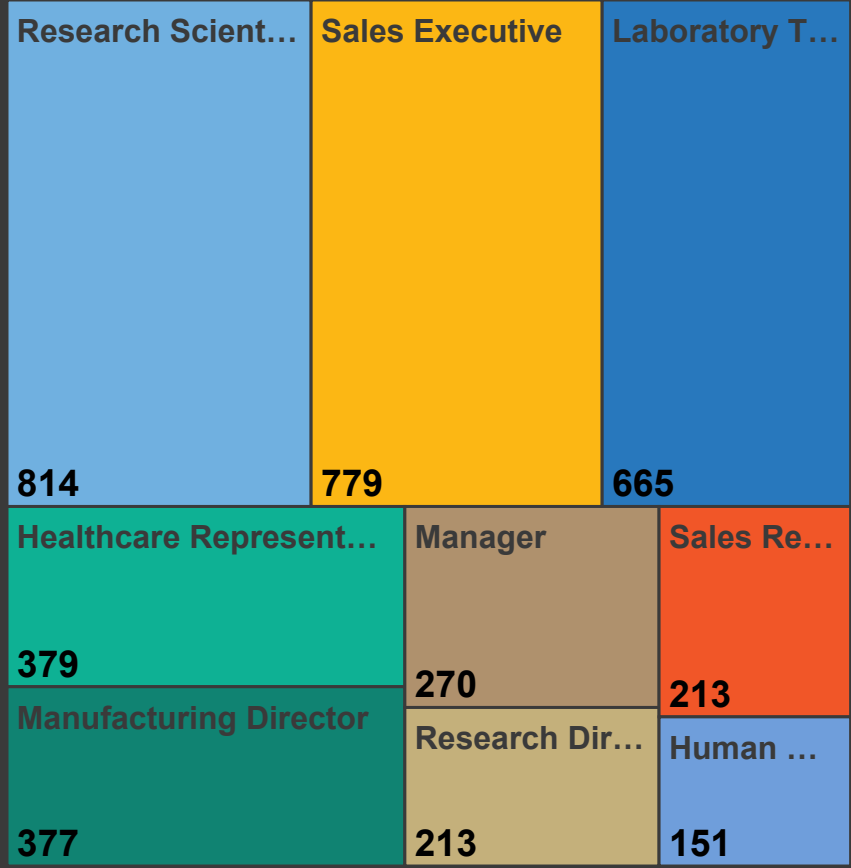
No
Yes

HR
R&D
Sales

Employees by Marital Status

- Married: 673
- Single: 470
- Divorced: 327

Total Working Years by Department

- HR: 11.56
- R&D: 11.34
- Sales: 11.11

Monthly Income by Years At Company

Gender ● Female ● Male

Job Satisfaction by Job Role

Research Scient...	Sales Executive	Laboratory T...
814	779	665

Healthcare Represent...	Manager	Sales Re...
379	270	213

Manufacturing Director	Research Dir...	Human ...
377	213	151

Attrition Insights

Understand Why Employees Leave and Where Action is Needed Most

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Inactive Employees

9.19
Avg Distance

Clear all slicers

Female | Male | No | Yes | HR | R&D | Sales

Job Satisfaction by Business Travel

- Travel_Frequently: 2.69
- Non-Travel: 2.64
- Travel_Rarely: 2.61
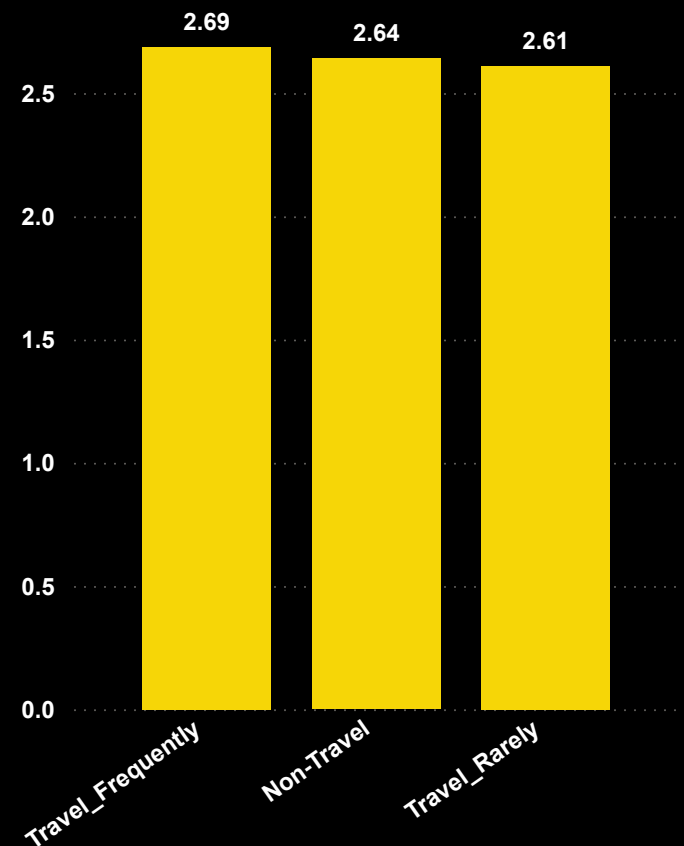
Attrition Rate by Distance

- No 16.1%
- Yes 83.9%
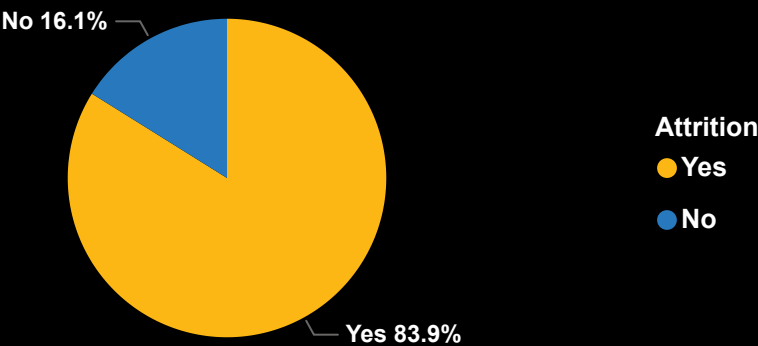
Attrition
- ● Yes
- ● No

Employees by Business Travel

Attrition ● No ● Yes

- Travel_Rarely: 1043
- Travel_Frequently: 277
- Non-Travel: 150
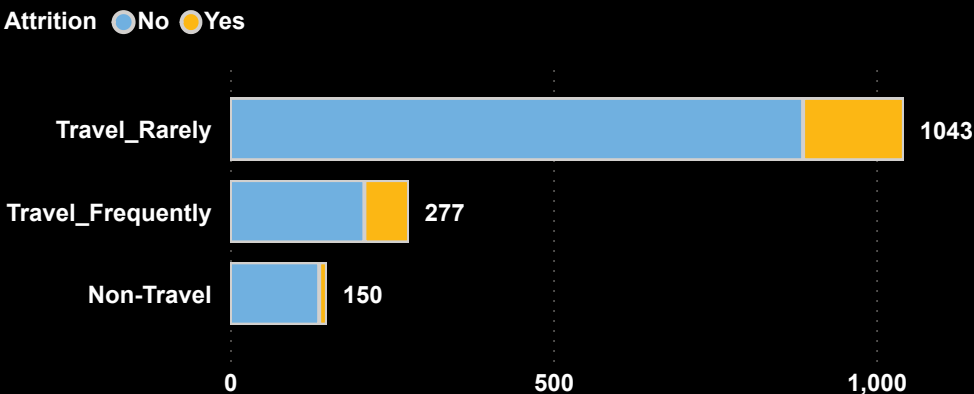
Employees Distance Status and Job Role

Job Role ● Health... ● Human ... ● Labora... ● Manager ▶

Very-far:
- 75
- 292
- 272
- 74
- 135
- 97
- 246
- 119

Near-by:
- 5
- 28
- 16
- 6
- 8
- 5
- 9
- 7

Far:
- 3
- 6
- 4
- 2
- 4
- 1
- 5
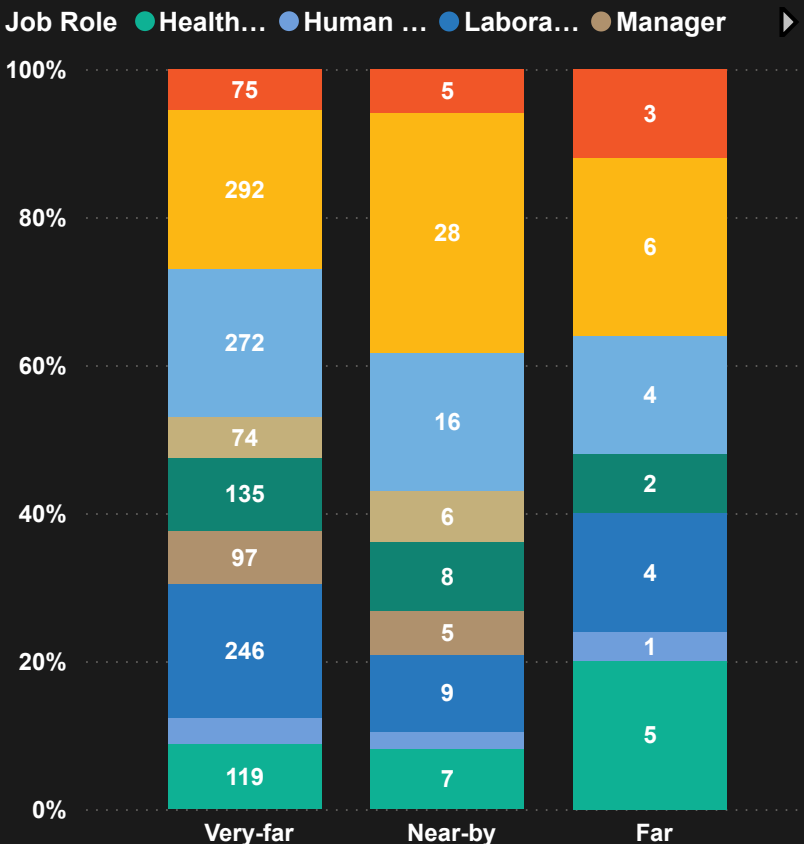
Role-Based Analysis

Insights Across Departments — Satisfaction, Attrition, Environment & More

1470 Total Employees

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2.19 Avg Years Since Promotion

Clear all slicers
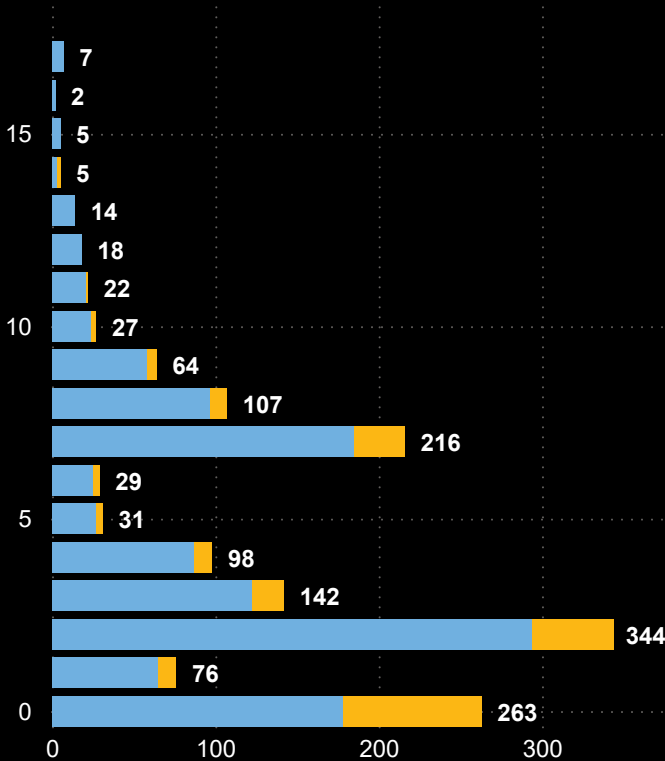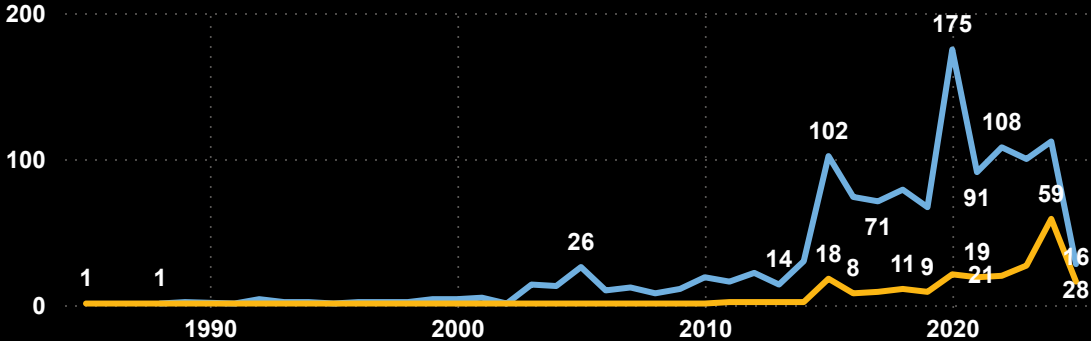
Female | Male

No | Yes

HR | R&D | Sales

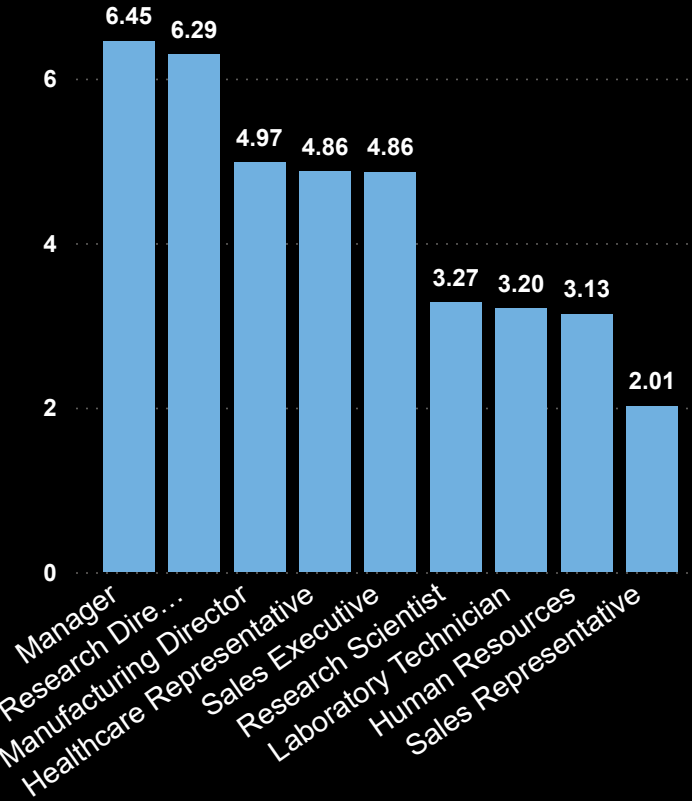## Employees by Years With Curr Manager

Attrition ● No ● Yes

Value
7
2
5
5
14
18
22
27
64
107
216
29
31
98
142
344
76
263

Employees by Joining Year

Attrition ● No ● Yes

1 1 26 14 18 8 102 71 11 9 19 21 91 175 108 59 6 28

1990 2000 2010 2020

Years At Company VsYears Since Last Promotion

Years In Current Role by Job Role

Job Role	Value
Manager	6.45
Research Dire…	6.29
Manufacturing Director	4.97
Healthcare Representative	4.86
Sales Executive	4.86
Research Scientist	3.27
Laboratory Technician	3.20
Human Resources	3.13
Sales Representative	2.01
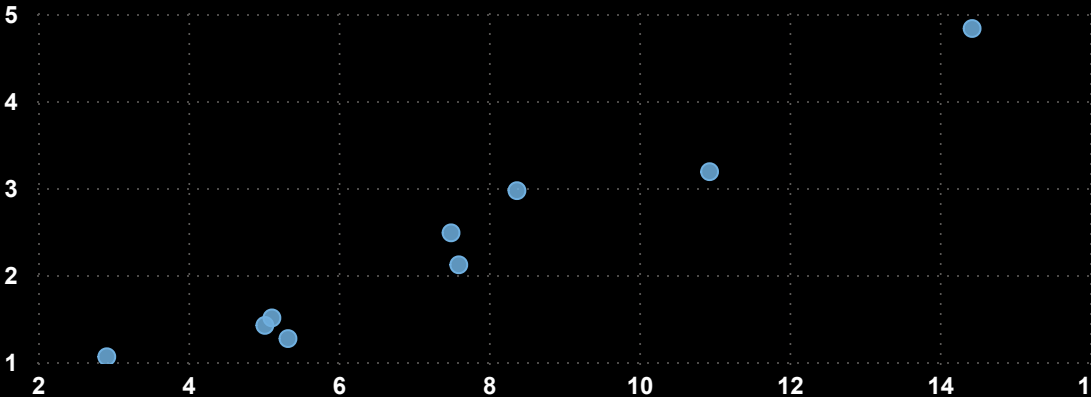
Workplace Experience

Assess the Impact of Distance, Overtime, Environment, and Balance

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2.80 Avg Training Count
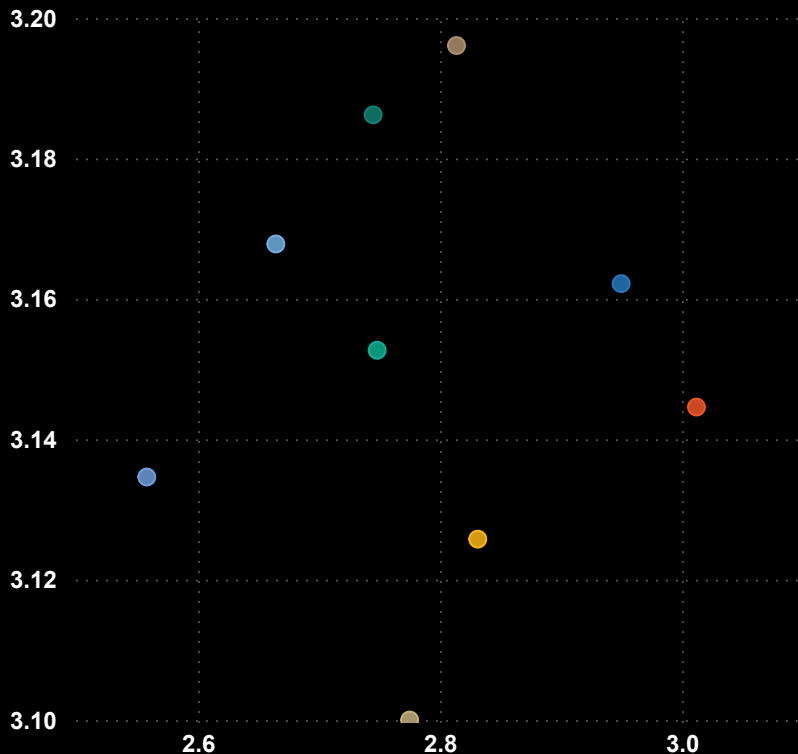
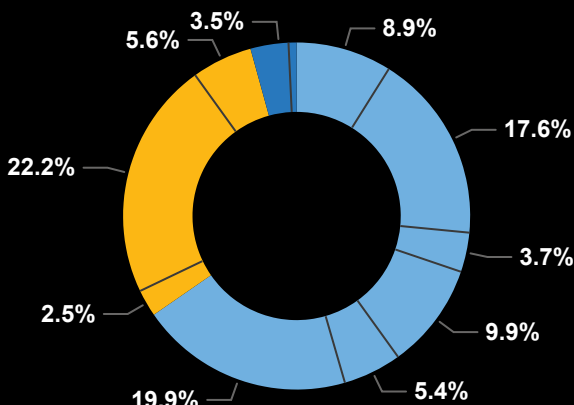**2.76** Average of Work Life Balance

Female | Male

No | Yes

HR | R&D | Sales

Training Times Last Year vs Performance Rating
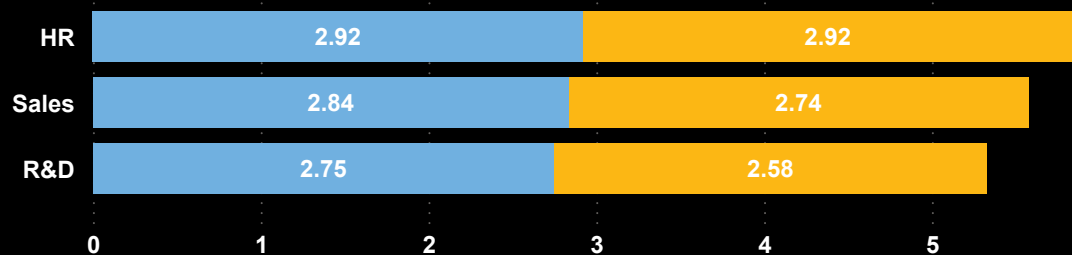
Job Role ● Health... ● Human ... ● Labora... ● Manager ▶

3.20
3.18
3.16
3.14
3.12
3.10

2.6   2.8   3.0

Standard Hours by Department and Job Role

3.5%
5.6%
8.9%
22.2%
17.6%
2.5%
3.7%
19.9%
9.9%
5.4%

Department
● R&D
● Sales
● HR

Employees by Training Times Last Year

Attrition ● No ● Yes

500
400
300
200
100
0

98
69
449
26
97   105   59
39

0   5

Work Life Balance by Department

Attrition ● No ● Yes

Department	No	Yes
HR	2.92	2.92
Sales	2.84	2.74
R&D	2.75	2.58

0   1   2   3   4   5   6