

People Analytics

Director

- Headcount
 - Headcount by department
 - Headcount by location
 - Headcount by job level
- Turnover Rate
 - Overall turnover rate
 - Voluntary turnover rate
 - Involuntary turnover rate
 - Turnover rate by department
 - Turnover rate by job level
 - Turnover rate by tenure
- Time to Fill
 - Average time to fill open positions
 - Time to fill by department
 - Time to fill by job level
- Cost per Hire
 - Average cost per hire
 - Cost per hire by department
 - Cost per hire by job level
- Revenue per Employee
 - Total revenue divided by total headcount
 - Revenue per employee by department

Deparment Head

- Department KPIs
 - Sales
 - Project completion rate
 - Customer satisfaction level
- Individual Performance
 - Individual KPIs for each employee
 - Performance ratings
 - Performance improvement plans (PIPs) in progress
- Department Turnover
 - Turnover rate within the department
 - Turnover reasons within the department

Manager

- Team KPIs
 - Specific KPIs relevant to the team
 - KPI trends over time
 - Comparison to targets
- Individual Performance
 - Individual KPIs for each team member
 - Performance ratings
 - Performance improvement plans (PIPs) in progress
- Training
 - Training completion rate by employee
 - Training satisfaction rating
 - Skills gaps identified through training
- Performance Reviews
 - Completion rate of performance reviews
 - Average performance rating
 - Performance review feedback themes

HR Manager

- Headcount
 - Total headcount
 - Headcount by department, location, job level
 - Headcount trends over time
- Diversity & Inclusion
 - Gender diversity by department and job level
 - Ethnic diversity by department and job level
 - Representation of underrepresented groups
- Turnover
 - Overall turnover rate
 - Voluntary turnover rate
 - Involuntary turnover rate
 - Turnover rate by department, job level, tenure
- Compensation & Benefits
 - Average salary by department and job level
 - Salary range by department and job level
 - Benefits utilization
- Recruitment
 - Average time to fill by department and job level
 - Average cost per hire
 - Cost per hire by department and job level
 - Number of hires by recruitment source
 - Percentage of job offers accepted
- Training
 - Training budget
 - Training hours per employee
 - Training completion rate
 - Training satisfaction rating
 - Skills gaps identified through training
- Performance Management
 - Completion rate of performance reviews
 - Average performance rating
 - Distribution of performance ratings

Employee

- Personal profile
 - Name, contact information
 - Job title, department, manager
 - Start date, tenure
- Salary Analysis
 - Current salary
 - Bonus history
 - Benefits enrollment
- Time Off
 - Remaining vacation days
 - Time off requests and approvals
- Performance Analysis
 - Goals
 - Current goals
 - Goal progress
 - Feedback on goals
 - Performance Review
 - Most recent performance review
 - Performance rating
 - Manager feedback
 - Self-assessment
- Training
 - Completed training courses
 - Upcoming training courses
 - Training recommendations