

### Overview Dashboard

## HR Department

- Recruitment**  
Number of applicants, average time to hire, recruitment costs, applicant quality (percentage of qualified applicants), new hire retention rate.
- Training and Development**  
Number of training courses, number of employees participating, training costs, training effectiveness (trainee feedback, post-training work results).
- Employee Performance**  
Performance evaluations (by individual, department), goal completion rate, turnover rate, absenteeism rate.
- HR Costs**  
Total HR costs, salary costs, bonuses, benefits, recruitment and training costs.
- Employee Surveys**  
Employee satisfaction, engagement, feedback.

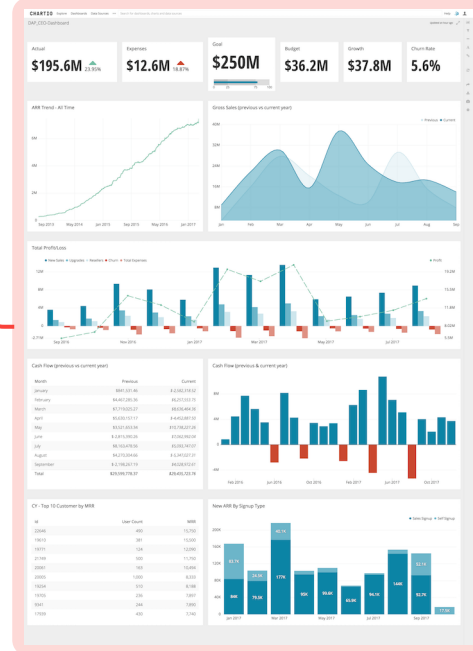
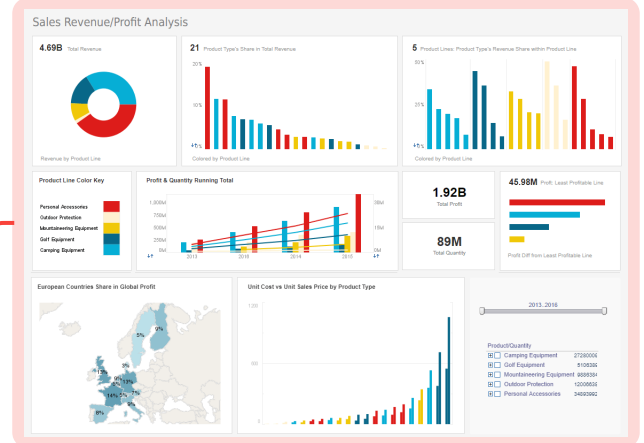
## Employees

- Personal Dashboard**
  - Personal Goals**  
Goals set and progress towards completion.
  - Personal KPIs**  
Metrics that measure individual work performance.
  - Performance Reviews**  
Performance feedback from managers and colleagues.
  - Personal Development**  
Courses taken, skills improved.

# People Analytics Dashboard

## Executive Level (CEO, CFO, COO)

### Overview Dashboard



- Financial**  
Revenue, net profit, operating expenses, cash flow, gross and net profit margins
- Sales**  
Revenue, net profit, operating expenses, cash flow, gross and net profit margins
- Operations**  
Labor productivity, product/service quality, customer satisfaction
- Human Resources**  
Turnover rate, recruitment costs, employee productivity

## Middle Management (Department Managers, Team Leaders)

- Departmental Dashboard**
  - Departmental KPIs**  
Metrics that measure the department's effectiveness (e.g., number of products manufactured, number of new customers, number of projects completed)
  - Project Progress**  
Completion time, budget, quality, risks.
  - Employee Performance**  
Individual sales, tasks completed, work quality.
  - Budget**  
Actual expenses vs. budgeted expenses, major expense categories.

