

# Adventure Works 2019 - HR Module

Department name:

All

Year:

All

290

Number of Employees

\$17.6

Average of pay rate

313

Pay rate changes

296

Department changes

45.3

Avg of Sick hours

50.4

Avg of Vacation hours

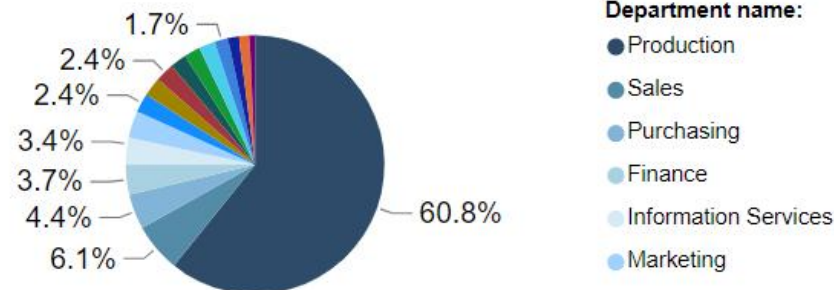
HR analytics

Avg Pay Rate management

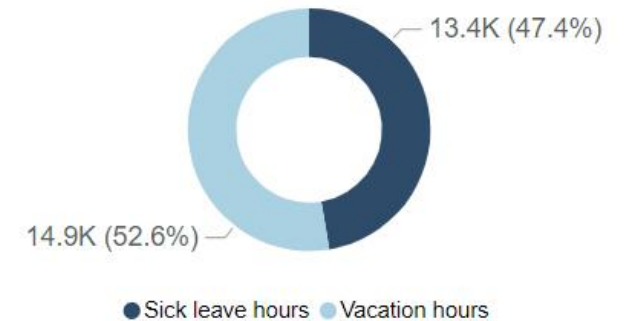
Time off hours management

New hire employees management

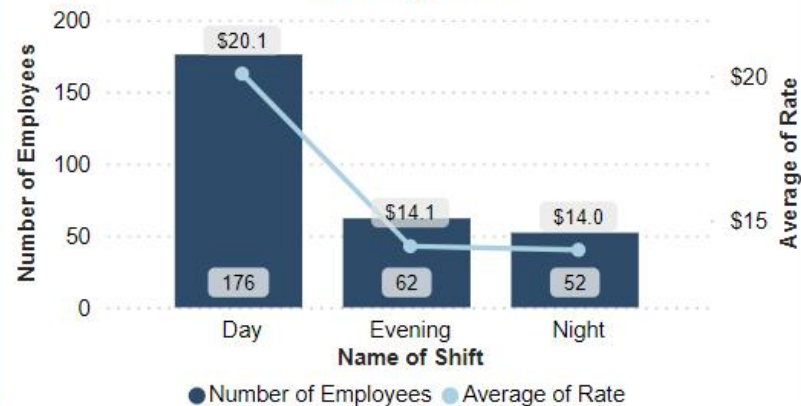
Percentage of Employees moving departments



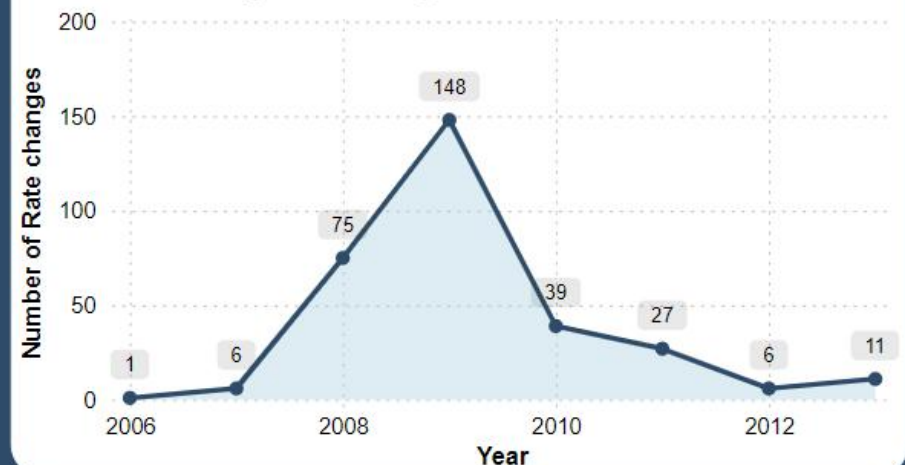
Vacation and Sick leave rates



Number of Employees and Average of Pay rate per working shift



Pay rate changes trend over time



# Adventure Works 2019 - HR Module

Department name:

All

Year:

All

290

Number of Employees

\$17.6

Average of Pay rate

\$25.6K

Sum of Pay rate

313

Pay rate changes

16

Number of Departments

8

Years of observation

HR analytics

Avg Pay Rate management

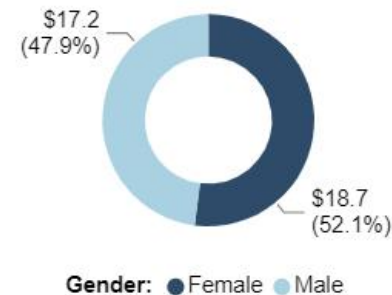
Time off hours management

New hire employees management

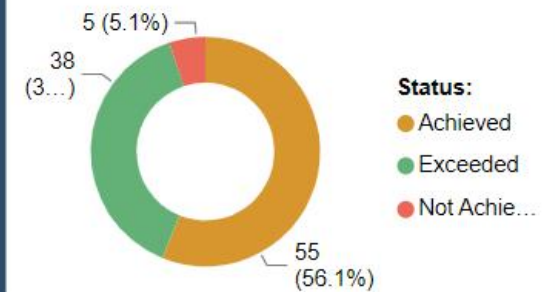
Average Pay rate trend over time



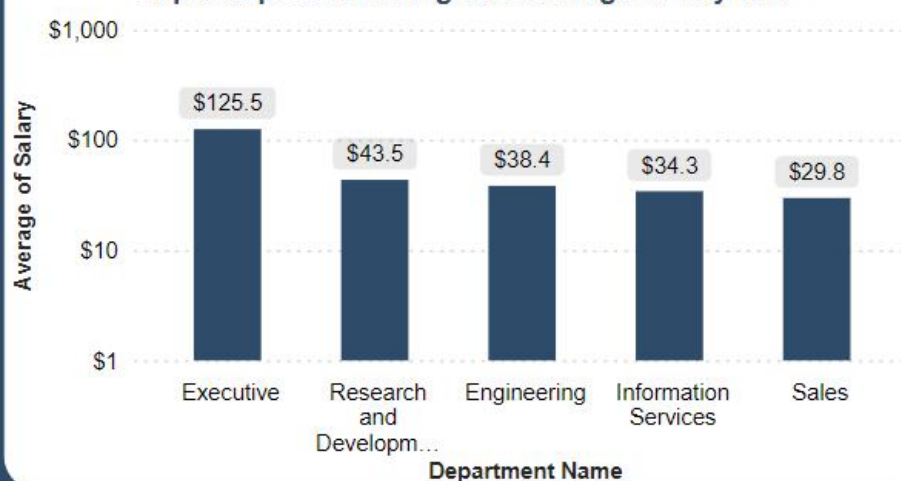
Percentage of Average Pay rate by Gender



KPI status ratio by Department



Top 5 departments highest average of Pay rate



Status of KPI Average Pay rate

DepartmentName	KPI Value	KPI Goal	KPI Status
Document Control	\$14.7949	\$14.4822	✓
Engineering	\$37.1866	\$38.4037	!
Executive	\$125.5	\$125.5	!
Facilities and Maintenance	\$15.1055	\$13.7356	✓
Finance	\$26.2809	\$25.5145	✓
Human Resources	\$18.4648	\$18.2648	✓
Information Services	\$34.5953	\$34.3069	✓
Marketing	\$15.5928	\$16.0992	!
Production	\$14.4308	\$14.0549	✓
Production Control	\$19.8406	\$19.3263	✓
Average	\$27.6858	\$27.5056	✓



# Adventure Works 2019 - HR Module

Department name:

All

Year:

All

16

Number of Departments

8

Dept achieves KPI

95.7

Avg Time off Hours

50.4

Avg Vacation Hours

45.3

Avg Sick leave Hours

8

Years of observation

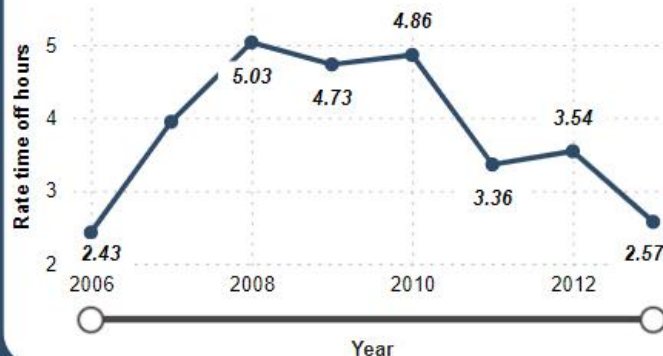
HR analytics

Avg Pay Rate management

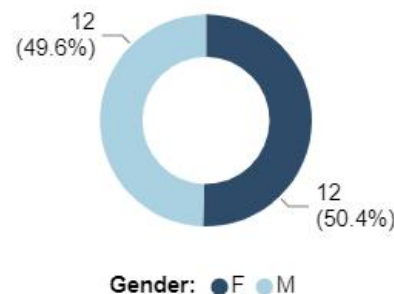
Time off hours management

New hire employees management

Rate time off hours trend over time



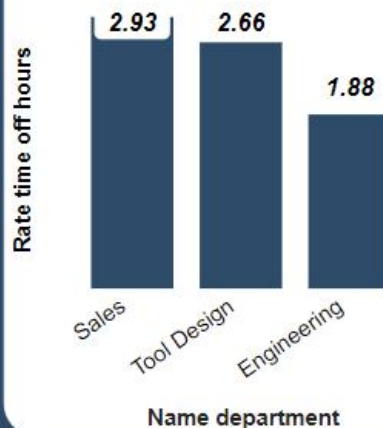
Percentage of Time off hours by Gender



Department KPI score



Top 3 departments achieved KPI



Top 3 departments not achieved KPI



Ratio of time off hours compared to total working hours

Department group Name	KPI Value	KPI Goal	KPI Status
Executive General and Administration	5.90	4.75	✗
Executive	4.57	4.75	✓
Facilities and Maintenance	7.67	4.75	✗
Finance	4.92	4.75	✗
Human Resources	4.72	4.75	✓
Information Services	6.11	4.75	✗
Inventory Management	5.89	4.75	✗
Manufacturing	4.55	4.75	✓
Total	4.75	4.75	✗

# Adventure Works 2019 - HR Module

Department name:

All

Year:

All

290

Total employees

290

Total new employees

\$17.5

Avg pay rate of new e...

\$5.5K

Total pay rate new e...

16

Number of Departments

8

Years of observation

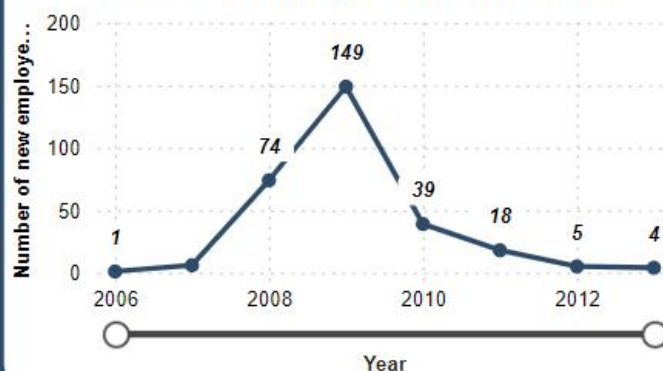
HR analytics

Avg Pay Rate management

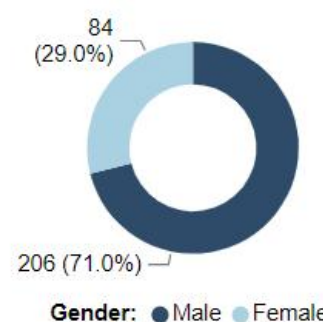
Time off hours management

New hire employees  
management

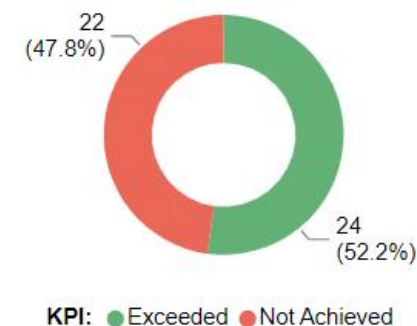
Number new employees trend over time



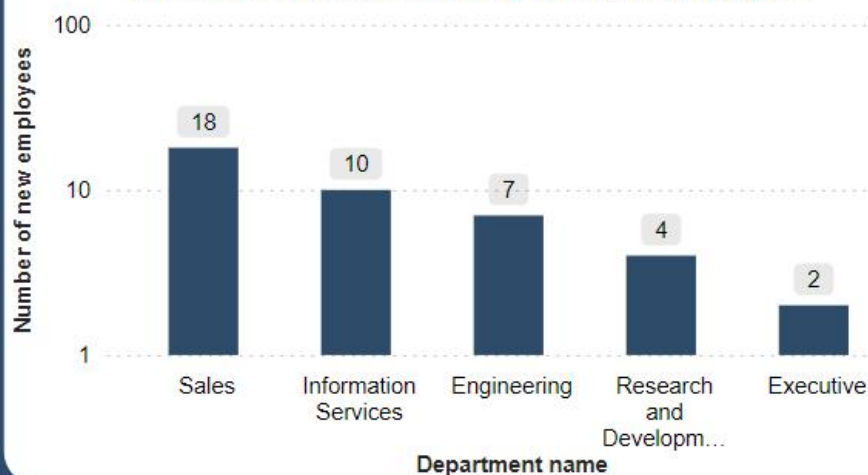
Percentage of new employee by  
Gender



KPI status ratio by Department



Top 5 departments recruiting the most employees



KPI New Employee recruitment per department

Department name	KPI Value	KPI Goal	KPI Status
Production	180	100	✓
Marketing	10	12	⚠
Purchasing	13	12	✓
Quality Assurance	7	12	✗
Information Services	10	10	✓
Facilities and Maintenance	7	9	⚠
Production Control	6	9	✗
Sales	18	9	✓
Engineering	7	8	⚠
Finance	11	6	✓
Total	296	219	✓