

HR Analytics and Employee Management



HR DATA ANALYSIS

Number of Departments

8

Avg Months in the Company

6.55

Average Salary

113.61K

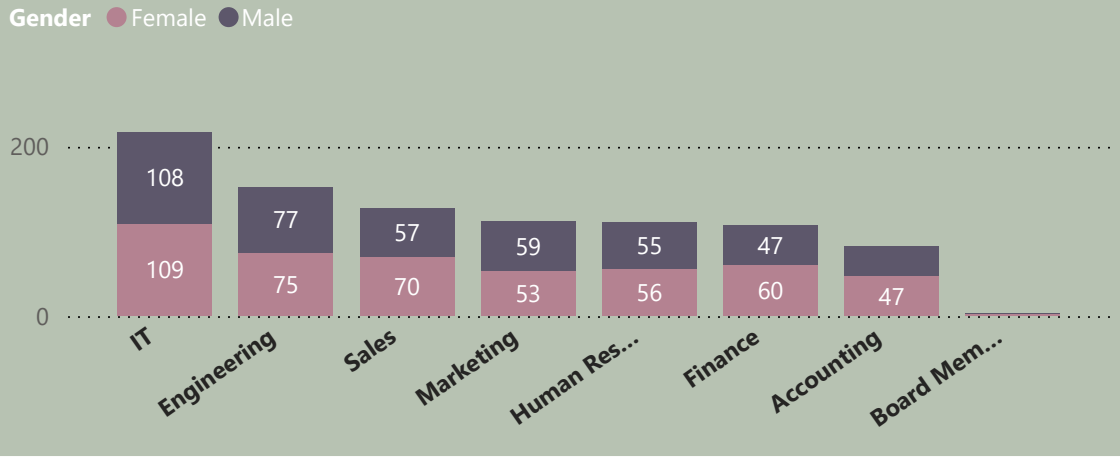
Total Employees

911

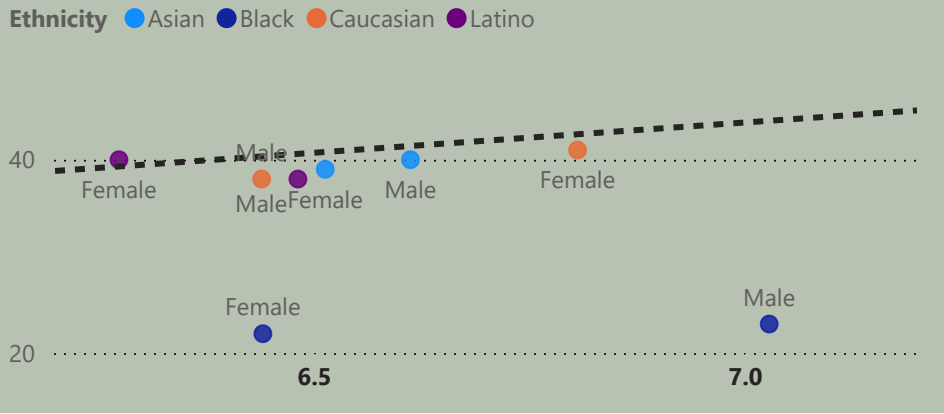
Retention Rate

0.09

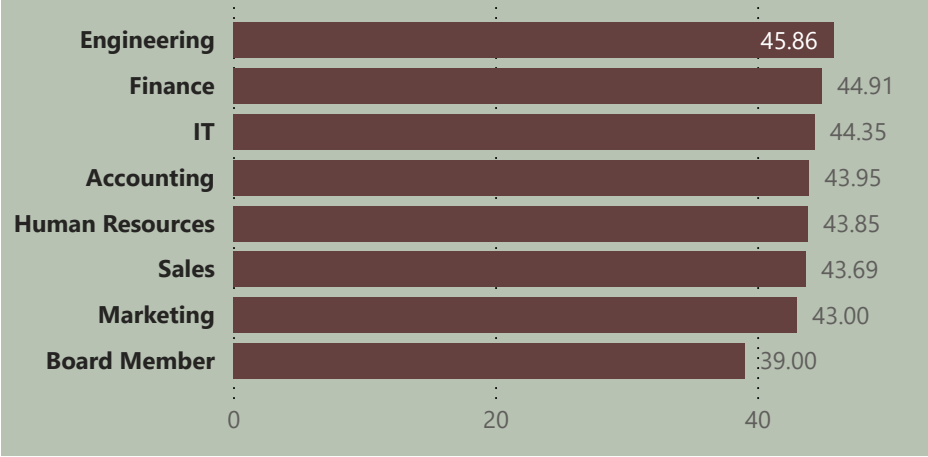
Demographics Across Departments



Avg of Tenure in Months and Count of Age by Gender and Ethnicity

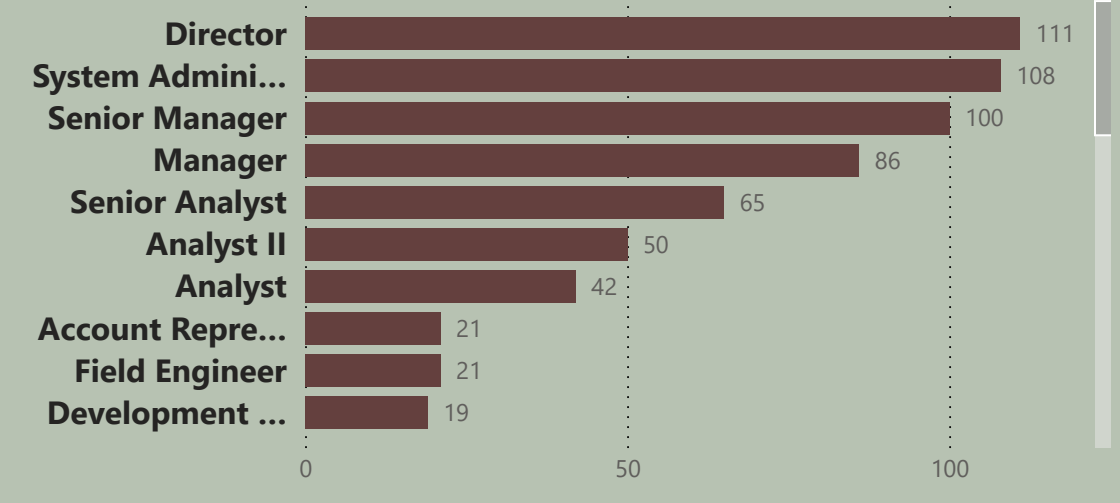


Avg Age by Department

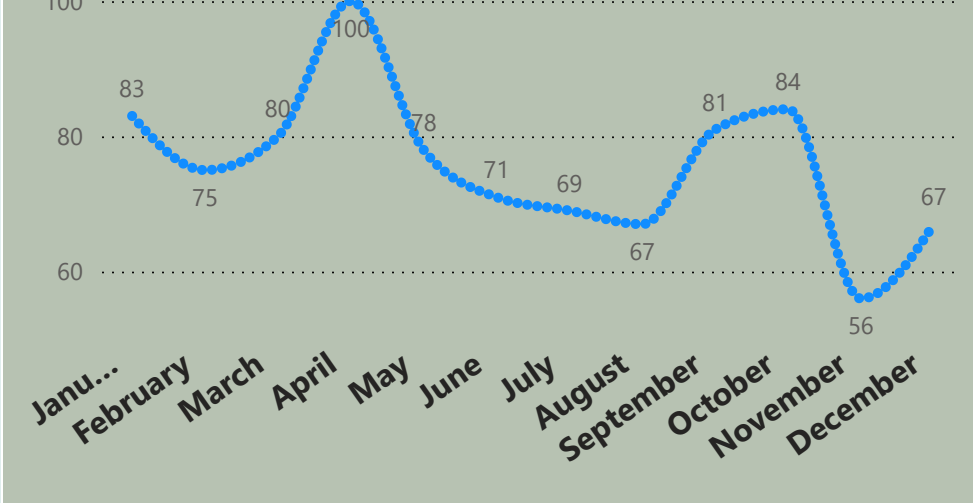


Ethnicity	Count of Gender
Black	69
Latino	234
Caucasian	245
Asian	363
Total	911

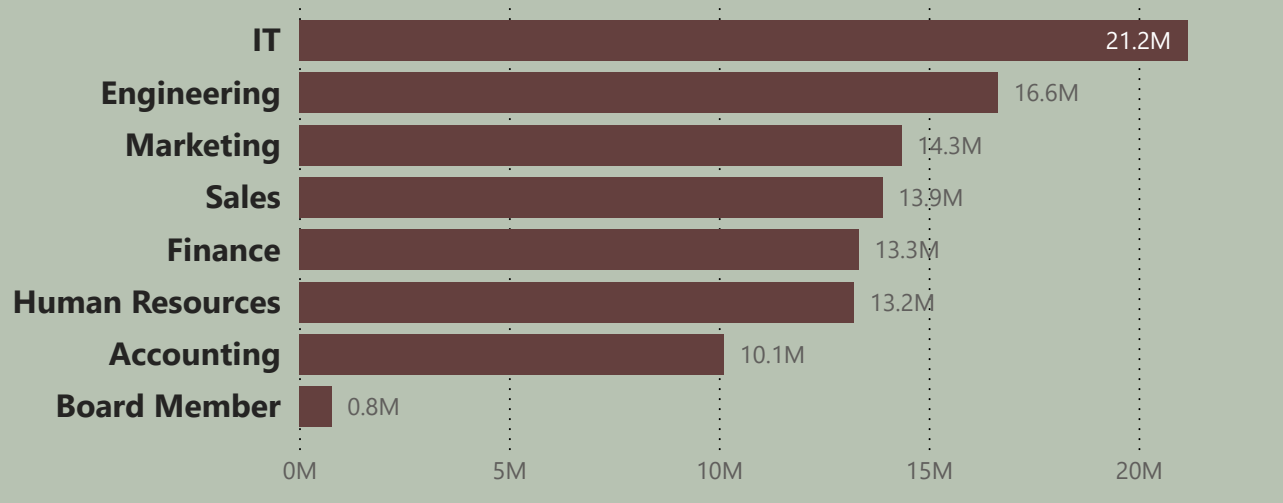
Number of Employees by Job Title



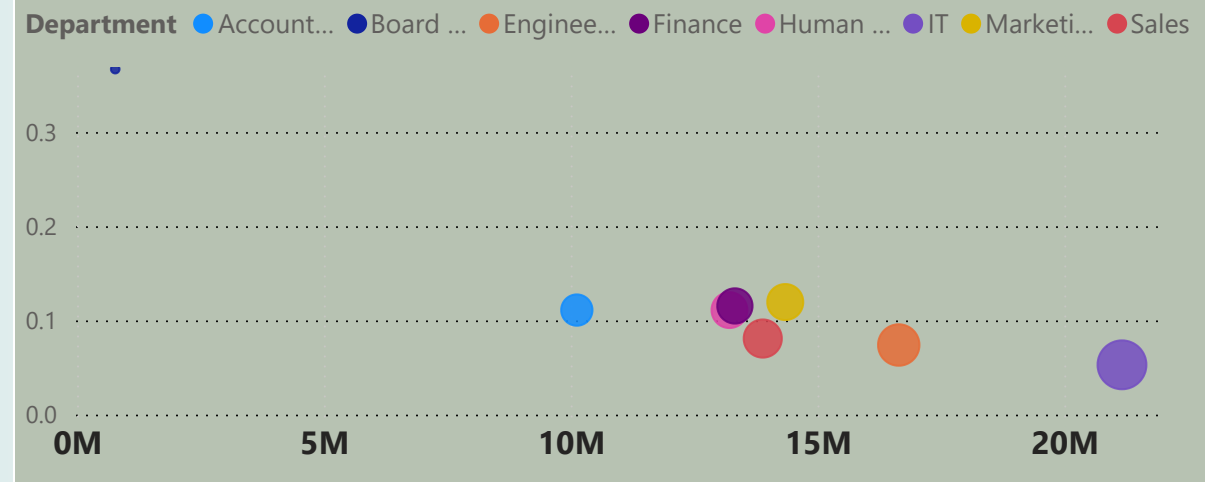
Hiring Trend Over Time



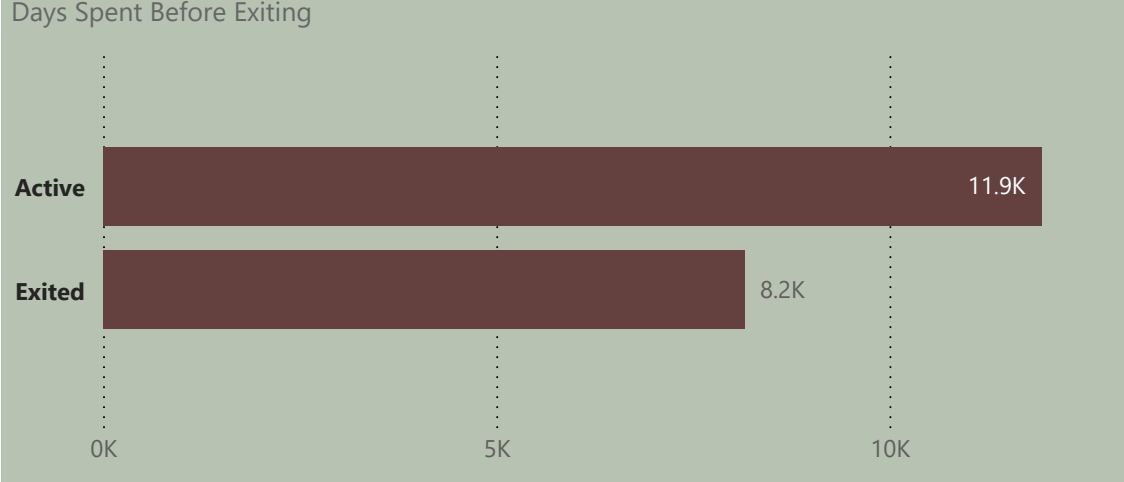
Annual Salary by Department



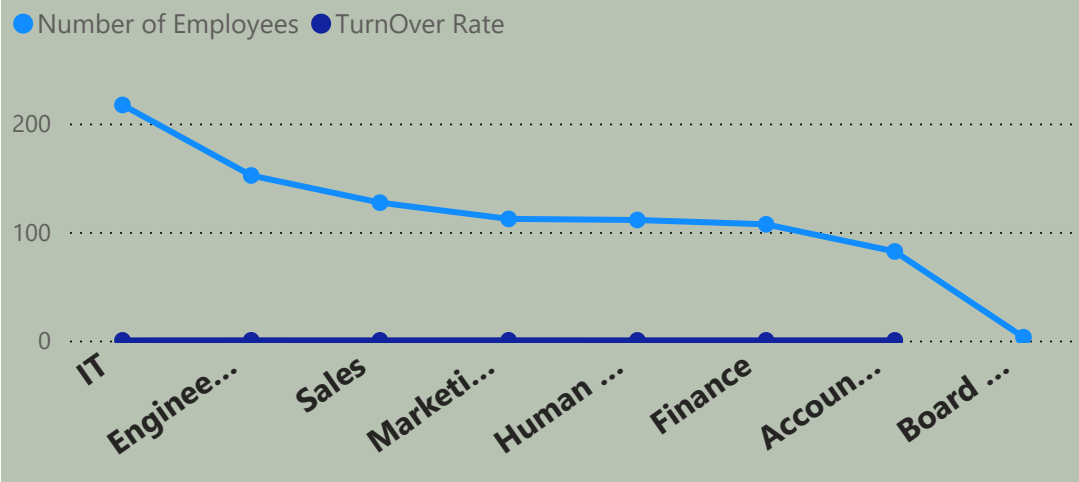
Relation Between Salary and Departments



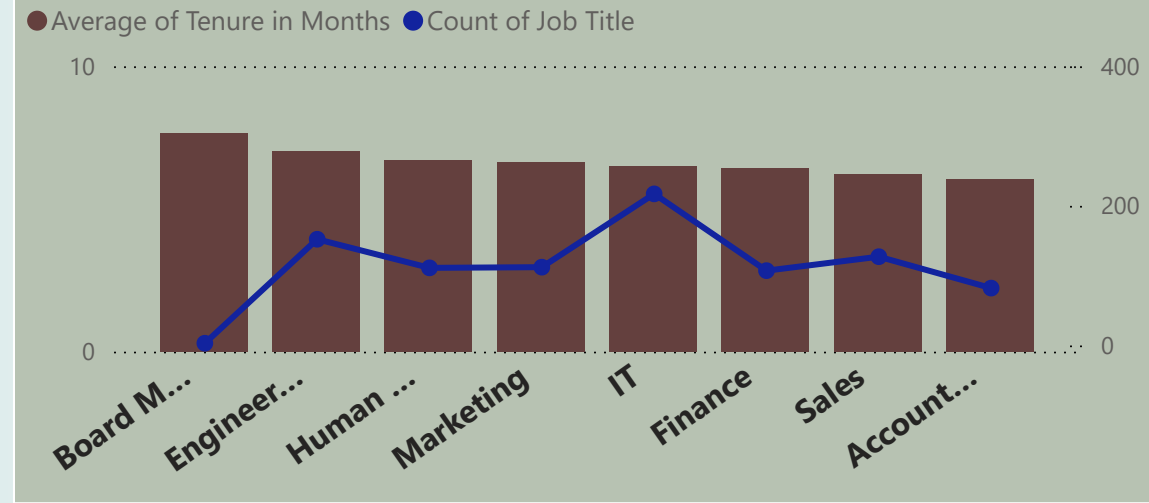
Max Days of Tenure by Employment Status



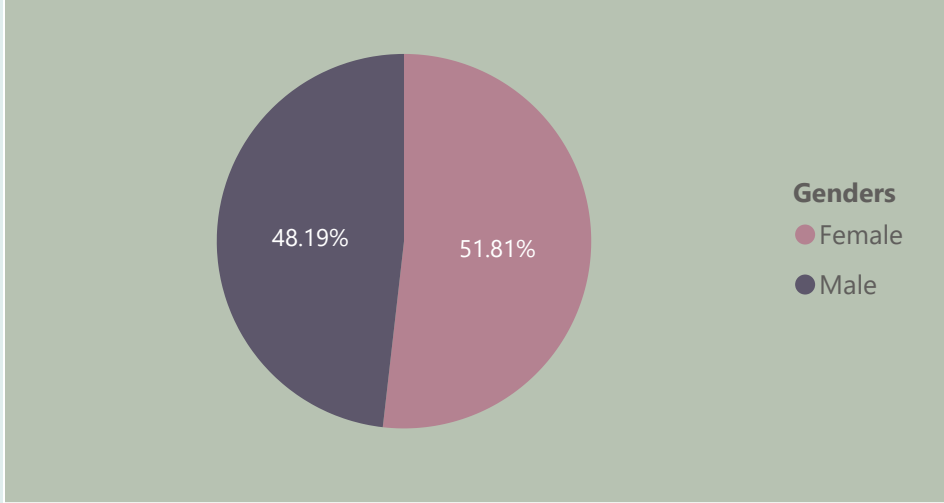
Employees and Turnover Rate by Department



Avg of Tenure in Months - Job Title by Department



Gender Breakdown



Employee Distribution Across Different Cities



April consistently stands out as the month with the highest hiring rate, primarily due to a combination of strategic and cyclical factors. As organizations conclude their Q1 fiscal reviews, they often reassess and adjust their workforce needs based on their budget and performance metrics, leading to a surge in recruitment. Additionally, April aligns with the graduation season, providing a fresh influx of qualified candidates eager to enter the job market.

Improving HR Policies and Retention

- **Monitor Turnover:** Regularly review exit interviews to preemptively address issues.
 - **Adjust Compensation:** Ensure competitive pay across all departments.
 - **Optimize Hiring:** Focus recruitment and onboarding around peak hiring months, like April.
 - **Increase Tenure:** Enhance job satisfaction and career development, especially in roles with shorter tenures.
 - **Support Career Growth:** Implement mentorship and development programs for key roles.
- Promoting Diversity and Inclusion:**
- **Balanced Recruitment:** Continue to ensure gender balance and diverse representation.
 - **Diverse Hiring Panels:** Use diverse panels to minimize bias in hiring.
 - **Update Policies:** Promote inclusive practices and support flexible working arrangements.
 - **Provide Training:** Offer ongoing diversity and inclusion training for all employees.

