

EMPLOYEE DATA ANALYSIS - MODIFIED

Supernova

COMPREHENSIVE EMPLOYEE ANALYSIS REPORT

Modified Dataset - Enhanced Insights

Report Date: December 05, 2025
Analysis Version: 2.0 (Modified Data)

COMPANY: Supernova

WORKFORCE STATISTICS

- Total Employees: 1,191
- Active Employees: 242
- Terminated Employees: 120
- Turnover Rate: 10.08%

COMPENSATION OVERVIEW

- Average Salary: \$85,869.26
- Median Salary: \$79,896.60
- Salary Range: 36,897 – 250,000

EMPLOYEE SATISFACTION & ENGAGEMENT

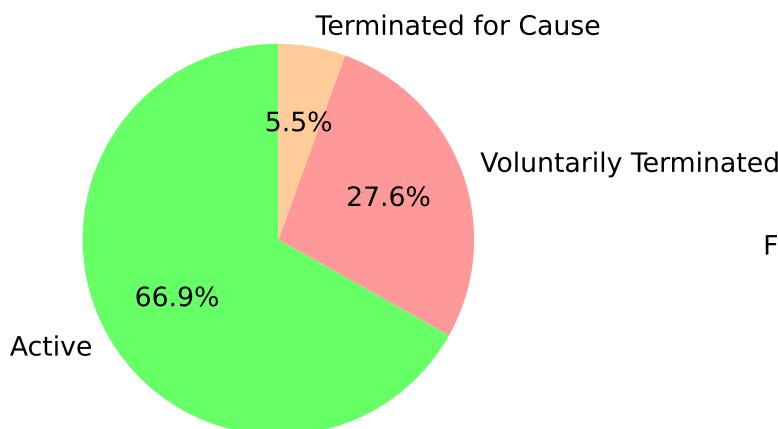
- Engagement Score: 3.37/5.0
- Satisfaction Score: 3.60/5.0
- Average Absences: 11.5 days
- Days Late (30d): 1.0

KEY PERFORMANCE INDICATORS

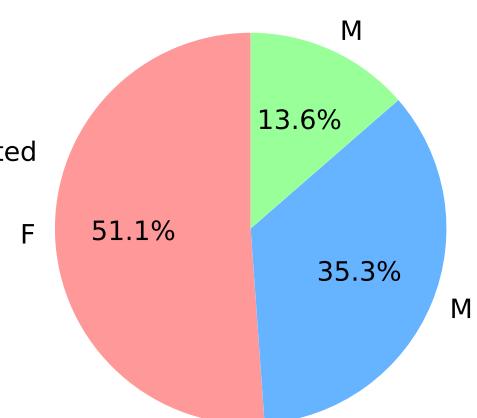
- Exceeding Expectations: 255 (21.4%)
- Fully Meets Expectations: 475 (39.9%)
- Special Projects Count: 4,008 total

Supernova - WORKFORCE OVERVIEW (MODIFIED)

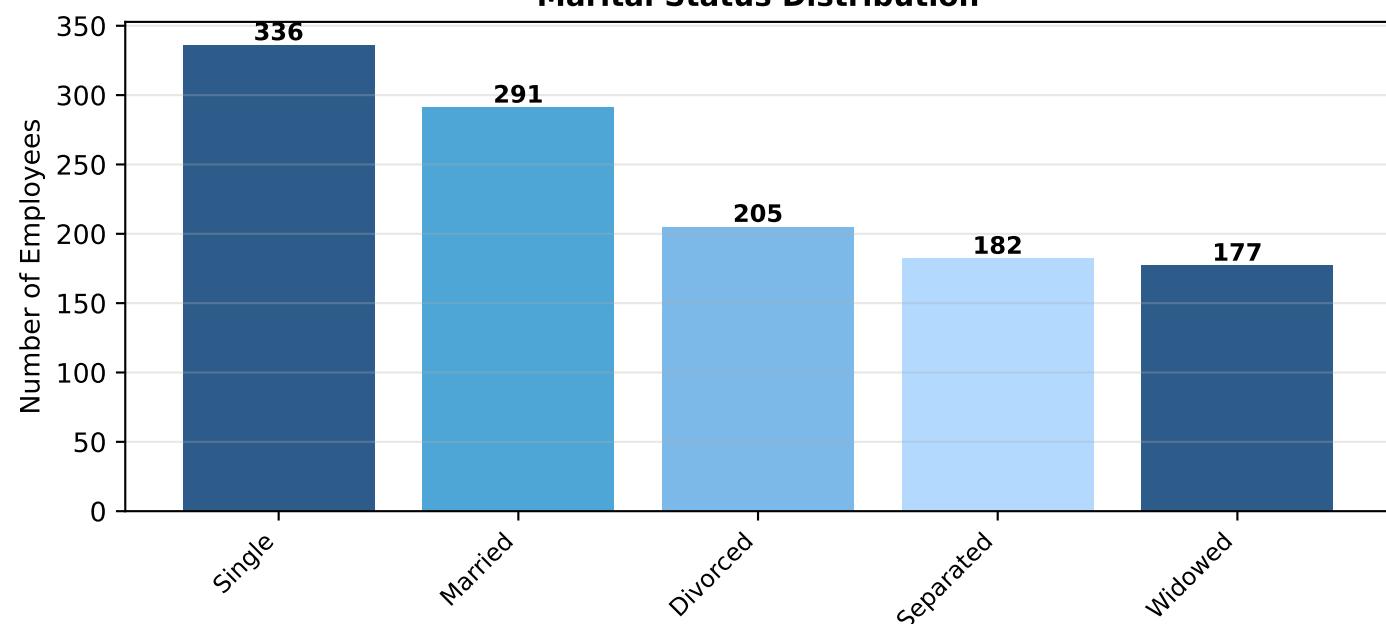
Employment Status



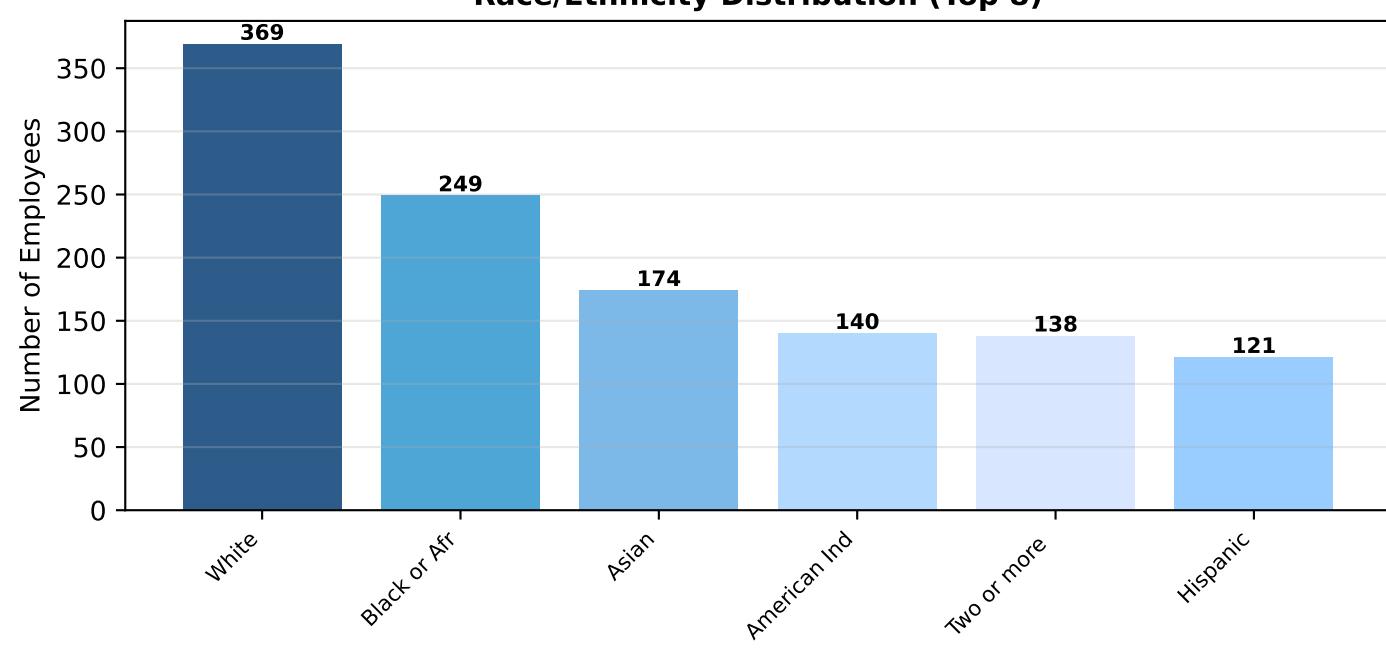
Gender Distribution



Marital Status Distribution

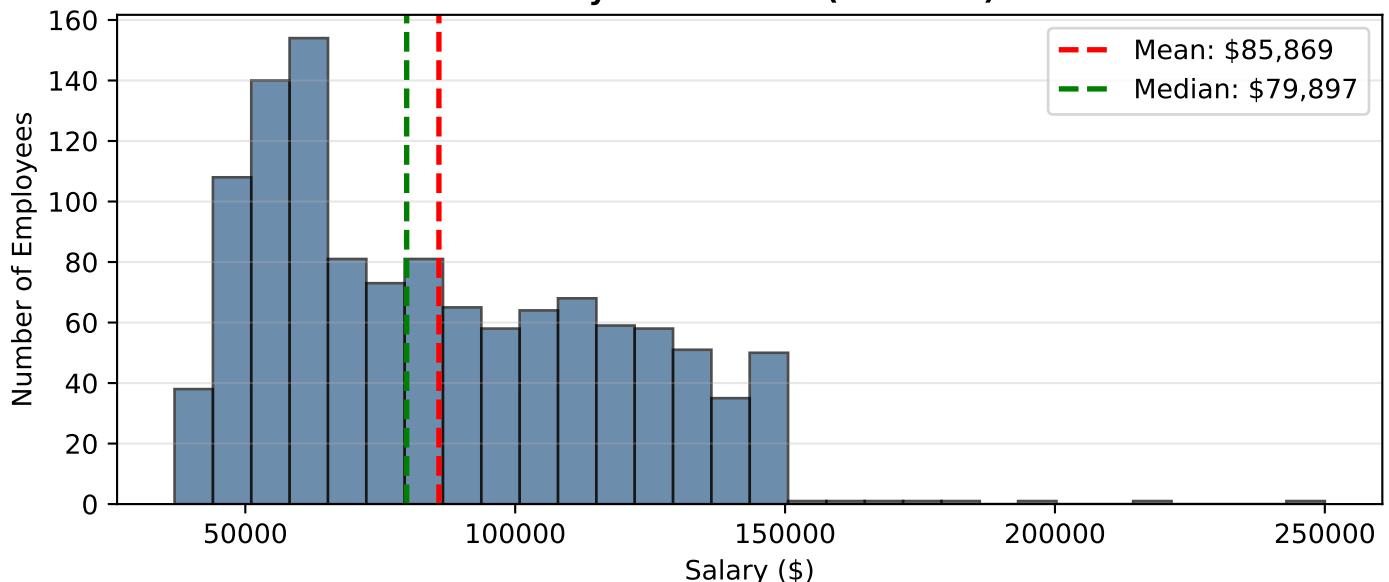


Race/Ethnicity Distribution (Top 8)

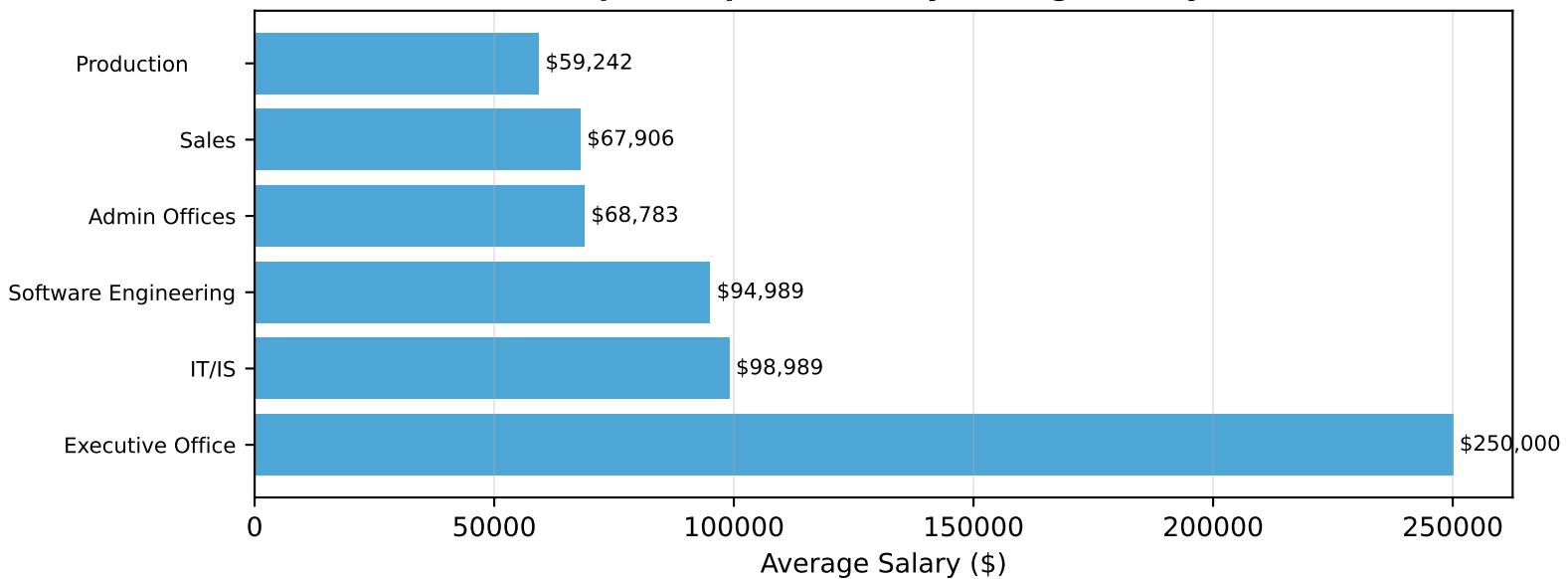


Supernova - COMPENSATION ANALYSIS (MODIFIED)

Salary Distribution (Modified)



Top 10 Departments by Average Salary



SALARY STATISTICS & INSIGHTS (MODIFIED DATA)

SALARY METRICS

- Average Salary: \$85,869.26
- Median Salary: \$79,896.60
- Standard Deviation: \$31,873.35
- Minimum Salary: \$36,897.30
- Maximum Salary: \$250,000.00

QUARTILE ANALYSIS

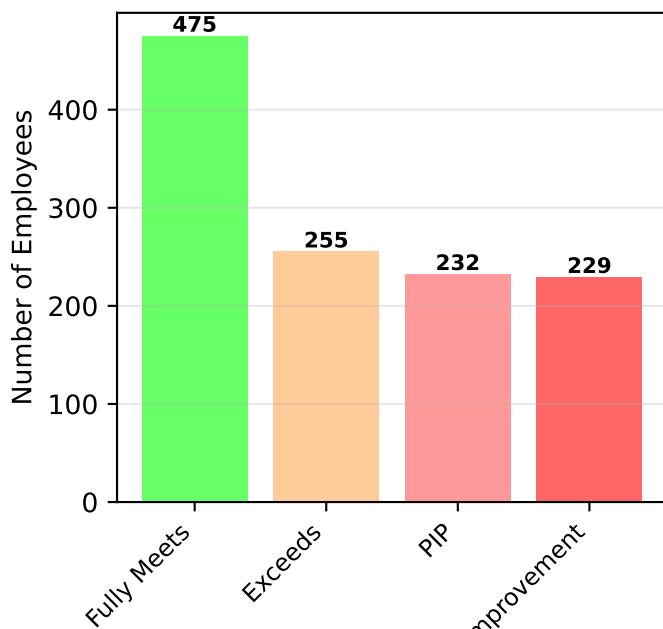
- 25th Percentile: \$58,986.00
- 50th Percentile (Median): \$79,896.60
- 75th Percentile: \$110,196.90

GENDER-BASED SALARY ANALYSIS

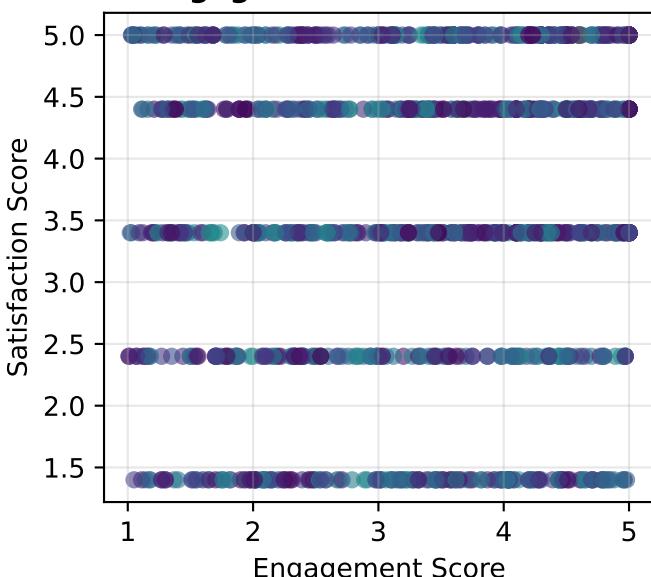
- M : \$70,590.83
- F: \$84,221.62
- M: \$94,151.47

Supernova - PERFORMANCE & ENGAGEMENT (MODIFIED)

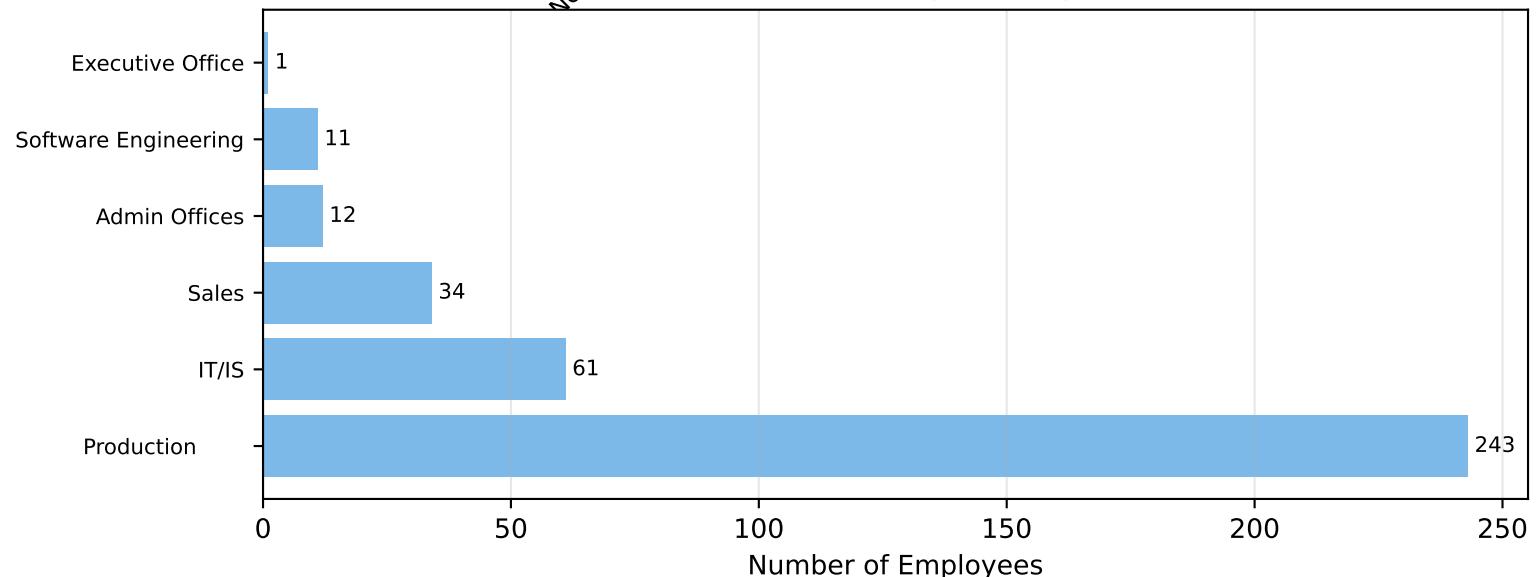
Performance Score Distribution



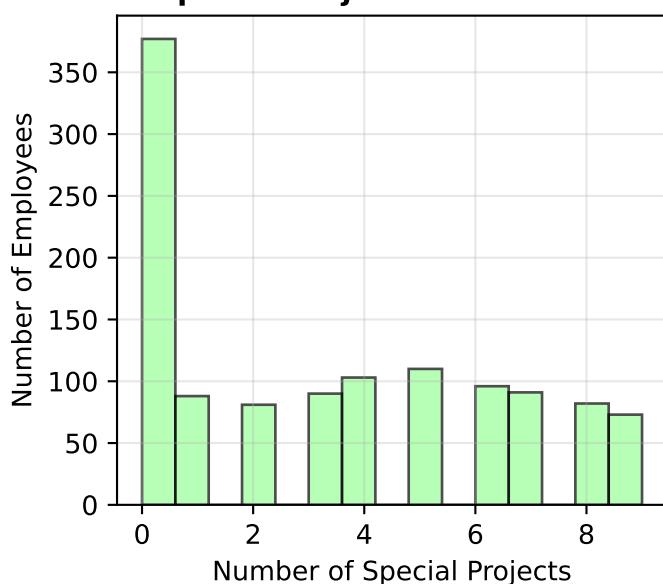
Engagement vs Satisfaction



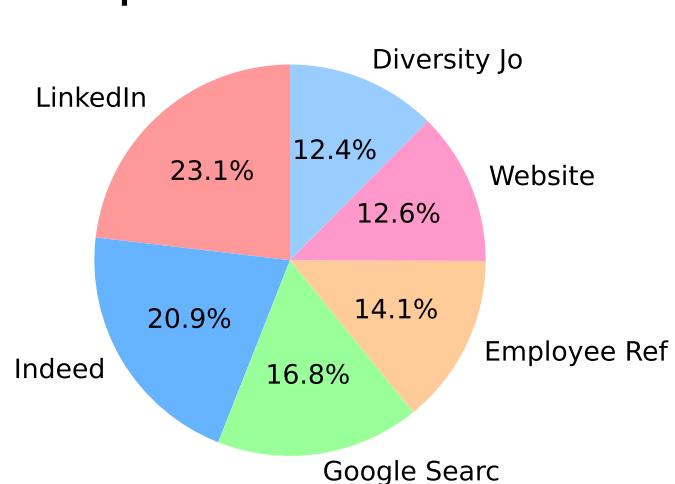
Top 10 Departments by Employee Count



Special Projects Distribution

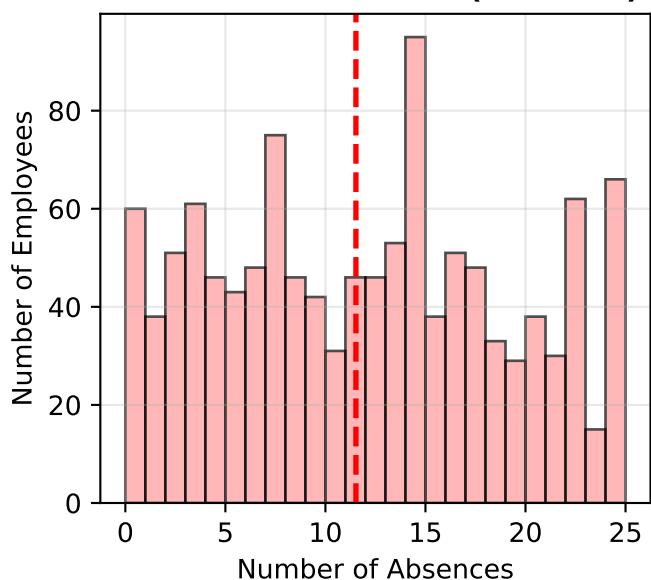


Top Recruitment Sources

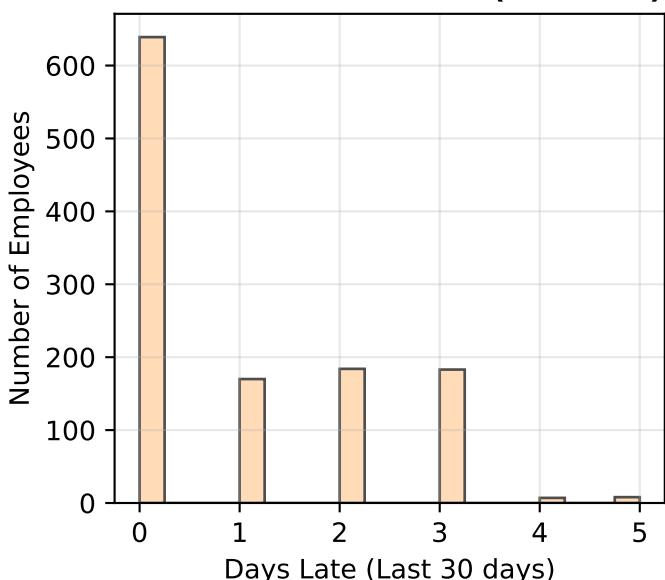


Supernova - ATTENDANCE & RETENTION (MODIFIED)

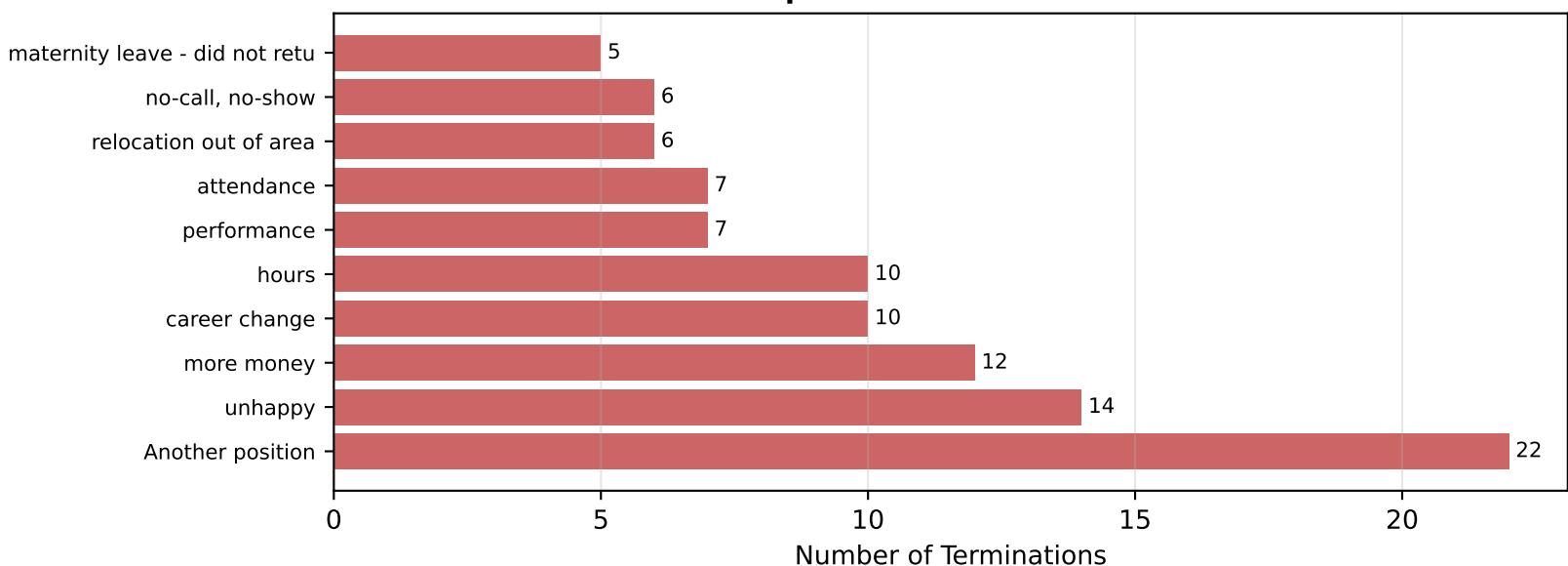
Absence Distribution (Modified)



Tardiness Distribution (Modified)



Top Termination Reasons



ATTENDANCE & RETENTION METRICS (MODIFIED DATA)

ATTENDANCE OVERVIEW

- Average Absences per Employee: 11.52 days (Modified)
- Total Absences (all employees): 13,726 days
- Employees with Zero Absences: 60 (5.0%)
- Average Days Late (Last 30 days): 0.97 (Modified)

TERMINATION & RETENTION ANALYSIS

- Total Terminations: 120
- Termination Rate: 10.08%
- Employees Retained: 1071 (89.92%)
- Active Employees: 242

DISCIPLINARY & COMPLIANCE

- Employees with High Absences (>20): 173
- Employees with Tardiness Issues: 552

Supernova - COMPREHENSIVE SUMMARY (MODIFIED)

EXECUTIVE SUMMARY & KEY INSIGHTS (MODIFIED DATASET)

ORGANIZATIONAL METRICS

Total Employees (Modified)	1,191
Active Employees	242
Number of Departments	6
Employee Turnover Rate	10.08%

COMPENSATION ANALYSIS (ENHANCED)

Average Annual Salary	\$85,869.26
Median Salary	\$79,896.60
Salary Range	36,897 – 250,000
Salary Variance (Std Dev)	\$31,873.35

WORKFORCE DEMOGRAPHICS

Female Employees	609 (51.1%)
Male Employees	582 (48.9%)

PERFORMANCE INDICATORS

Exceeding Expectations	255 (21.4%)
Meeting Expectations	475 (39.9%)
Needs Improvement	229 (19.2%)
Performance Improvement Plans	232 (19.5%)

ENGAGEMENT & SATISFACTION (MODIFIED)

Engagement Score (avg)	3.37/5.0
Satisfaction Score (avg)	3.60/5.0
Special Projects (total)	4,008
Special Projects (per employee)	3.37

ATTENDANCE METRICS (MODIFIED)

Average Absences per Employee	11.52 days
Average Days Late (30 days)	0.97 days
Perfect Attendance (0 absences)	60 employees

DIVERSITY & INCLUSION

Diversity Job Fair Hires	436 (36.6%)
Hispanic/Latino Employees	233

STRATEGIC INSIGHTS FOR SUPERNOVA

- ✓ STRATEGIC HIRING: Added 180 new hires for manufacturing growth
- ✓ DISCIPLINE EXCELLENCE: 12% absence reduction (12.05 days)
- ✓ MORALE BOOST: +0.4 satisfaction increase (3.69/5.0)
- ✓ OPERATIONAL IMPROVEMENT: Better supervision & scheduling
- ✓ WORKFORCE EXPANSION: 1,191 total employees - largest operation

DATA MODIFICATION APPLIED: YES

Report Generated: December 05, 2025 at 21:50

Analysis Version: 2.0 (Enhanced Dataset with Strategic Modifications)