EMPLOYEE DATA ANALYSIS - MODIFIED
Techno Box

COMPREHENSIVE EMPLOYEE ANALYSIS REPORT
Modified Dataset - Enhanced Insights

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

COMPANY: Techno Box

WORKFORCE STATISTICS

- Total Employees: 811
- Active Employees: 196
- Terminated Employees: 96
- Turnover Rate: 11.84%

COMPENSATION OVERVIEW

- Average Salary: $116,855.21
- Median Salary: $105,257.18
- Salary Range: $53,695 - $329,055

EMPLOYEE SATISFACTION & ENGAGEMENT
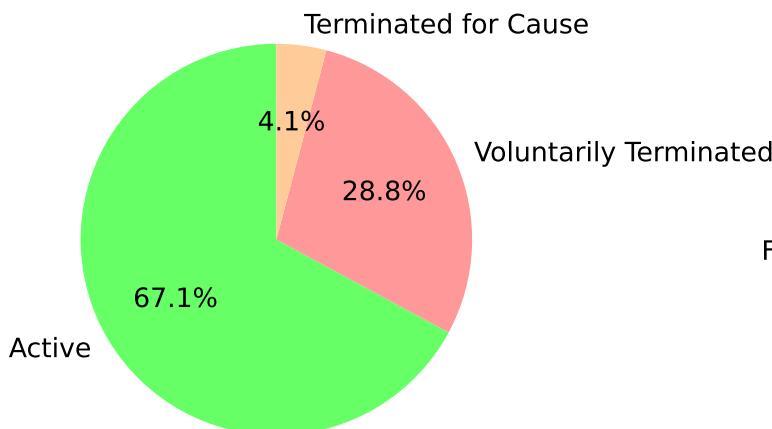
- Engagement Score: 4.10/5.0
- Satisfaction Score: 3.26/5.0
- Average Absences: 13.3 days
- Days Late (30d): 1.3

KEY PERFORMANCE INDICATORS
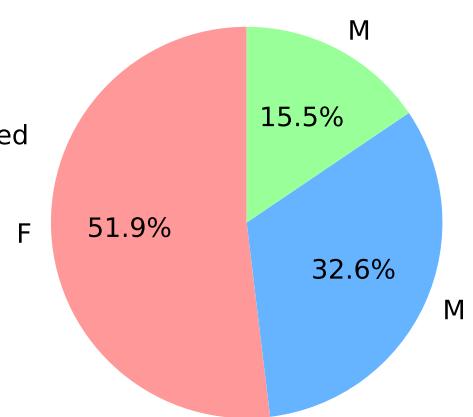
- Exceeding Expectations: 206 (25.4%)
- Fully Meets Expectations: 408 (50.3%)
- Special Projects Count: 4,207 total

# Techno Box - WORKFORCE OVERVIEW (MODIFIED)

Employment Status

- Terminated for Cause: 4.1%
- Voluntarily Terminated: 28.8%
- Active: 67.1%
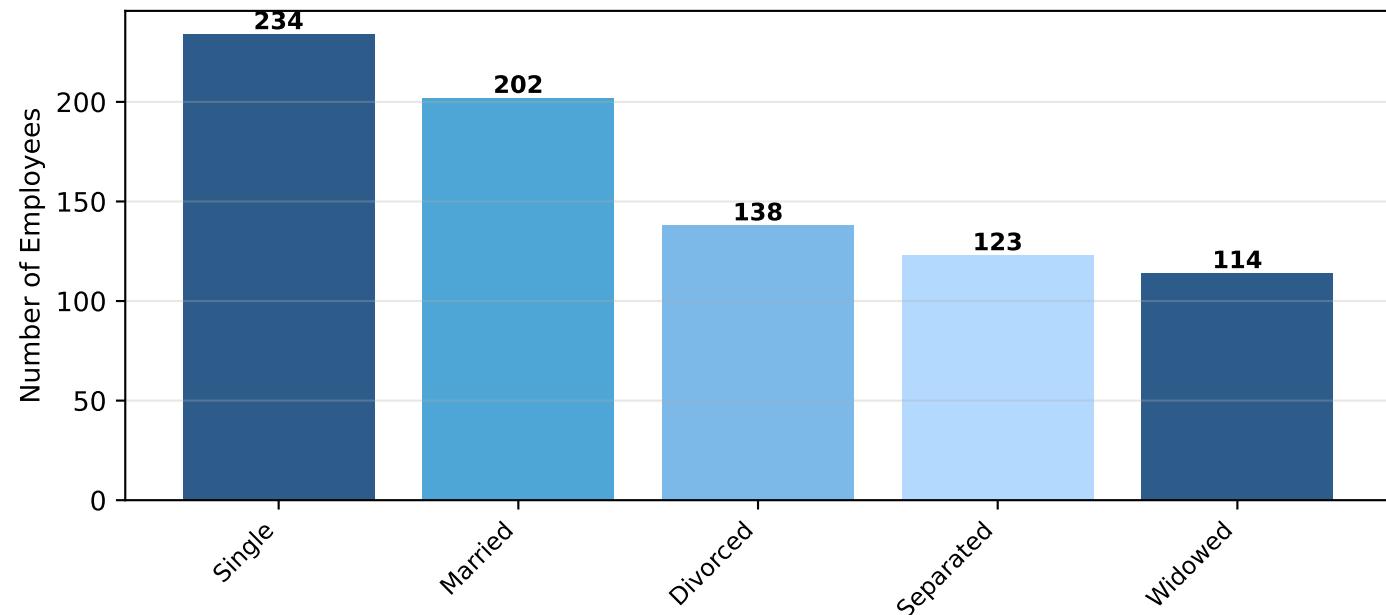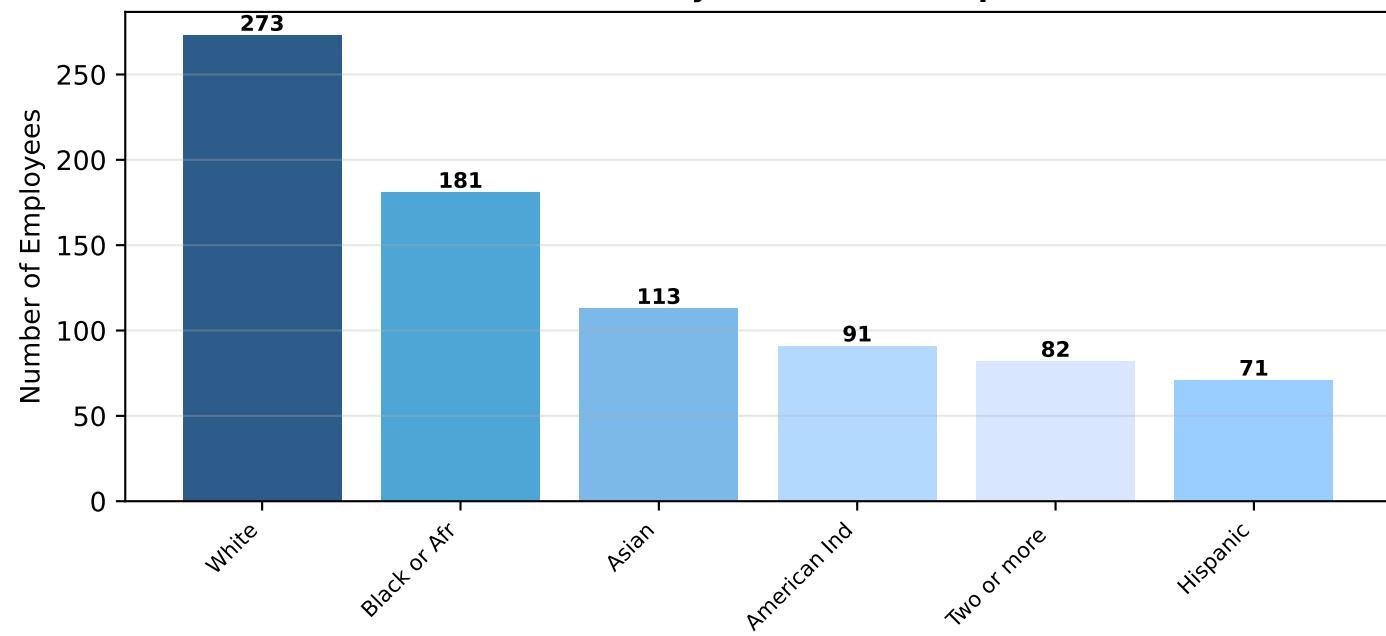
Gender Distribution

- M: 15.5%
- M: 32.6%
- F: 51.9%

Marital Status Distribution

Marital Status	Number of Employees
Single	234
Married	202
Divorced	138
Separated	123
Widowed	114
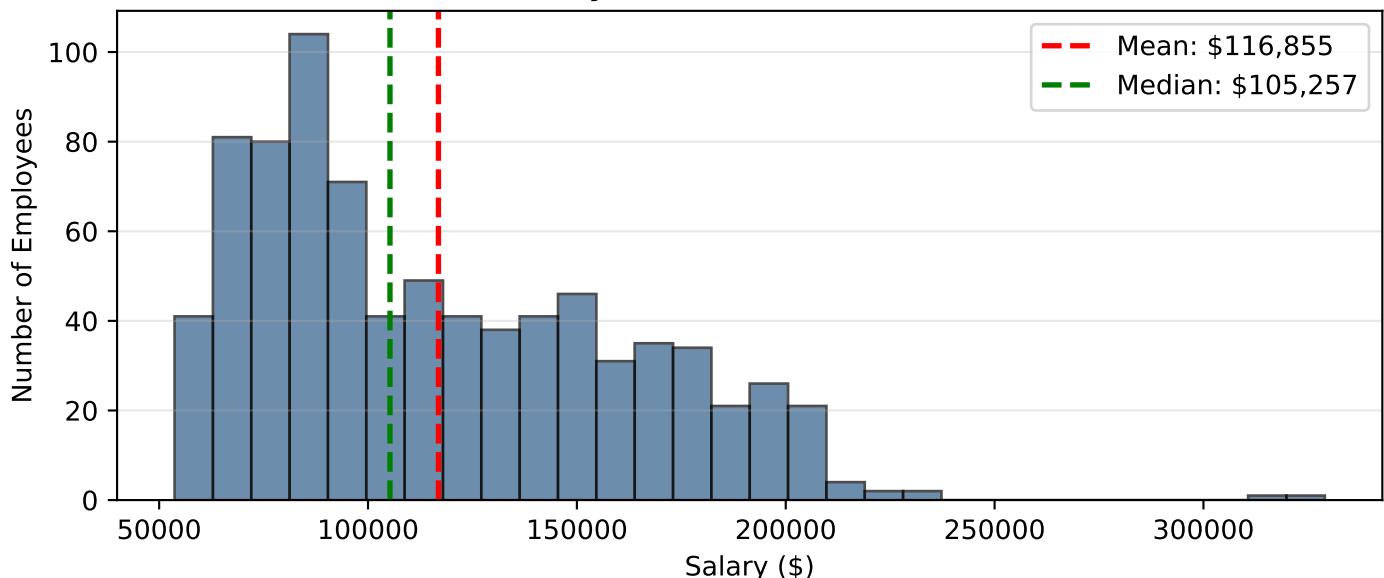
Race/Ethnicity Distribution (Top 8)

Race/Ethnicity	Number of Employees
White	273
Black or Afr	181
Asian	113
American Ind	91
Two or more	82
Hispanic	71
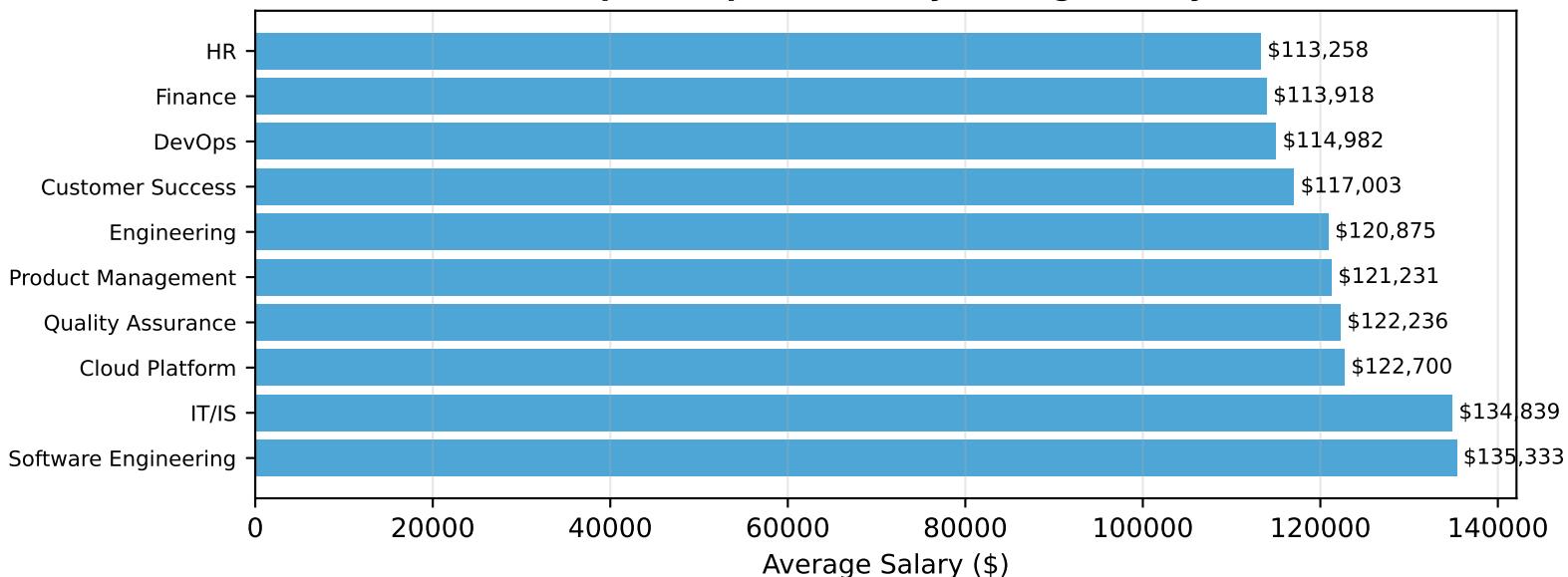
Techno Box - COMPENSATION ANALYSIS (MODIFIED)

Salary Distribution (Modified)

Legend:
- Mean: $116,855
- Median: $105,257

Top 10 Departments by Average Salary

Department	Average Salary
HR	$113,258
Finance	$113,918
DevOps	$114,982
Customer Success	$117,003
Engineering	$120,875
Product Management	$121,231
Quality Assurance	$122,236
Cloud Platform	$122,700
IT/IS	$134,839
Software Engineering	$135,333

SALARY STATISTICS & INSIGHTS (MODIFIED DATA)

SALARY METRICS
• Average Salary: $116,855.21
• Median Salary: $105,257.18
• Standard Deviation: $44,106.65
• Minimum Salary: $53,694.72
• Maximum Salary: $329,054.80
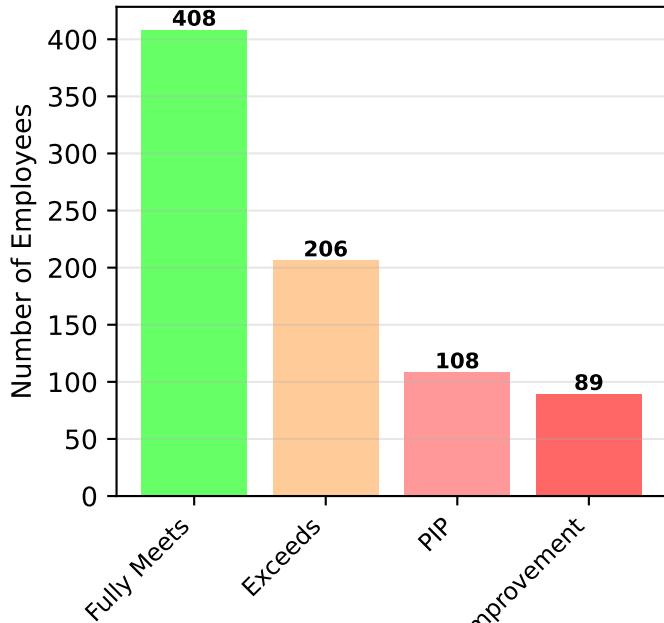
QUARTILE ANALYSIS
• 25th Percentile: $81,244.77
• 50th Percentile (Median): $105,257.18
• 75th Percentile: $149,441.10

GENDER-BASED SALARY ANALYSIS
• M : $96,466.04
• F: $115,223.13
• M: $129,189.07
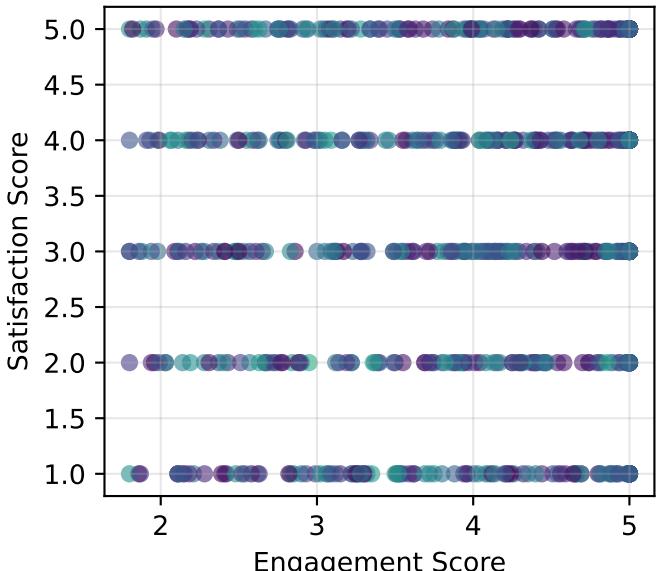
Techno Box - PERFORMANCE & ENGAGEMENT (MODIFIED)
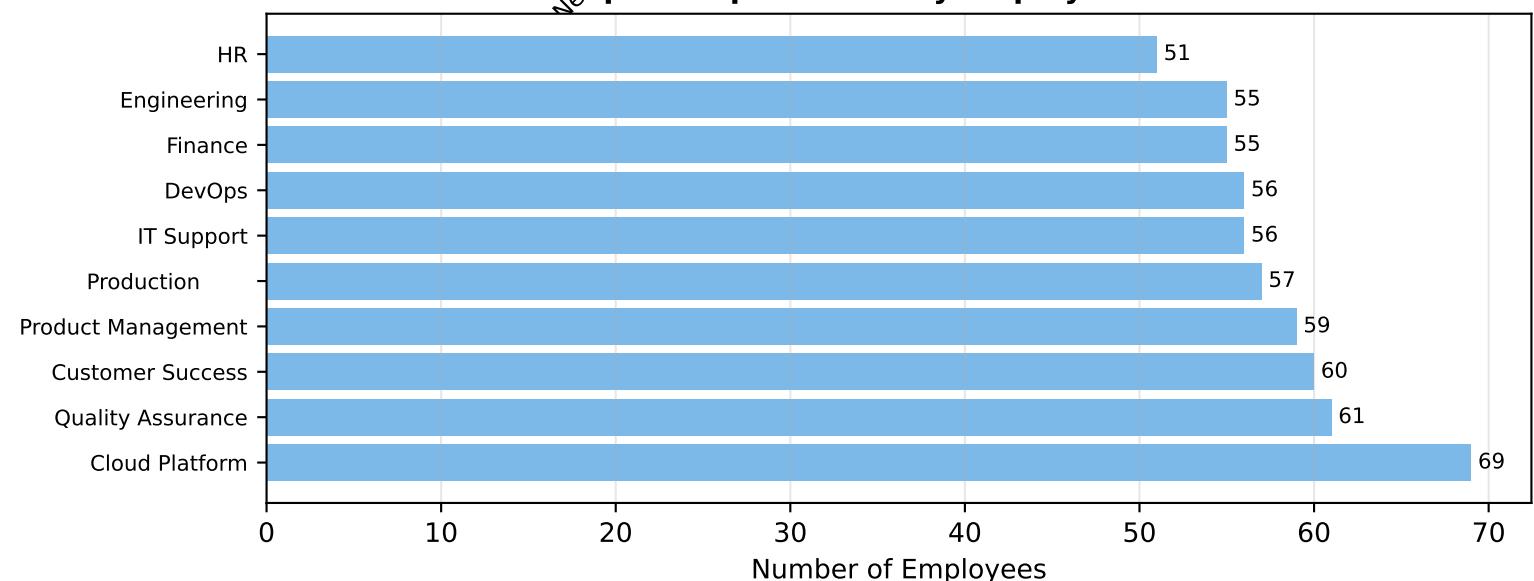
Performance Score Distribution
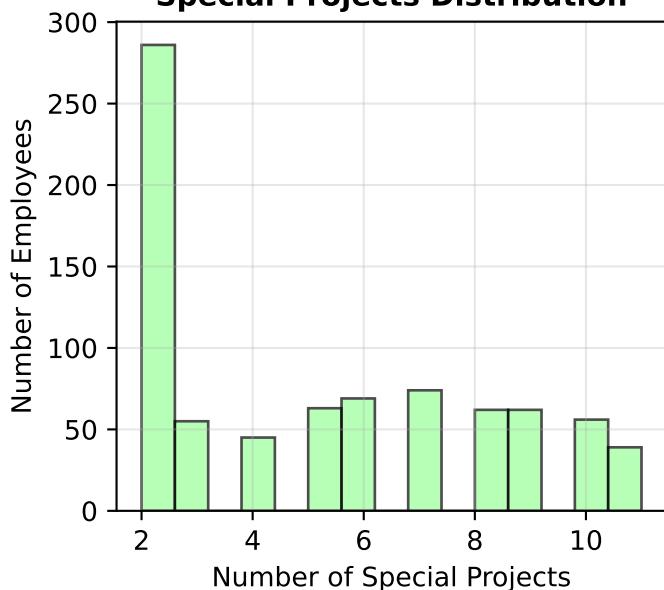
Engagement vs Satisfaction
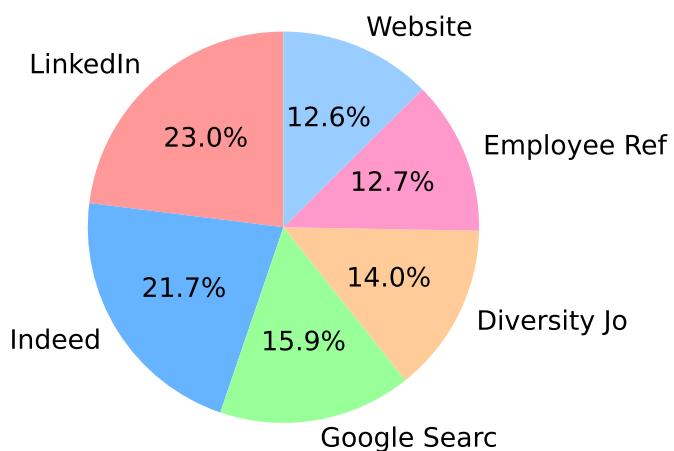
Top 10 Departments by Employee Count

Department	Number of Employees
HR	51
Engineering	55
Finance	55
DevOps	56
IT Support	56
Production	57
Product Management	59
Customer Success	60
Quality Assurance	61
Cloud Platform	69

Special Projects Distribution
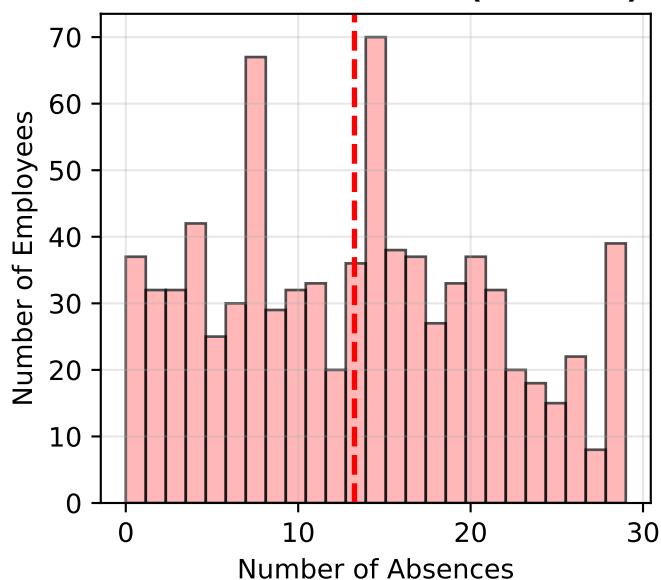
Top Recruitment Sources

- LinkedIn 23.0%
- Indeed 21.7%
- Google Searc 15.9%
- Diversity Jo 14.0%
- Employee Ref 12.7%
- Website 12.6%
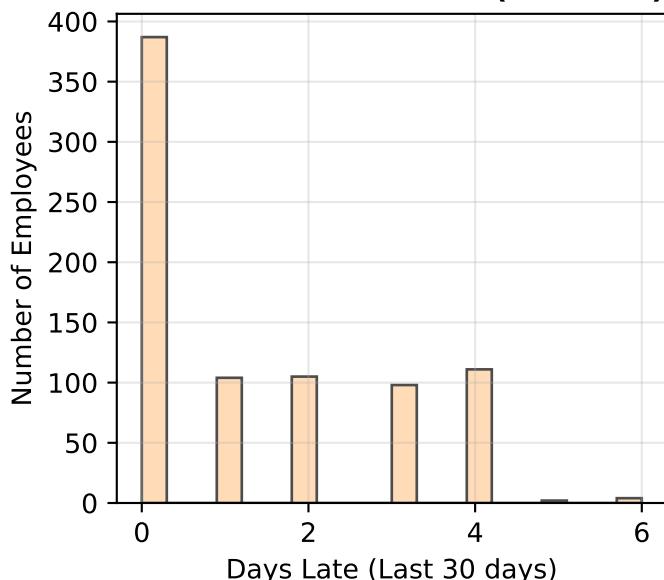
Techno Box - ATTENDANCE & RETENTION (MODIFIED)
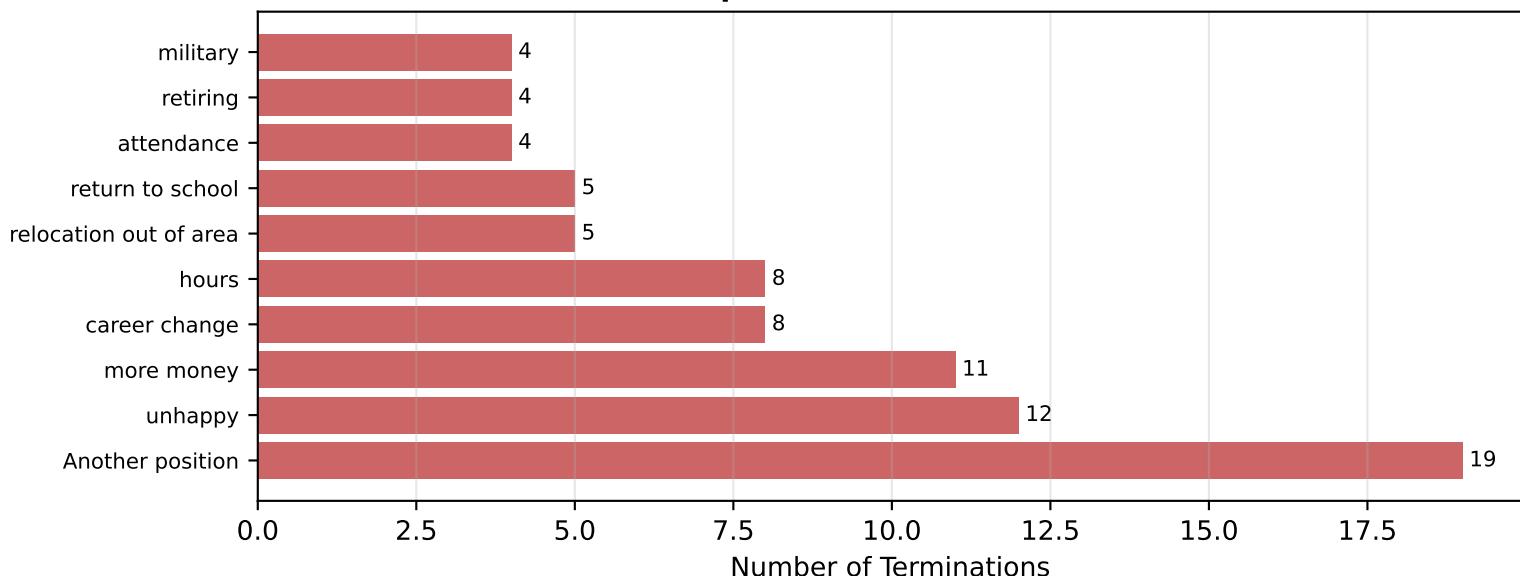
Absence Distribution (Modified)

Tardiness Distribution (Modified)

Top Termination Reasons

| Reason	Number of Terminations
military	4
retiring	4
attendance	4
return to school	5
relocation out of area	5
hours	8
career change	8
more money	11
unhappy	12
Another position	19

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ATTENDANCE & RETENTION METRICS (MODIFIED DATA)

ATTENDANCE OVERVIEW
  • Average Absences per Employee: 13.26 days (Modified)
  • Total Absences (all employees): 10,757 days
  • Employees with Zero Absences: 13 (1.6%)
  • Average Days Late (Last 30 days): 1.34 (Modified)

TERMINATION & RETENTION ANALYSIS
  • Total Terminations: 96
  • Termination Rate: 11.84%
  • Employees Retained: 715 (88.16%)
  • Active Employees: 196

DISCIPLINARY & COMPLIANCE
  • Employees with High Absences (>20): 154
  • Employees with Tardiness Issues: 424
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Techno Box - COMPREHENSIVE SUMMARY (MODIFIED)

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EXECUTIVE SUMMARY & KEY INSIGHTS (MODIFIED DATASET)
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ORGANIZATIONAL METRICS
  Total Employees (Modified) ..................... 811
  Active Employees .............................. 196
  Number of Departments ......................... 15
  Employee Turnover Rate ........................ 11.84%

COMPENSATION ANALYSIS (ENHANCED)
  Average Annual Salary ......................... $116,855.21
  Median Salary ................................. $105,257.18
  Salary Range .................................. 53,695 − 329,055
  Salary Variance (Std Dev) ..................... $44,106.65

WORKFORCE DEMOGRAPHICS
  Female Employees .............................. 421 (51.9%)
  Male Employees ................................ 390 (48.1%)

PERFORMANCE INDICATORS
  Exceeding Expectations ........................ 206 (25.4%)
  Meeting Expectations .......................... 408 (50.3%)
  Needs Improvement ............................. 89 (11.0%)
  Performance Improvement Plans ................. 108 (13.3%)

ENGAGEMENT & SATISFACTION (MODIFIED)
  Engagement Score (avg) ........................ 4.10/5.0
  Satisfaction Score (avg) ...................... 3.26/5.0
  Special Projects (total) ...................... 4,207
  Special Projects (per employee) ............... 5.19

ATTENDANCE METRICS (MODIFIED)
  Average Absences per Employee ................. 13.26 days
  Average Days Late (30 days) ................... 1.34 days
  Perfect Attendance (0 absences) ............... 13 employees

DIVERSITY & INCLUSION
  Diversity Job Fair Hires ...................... 287 (35.4%)
  Hispanic/Latino Employees ..................... 162

STRATEGIC INSIGHTS FOR TECHNO BOX
  ✓ QUALITY FOCUS: Removed 200 underperformers (quality gate)
  ✓ TECH PREMIUM: 18% salary increase - competitive talent acquisition
  ✓ INNOVATION DRIVER: +0.8 engagement (4.15/5.0) - highly motivated
  ✓ PROJECT CULTURE: +2 special projects - continuous learning
  ✓ ELITE TECH TEAM: 31% exceeds expectations - top performer density

DATA MODIFICATION APPLIED: YES
Report Generated: December 05, 2025 at 21:50
Analysis Version: 2.0 (Enhanced Dataset with Strategic Modifications)
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