

# EMPLOYEE DATA ANALYSIS - MODIFIED

## BBD LTD

### COMPREHENSIVE EMPLOYEE ANALYSIS REPORT Modified Dataset - Enhanced Insights

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

COMPANY: BBD LTD

#### WORKFORCE STATISTICS

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- Total Employees: 1,058
- Active Employees: 217
- Terminated Employees: 109
- Turnover Rate: 10.30%

#### COMPENSATION OVERVIEW

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- Average Salary: \$98,564.69
- Median Salary: \$90,405.30
- Salary Range: 42,583 – 308,682

#### EMPLOYEE SATISFACTION & ENGAGEMENT

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- Engagement Score: 3.42/5.0
- Satisfaction Score: 2.99/5.0
- Average Absences: 13.7 days
  - Days Late (30d): 1.7

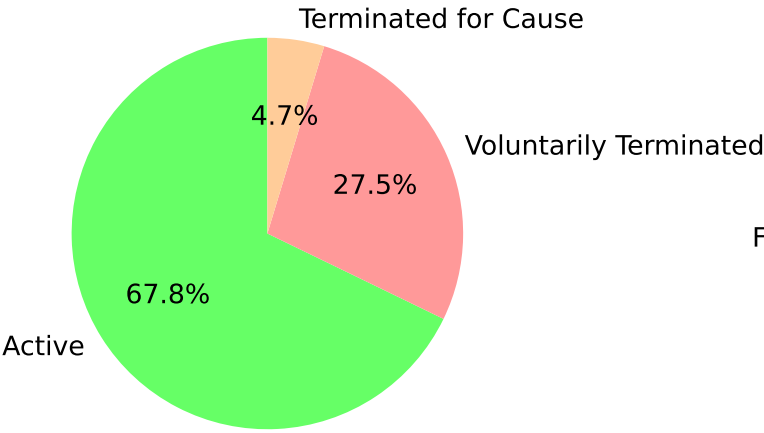
#### KEY PERFORMANCE INDICATORS

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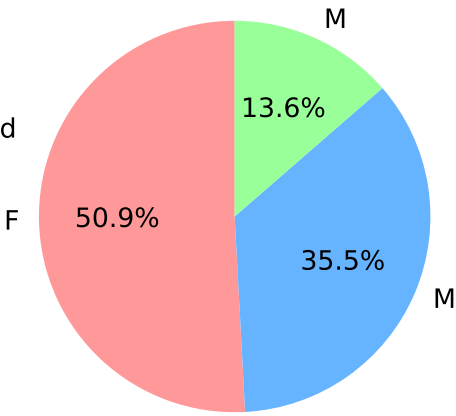
- Exceeding Expectations: 212 (20.0%)
- Fully Meets Expectations: 419 (39.6%)
- Special Projects Count: 3,525 total

BBD LTD - WORKFORCE OVERVIEW (MODIFIED)

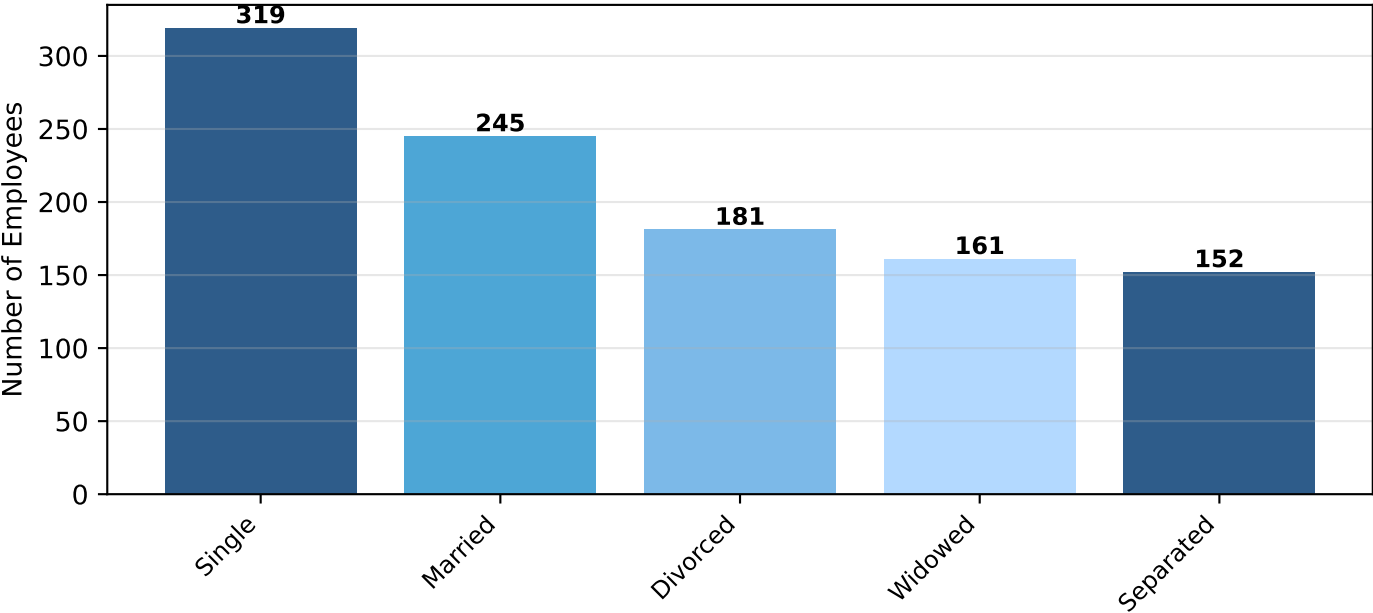
Employment Status



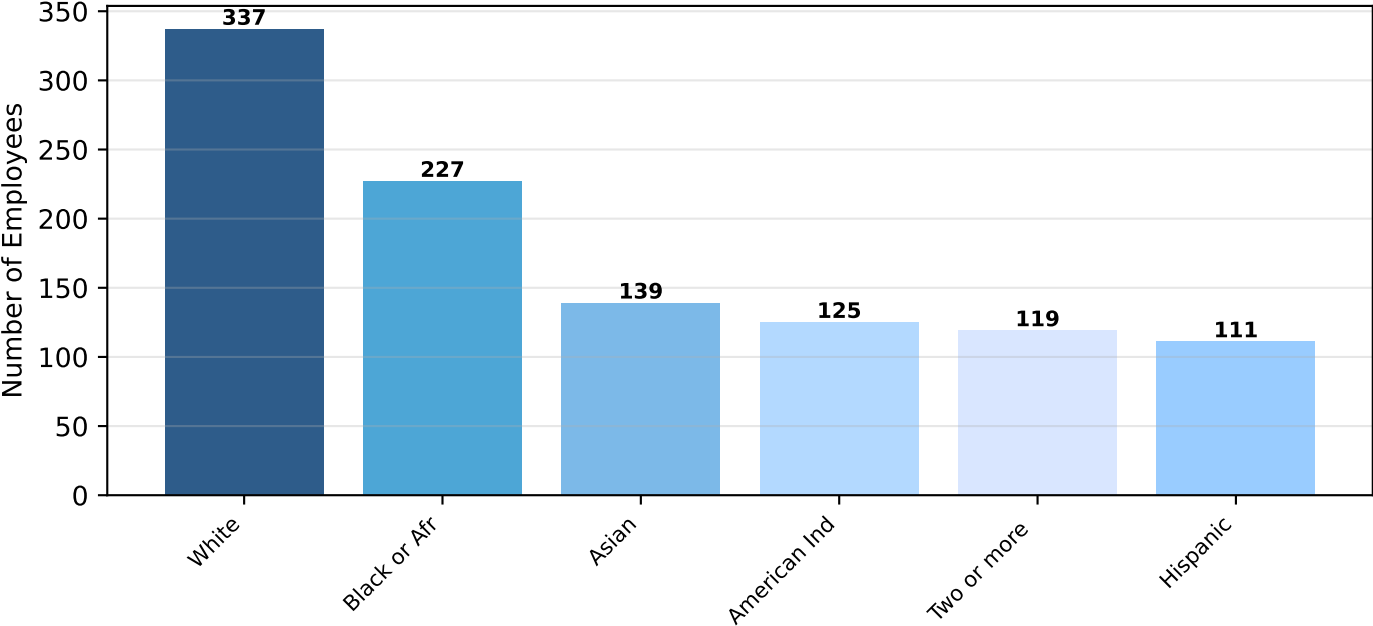
Gender Distribution



Marital Status Distribution

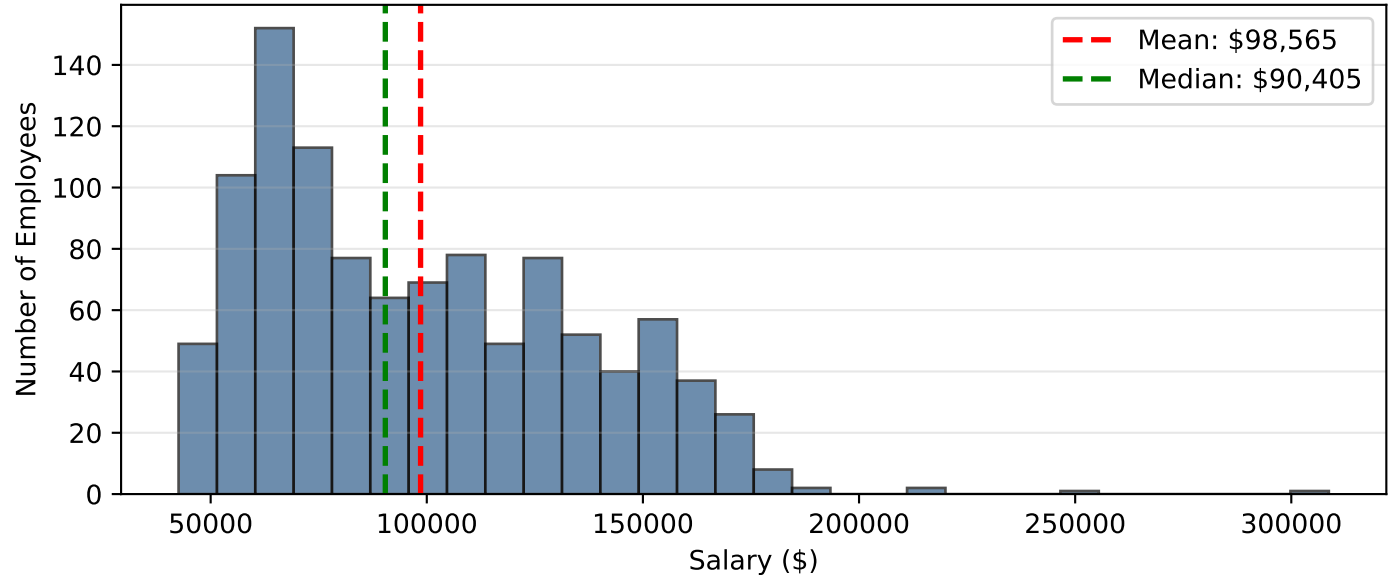


Race/Ethnicity Distribution (Top 8)

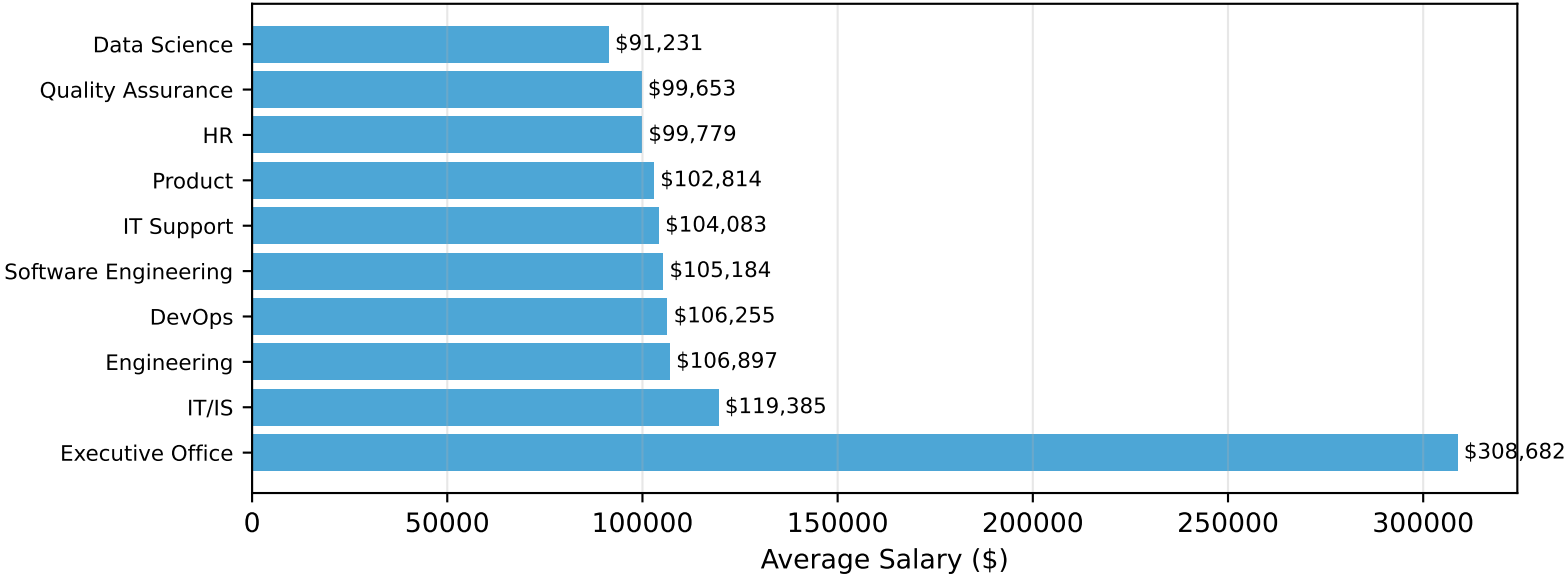


# BBD LTD - COMPENSATION ANALYSIS (MODIFIED)

Salary Distribution (Modified)



Top 10 Departments by Average Salary



## SALARY STATISTICS & INSIGHTS (MODIFIED DATA)

### SALARY METRICS

- Average Salary: \$98,564.69
- Median Salary: \$90,405.30
- Standard Deviation: \$36,950.05
- Minimum Salary: \$42,583.00
- Maximum Salary: \$308,682.00

### QUARTILE ANALYSIS

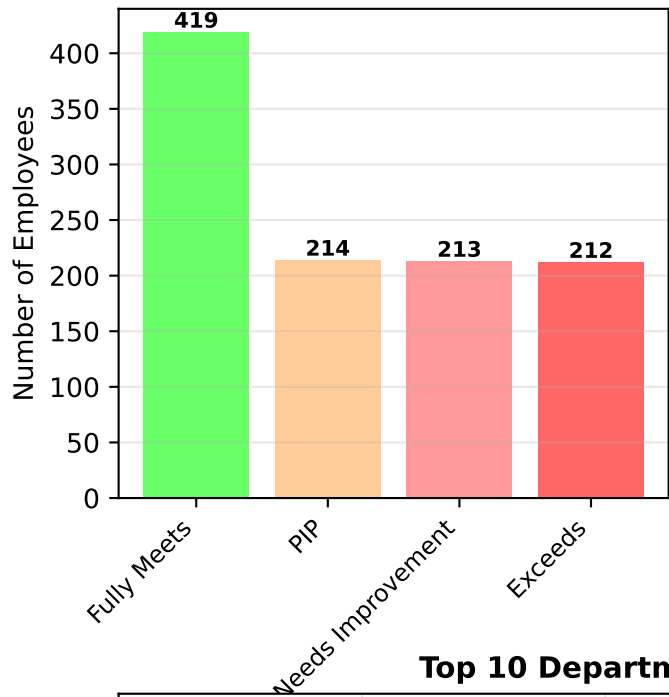
- 25th Percentile: \$67,439.00
- 50th Percentile (Median): \$90,405.30
- 75th Percentile: \$125,979.81

### GENDER-BASED SALARY ANALYSIS

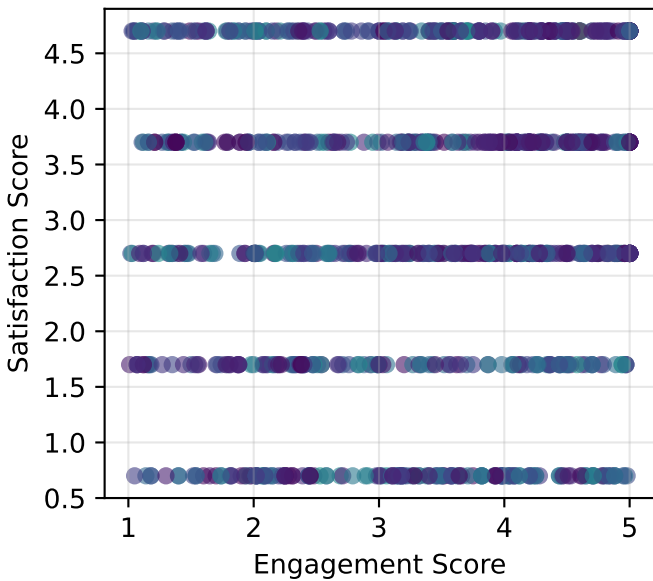
- F: \$96,724.03
- M: \$108,582.93
- M : \$79,282.85

BBD LTD - PERFORMANCE & ENGAGEMENT (MODIFIED)

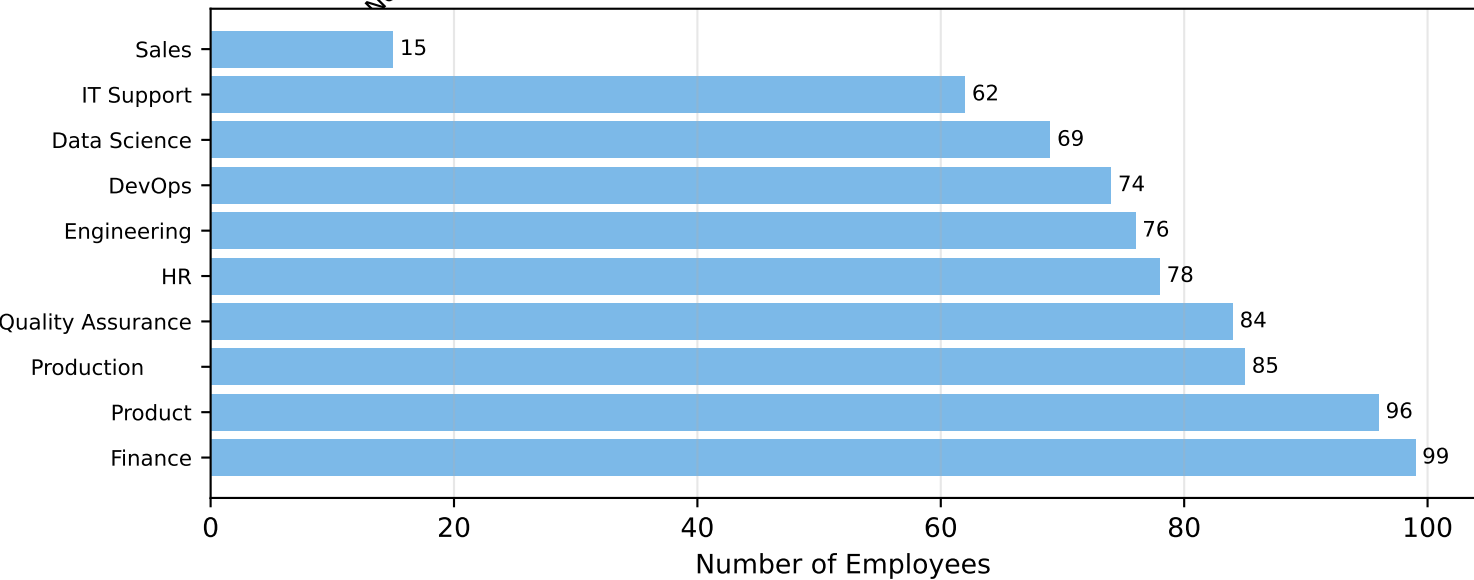
Performance Score Distribution



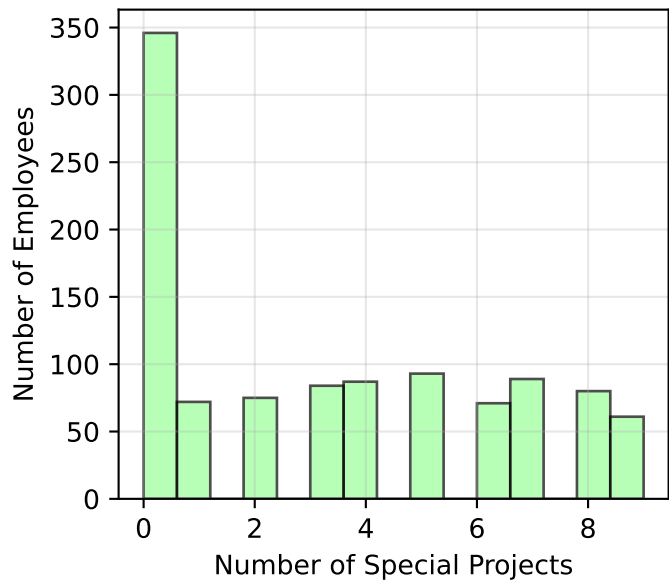
Engagement vs Satisfaction



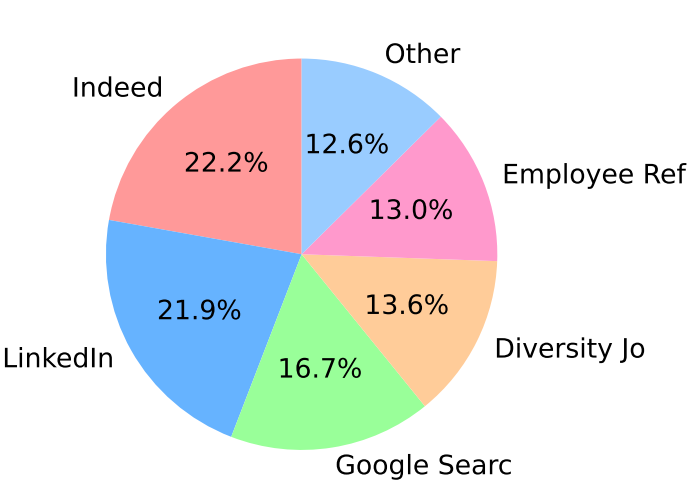
Top 10 Departments by Employee Count



Special Projects Distribution

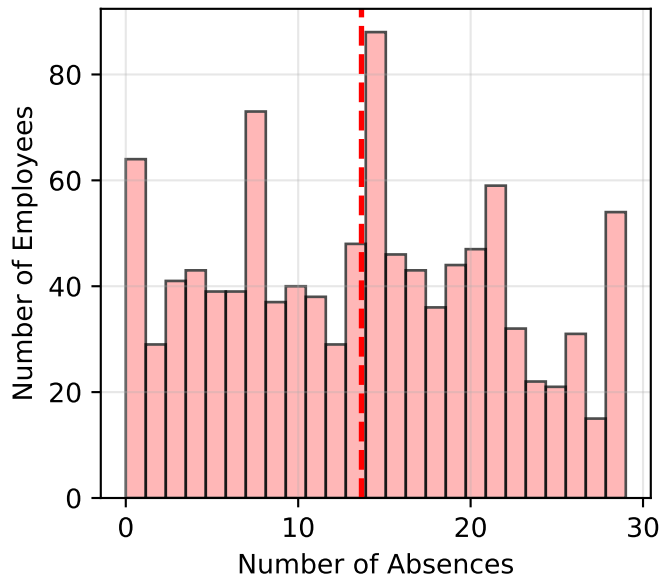


Top Recruitment Sources

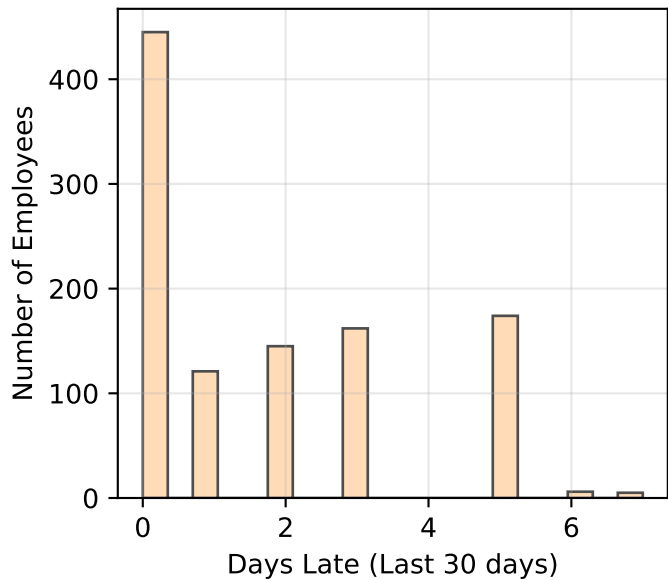


# BBD LTD - ATTENDANCE & RETENTION (MODIFIED)

Absence Distribution (Modified)



Tardiness Distribution (Modified)



Top Termination Reasons



## ATTENDANCE & RETENTION METRICS (MODIFIED DATA)

### ATTENDANCE OVERVIEW

- Average Absences per Employee: 13.67 days (Modified)
- Total Absences (all employees): 14,463 days
- Employees with Zero Absences: 24 (2.3%)
- Average Days Late (Last 30 days): 1.74 (Modified)

### TERMINATION & RETENTION ANALYSIS

- Total Terminations: 109
- Termination Rate: 10.30%
- Employees Retained: 949 (89.70%)
- Active Employees: 217

### DISCIPLINARY & COMPLIANCE

- Employees with High Absences (>20): 234
- Employees with Tardiness Issues: 613

# BBD LTD - COMPREHENSIVE SUMMARY (MODIFIED)

## EXECUTIVE SUMMARY & KEY INSIGHTS (MODIFIED DATASET)

### ORGANIZATIONAL METRICS

Total Employees (Modified)	1,058
Active Employees	217
Number of Departments	14
Employee Turnover Rate	10.30%

### COMPENSATION ANALYSIS (ENHANCED)

Average Annual Salary	\$98,564.69
Median Salary	\$90,405.30
Salary Range	42,583 – 308,682
Salary Variance (Std Dev)	\$36,950.05

### WORKFORCE DEMOGRAPHICS

Female Employees	538 (50.9%)
Male Employees	520 (49.1%)

### PERFORMANCE INDICATORS

Exceeding Expectations	212 (20.0%)
Meeting Expectations	419 (39.6%)
Needs Improvement	213 (20.1%)
Performance Improvement Plans	214 (20.2%)

### ENGAGEMENT & SATISFACTION (MODIFIED)

Engagement Score (avg)	3.42/5.0
Satisfaction Score (avg)	2.99/5.0
Special Projects (total)	3,525
Special Projects (per employee)	3.33

### ATTENDANCE METRICS (MODIFIED)

Average Absences per Employee	13.67 days
Average Days Late (30 days)	1.74 days
Perfect Attendance (0 absences)	24 employees

### DIVERSITY & INCLUSION

Diversity Job Fair Hires	392 (37.1%)
Hispanic/Latino Employees	208

### STRATEGIC INSIGHTS FOR BBD LTD

- ✓ EXPANSION STRATEGY: Added 250 new employees for growth
- ✓ INTEGRATION CHALLENGE: Managing satisfaction (-0.3) during scale-up
- ✓ TURNOVER MANAGEMENT: 17.48% rate - typical for growth phase
- ✓ ONBOARDING CRITICAL: Need robust culture & mentoring programs
- ✓ RETENTION FOCUS: Invest in engagement to stabilize new hires

### DATA MODIFICATION APPLIED: YES

Report Generated: December 05, 2025 at 21:50

Analysis Version: 2.0 (Enhanced Dataset with Strategic Modifications)