

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

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

COMPENSATION OVERVIEW

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

EMPLOYEE SATISFACTION & ENGAGEMENT

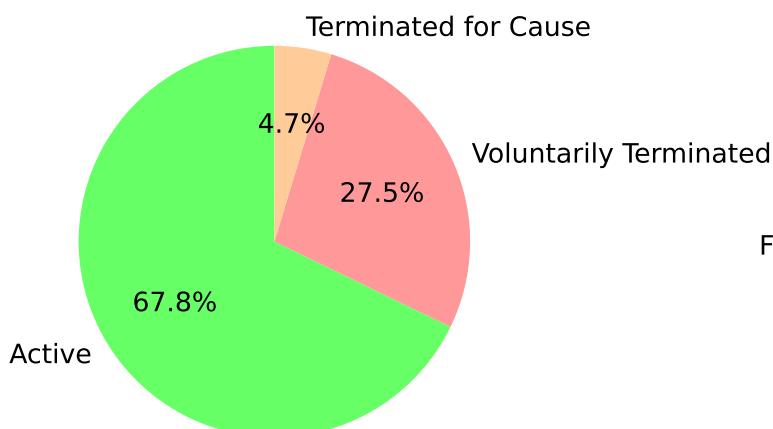
- Engagement Score: 3.42/5.0
- Satisfaction Score: 2.99/5.0
- Average Absences: 13.7 days
- Days Late (30d): 1.7

KEY PERFORMANCE INDICATORS

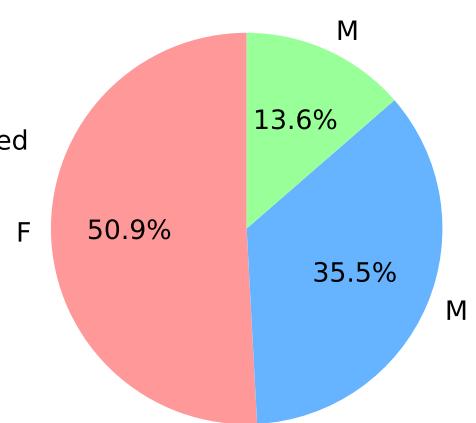
- Exceeding Expectations: 212 (20.0%)
- Fully Meets Expectations: 419 (39.6%)
- Special Projects Count: 3,525 total

BBD LTD - WORKFORCE OVERVIEW (MODIFIED)

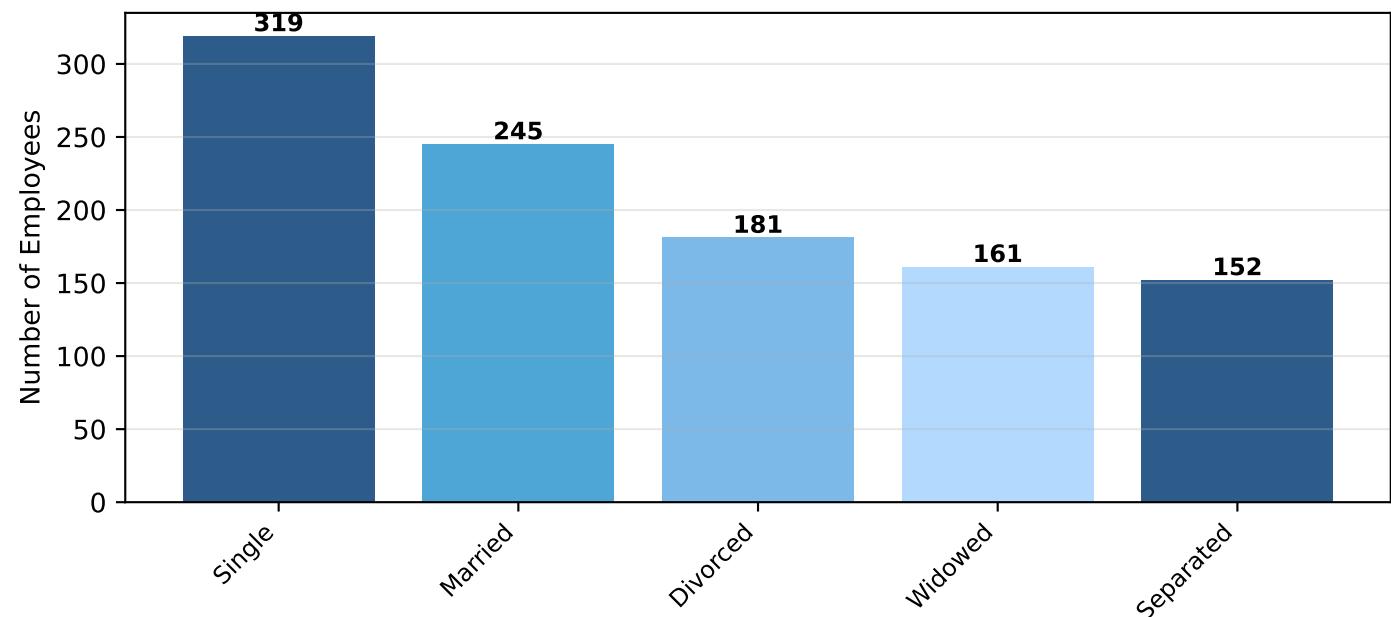
Employment Status



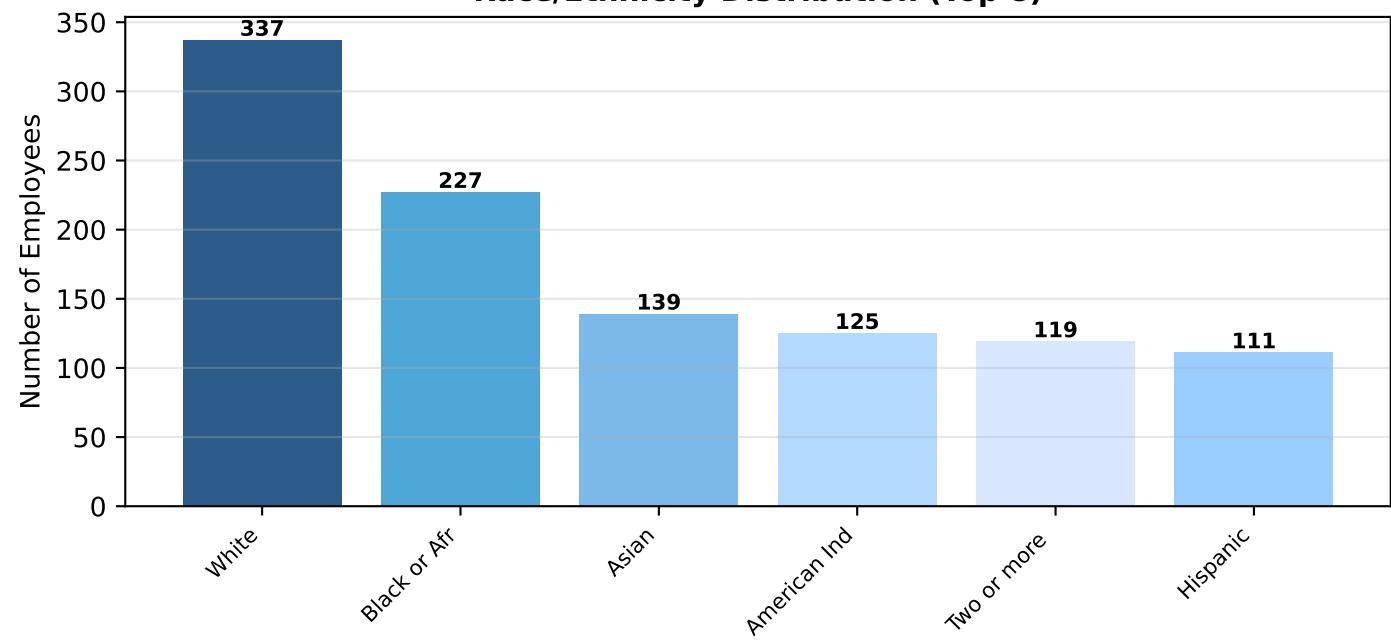
Gender Distribution



Marital Status Distribution

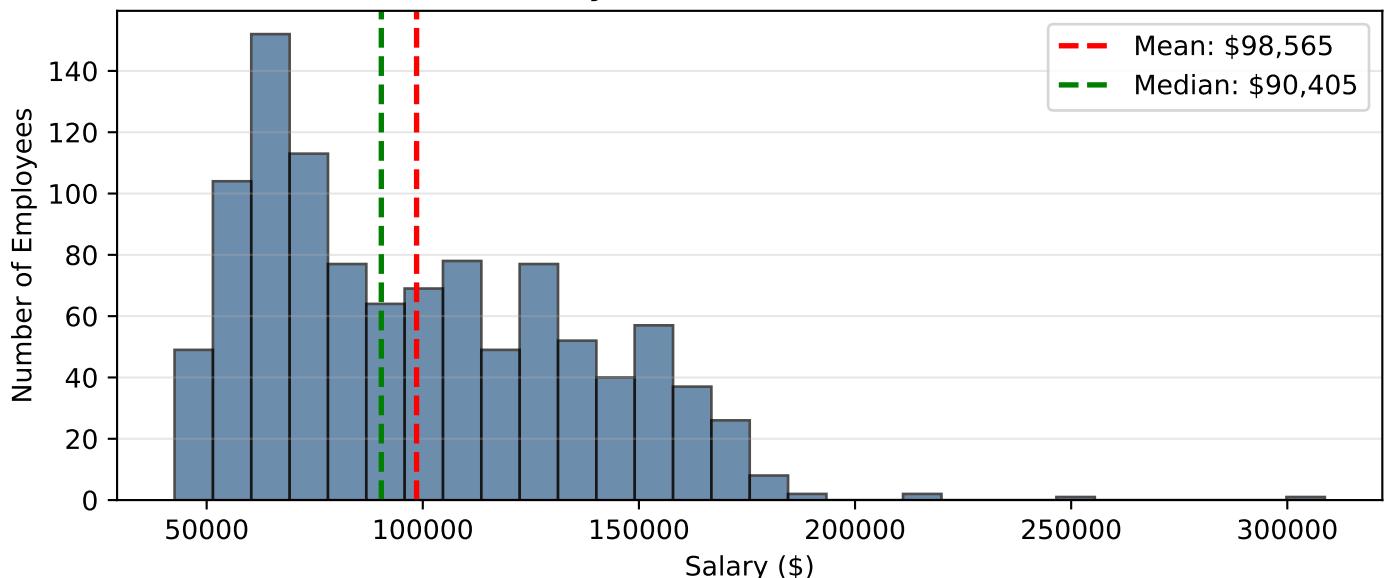


Race/Ethnicity Distribution (Top 8)

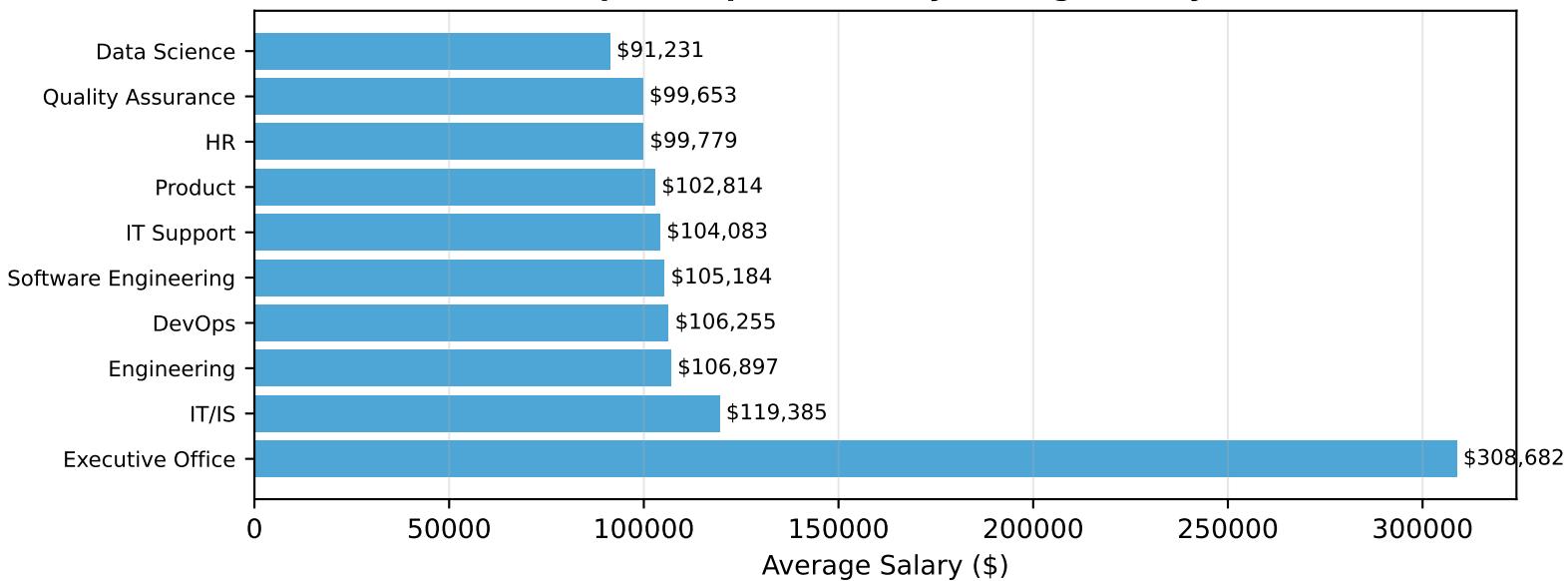


BBD LTD - COMPENSATION ANALYSIS (MODIFIED)

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

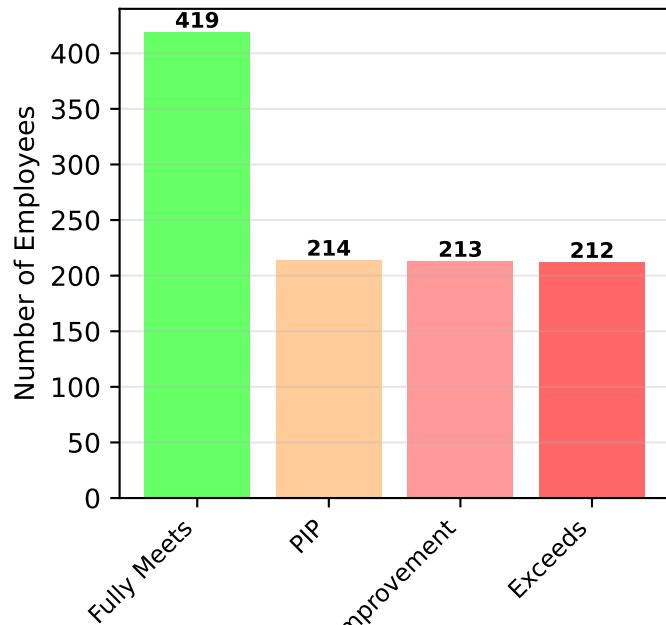
- 25th Percentile: \$67,439.00
- 50th Percentile (Median): \$90,405.30
- 75th Percentile: \$125,979.81

GENDER-BASED SALARY ANALYSIS

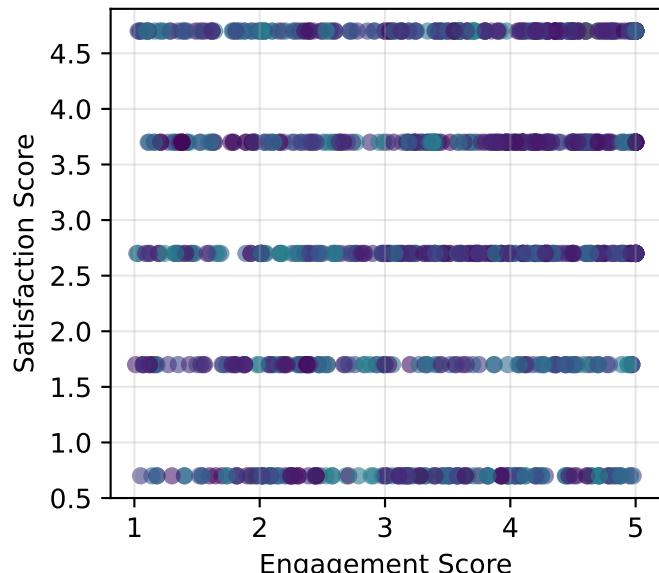
- F: \$96,724.03
- M: \$108,582.93
- M : \$79,282.85

BBD LTD - PERFORMANCE & ENGAGEMENT (MODIFIED)

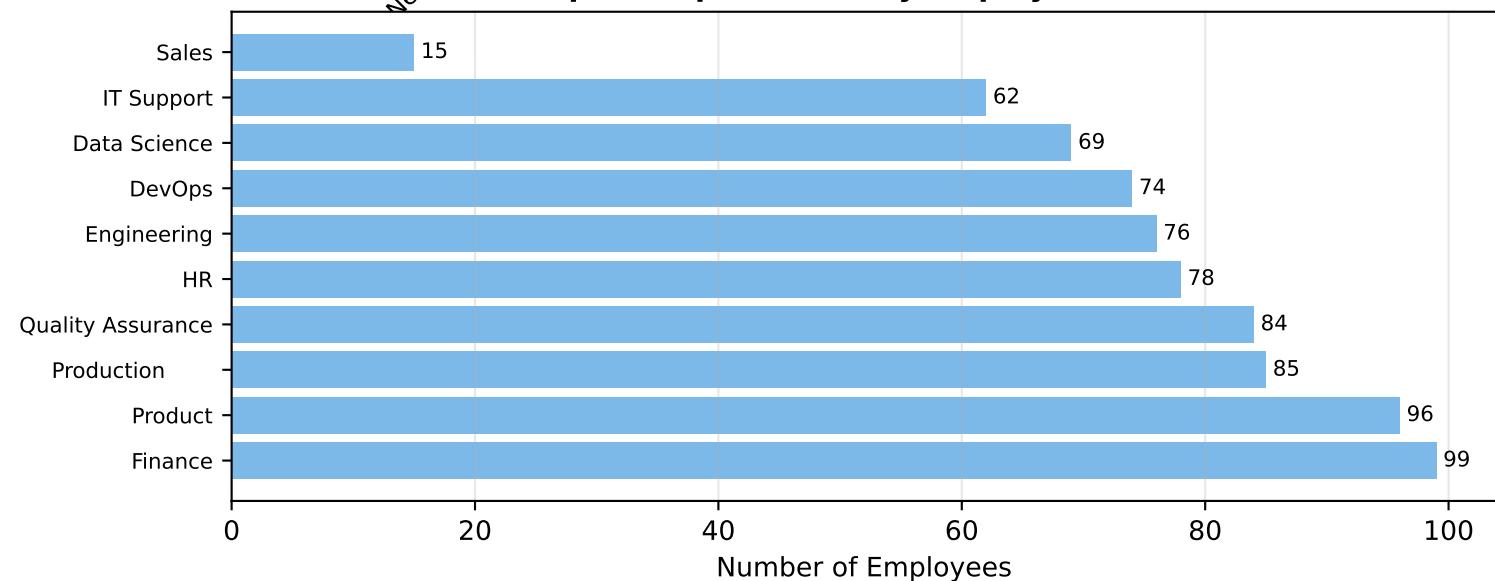
Performance Score Distribution



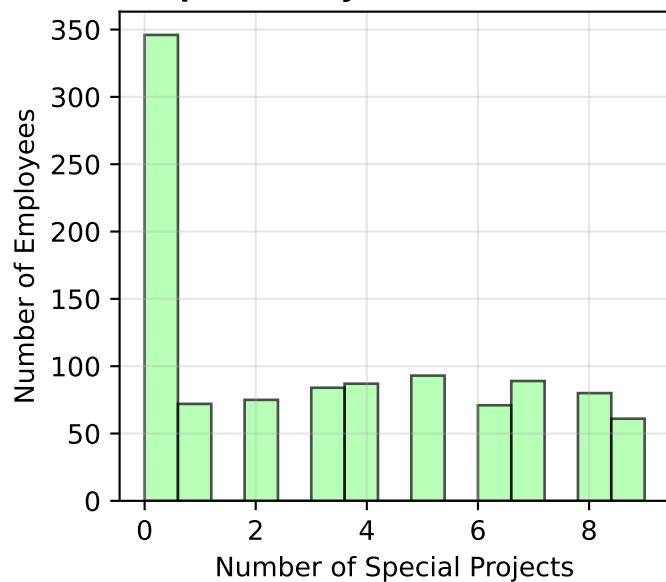
Engagement vs Satisfaction



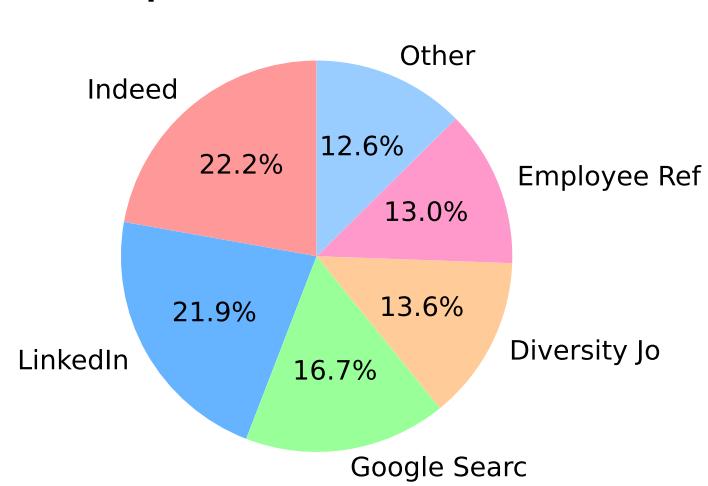
Top 10 Departments by Employee Count



Special Projects Distribution

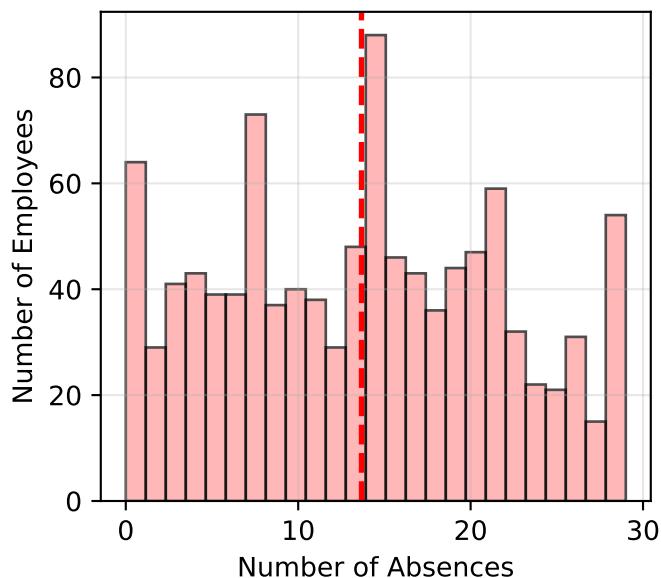


Top Recruitment Sources

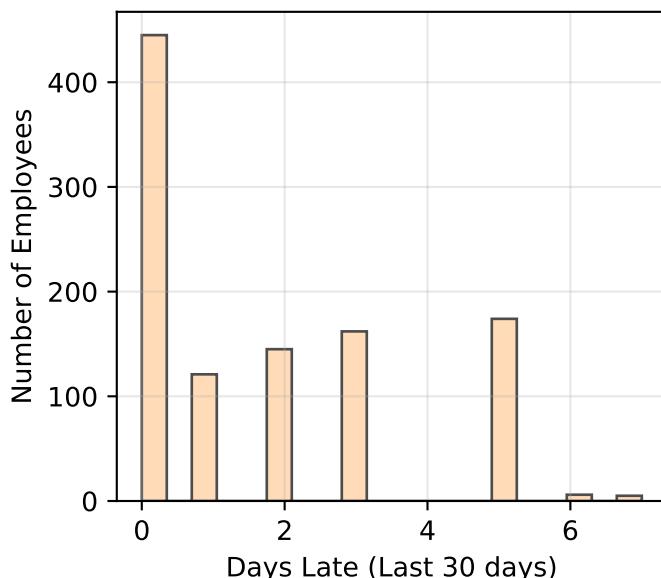


BBD LTD - ATTENDANCE & RETENTION (MODIFIED)

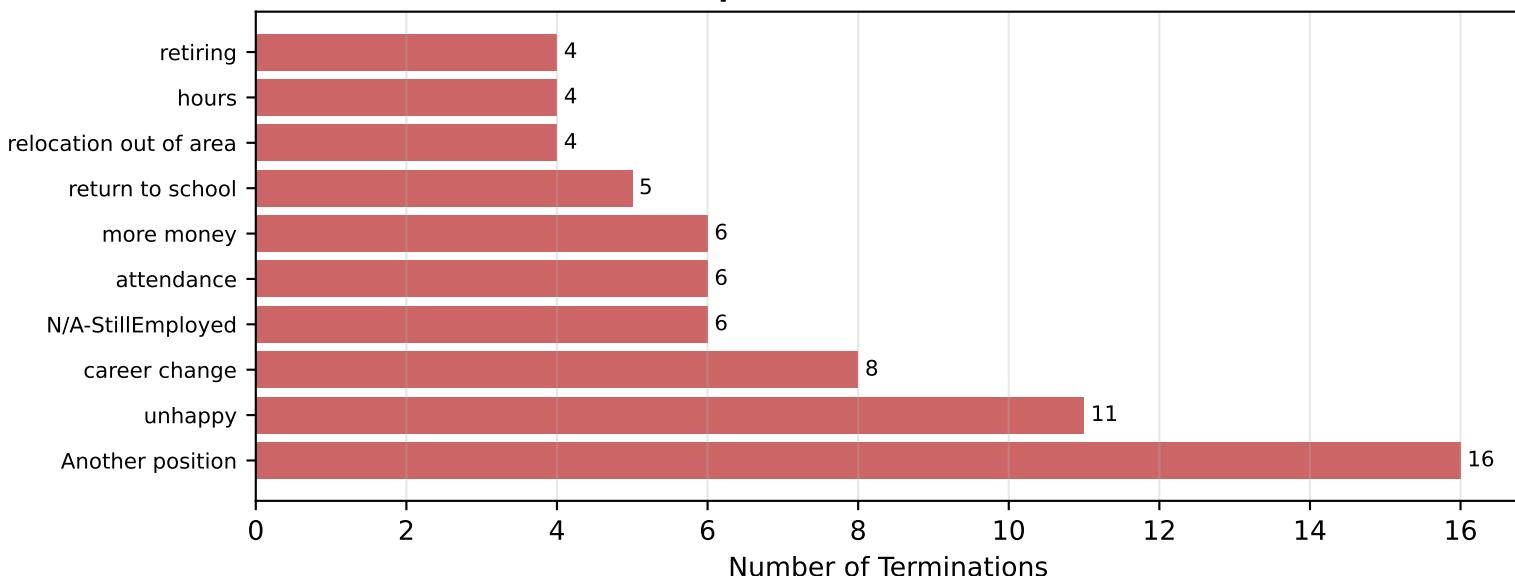
Absence Distribution (Modified)



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)