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Overview

New Hire

Active & Leavers

Bad Hire

HR Analytics



HR Analytics

Overview

New Hire

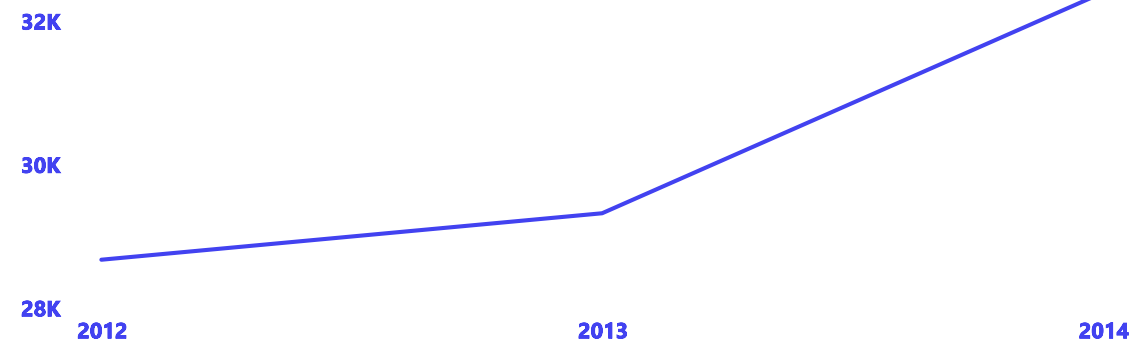
Active & Leavers

Bad Hire

2012

2014

Number of Active Employees

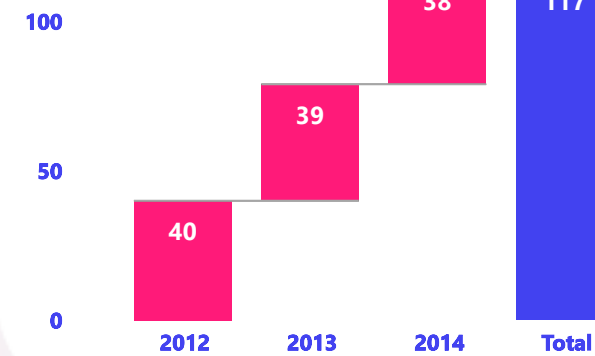


32,401

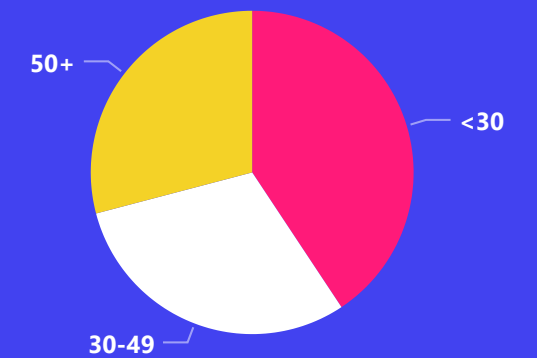
Actives Employee

39

Average Employee Age



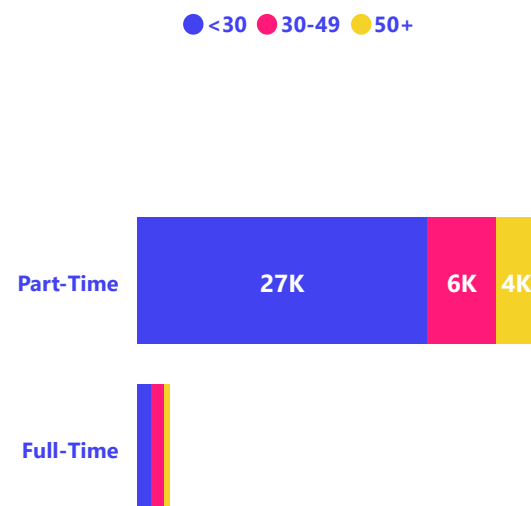
Age Group



Full Time Vs Part Time



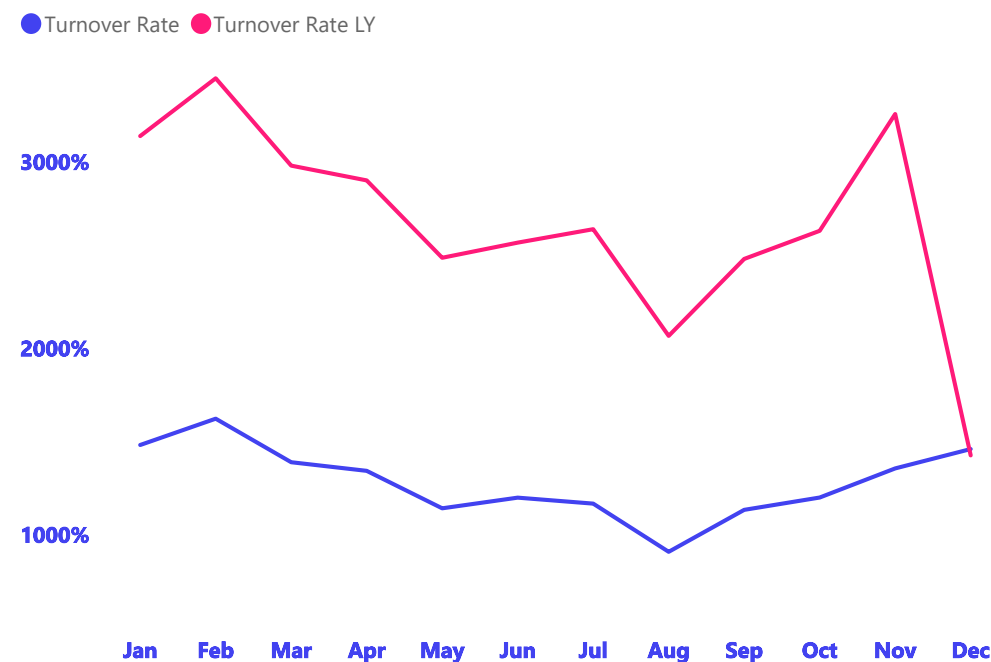
Age of New Hire by Job Mode



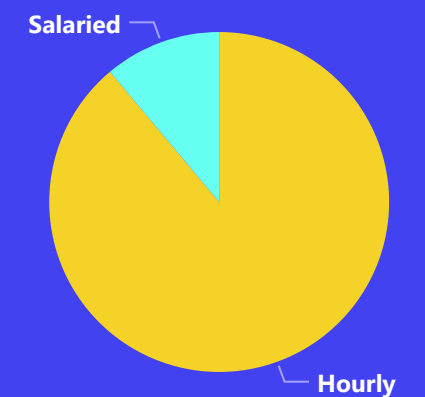
Employee Turnover Rate

110.05%

Turnover Rate



Employees by Pay Type



39,862

New Hires

32,401

Actives Employee

9,838

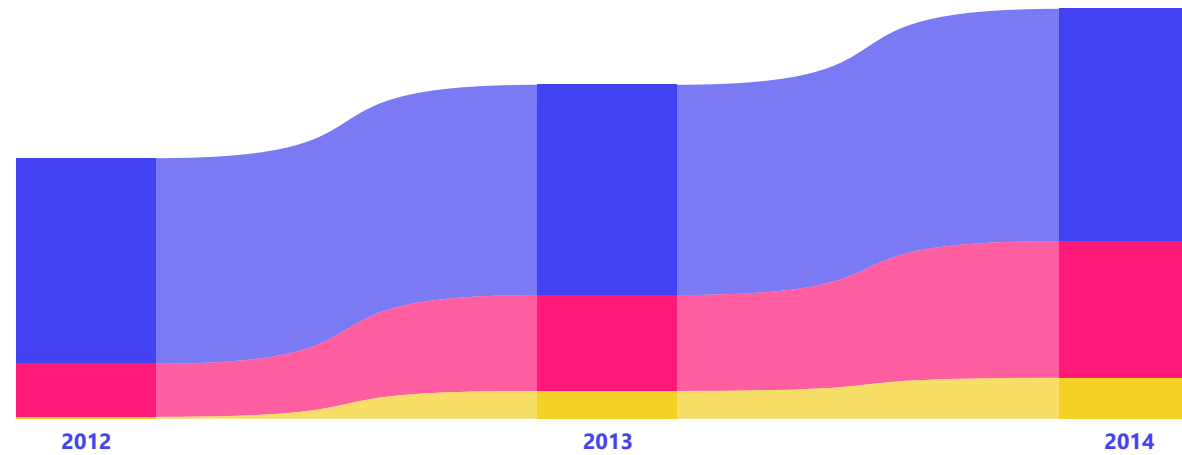
BadHires

29,442

Separated Hires

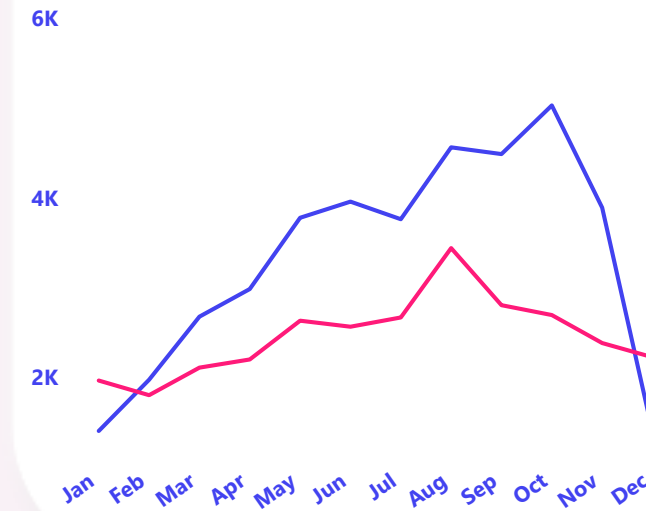
Active, New & Bad Hires by Year

● Actives Employee ● New Hires ● BadHires

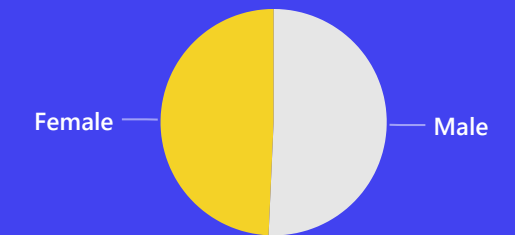


New Vs Separated Hires by Month

● New Hires ● Separated Hires



Gender ● Male ● Female



New Hire (Current year vs Last year)

19,073 ✓
Last Year: 13382 (+42.53%)

39,862

New Hires

2,783

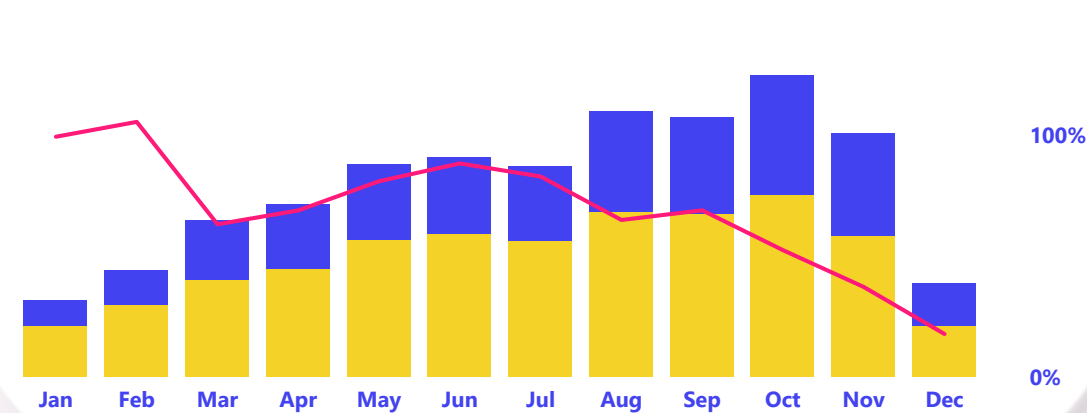
Average Tenure Days

2,959

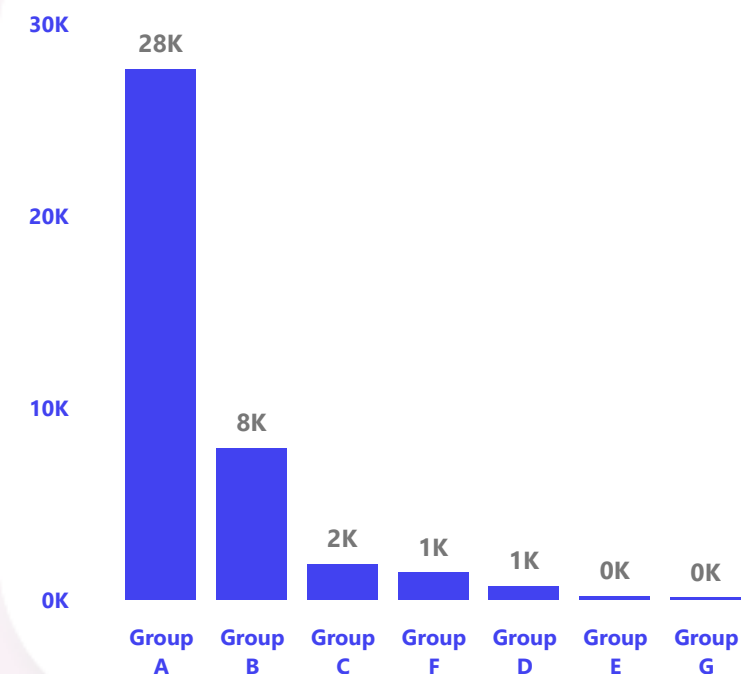
Employee Turnover

New Hires YoY % Change

● New Hires ● New Hires Separated LY ● New Hires YoY % Change

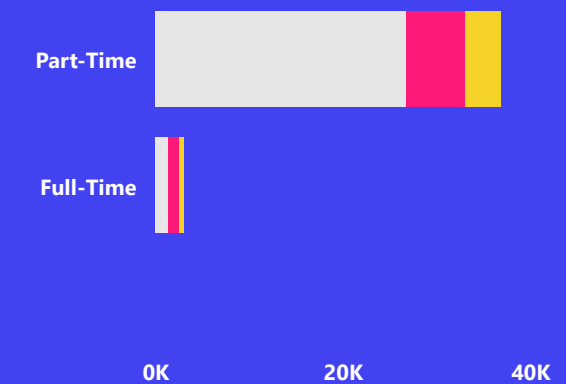


New Hires by Ethnic Group



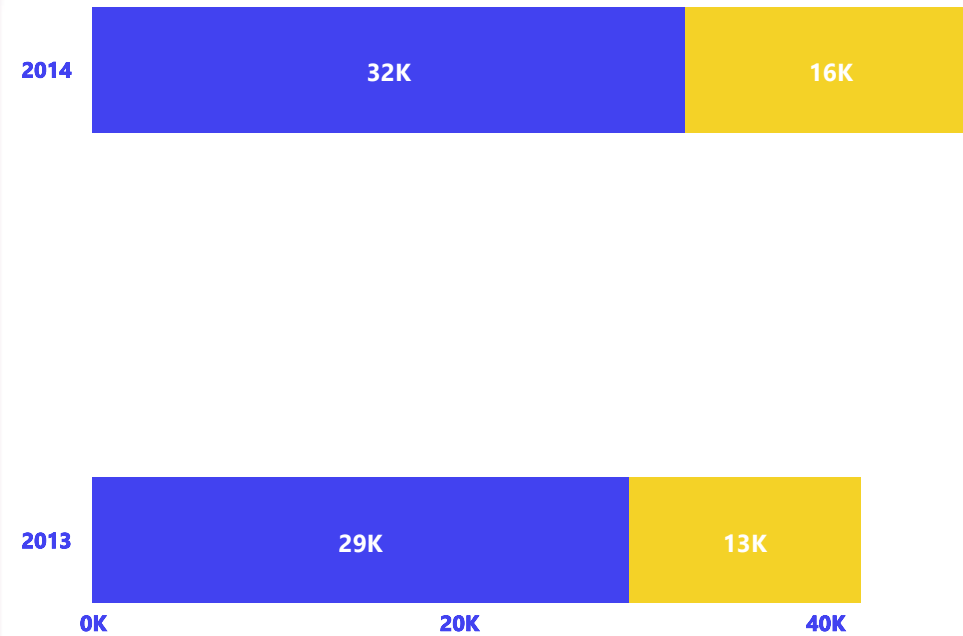
Age of New Hire by Job Mode

● <30 ● 30-49 ● 50+



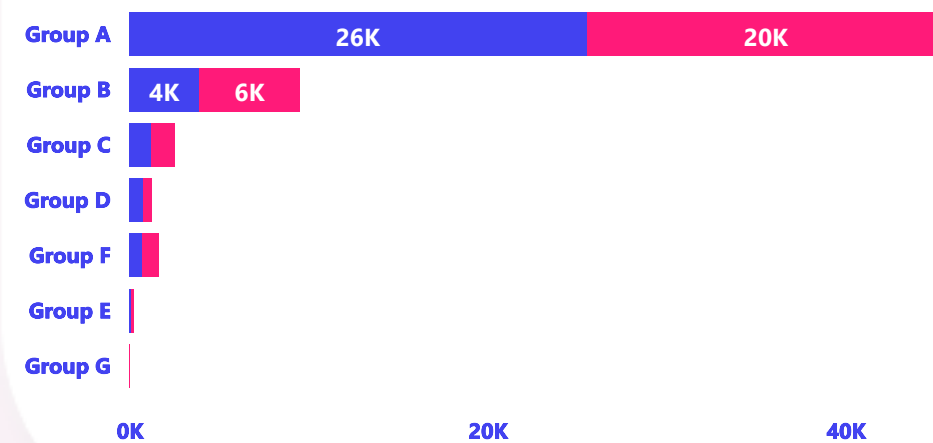
Employees by Region

● Actives Employee ● Separated Hires



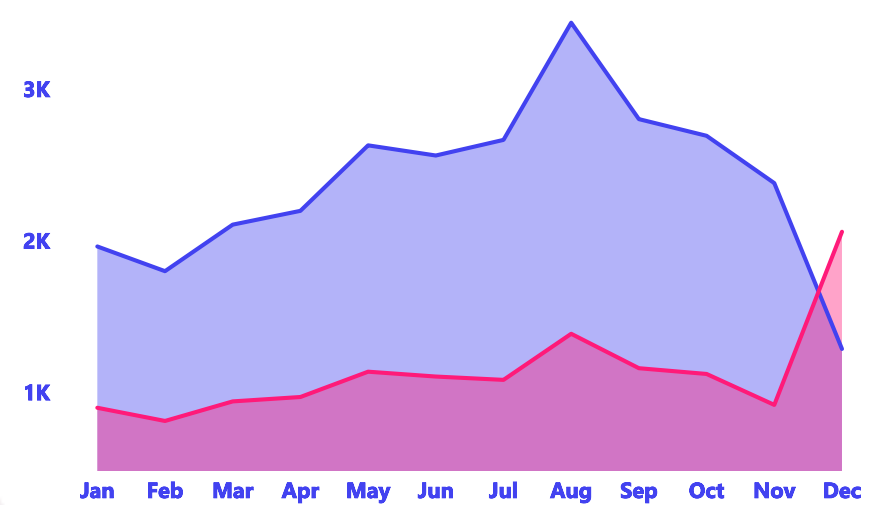
Actives & Separations by Ethnicity

● Actives Employee ● Separated Hires



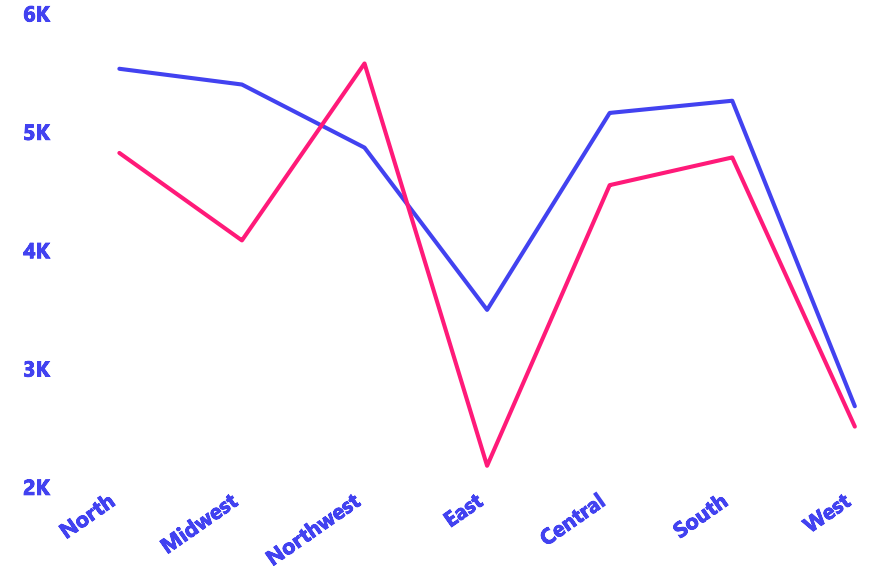
Separations VS Actives YoY Change

● Separated Hires ● Seps SPLY

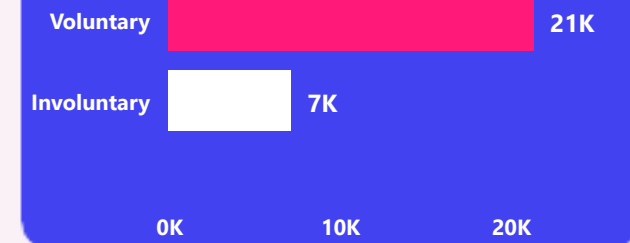


Actives VS Separations by Region

● Actives Employee ● Separated Hires

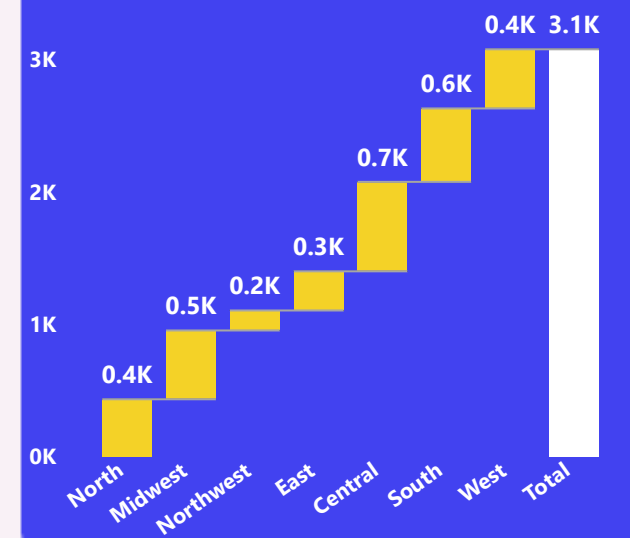


Reason of Separation



Separations by Region

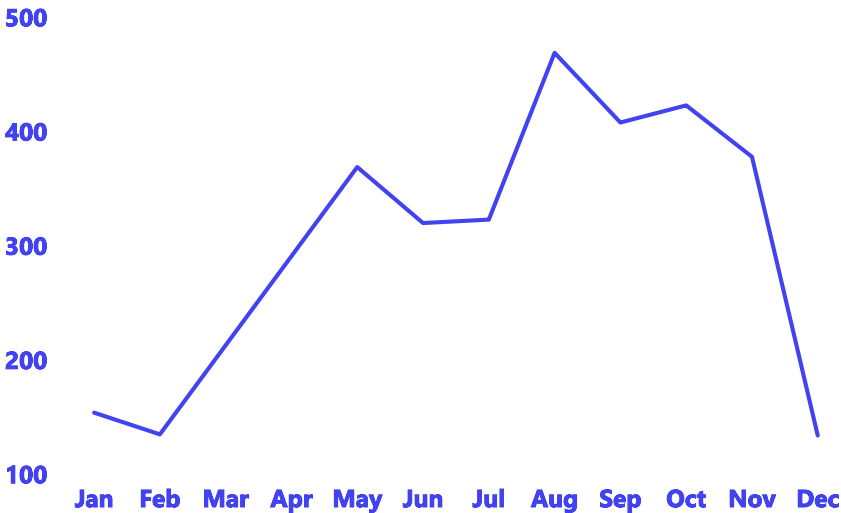
● Increase ● Decrease ● Total



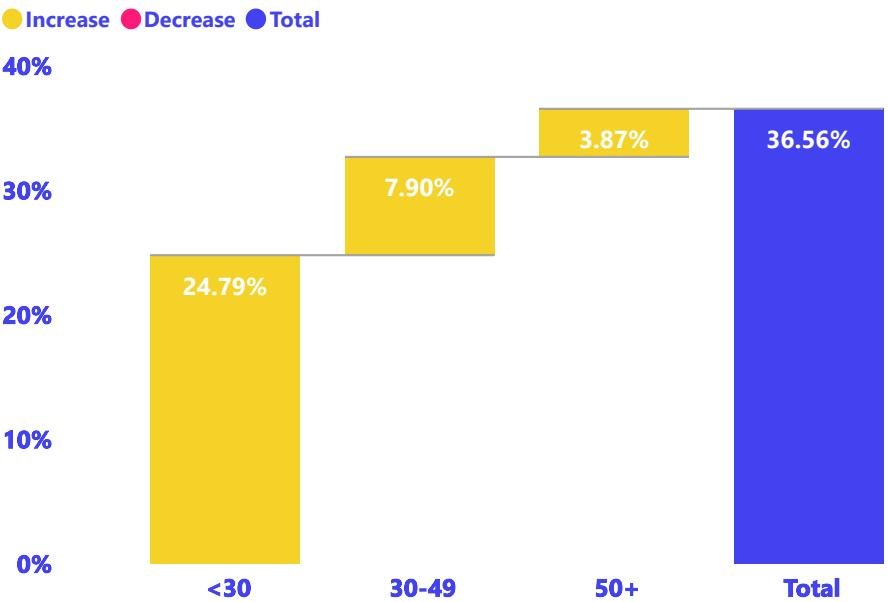
Separations



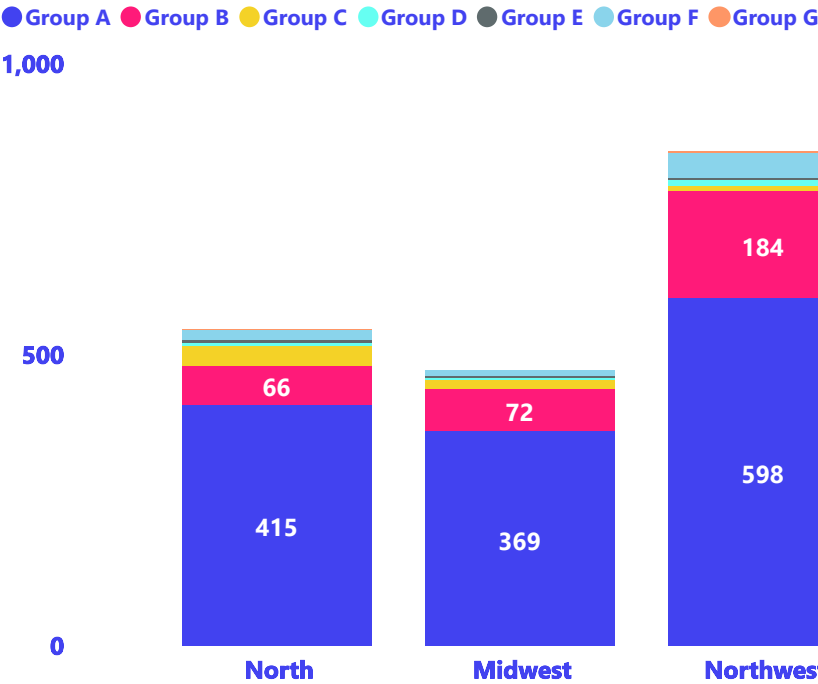
Bad Hires by Month



Bad Hires Percentage of Actives by Age Group



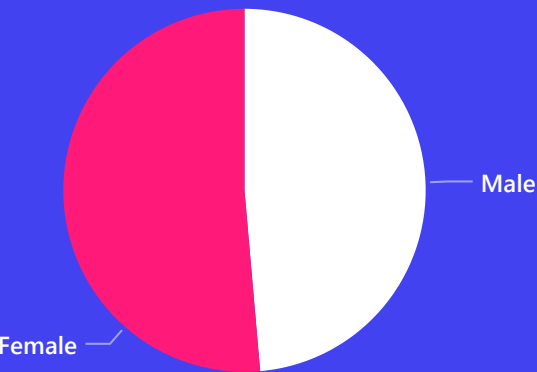
Bad Hires by Region, VP & Ethnicity



BadHires by PayType



BadHires by Gender



Bad Hires by Quarter

