



**HR** Analytics

THE OVERVIEW





CARIPROS

Workforce & Analytics Overview

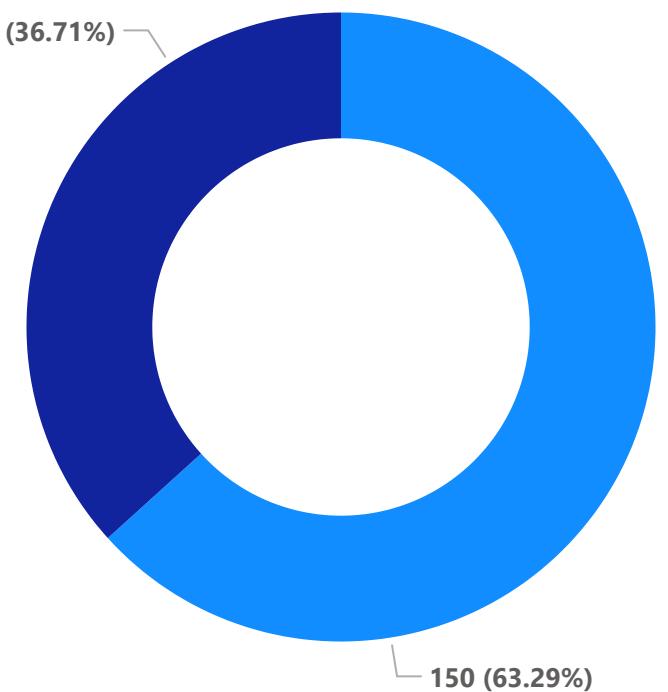
Work metrics by marital status

Work-Life Balance, Hike & Seniority Trends

Submit Feedback

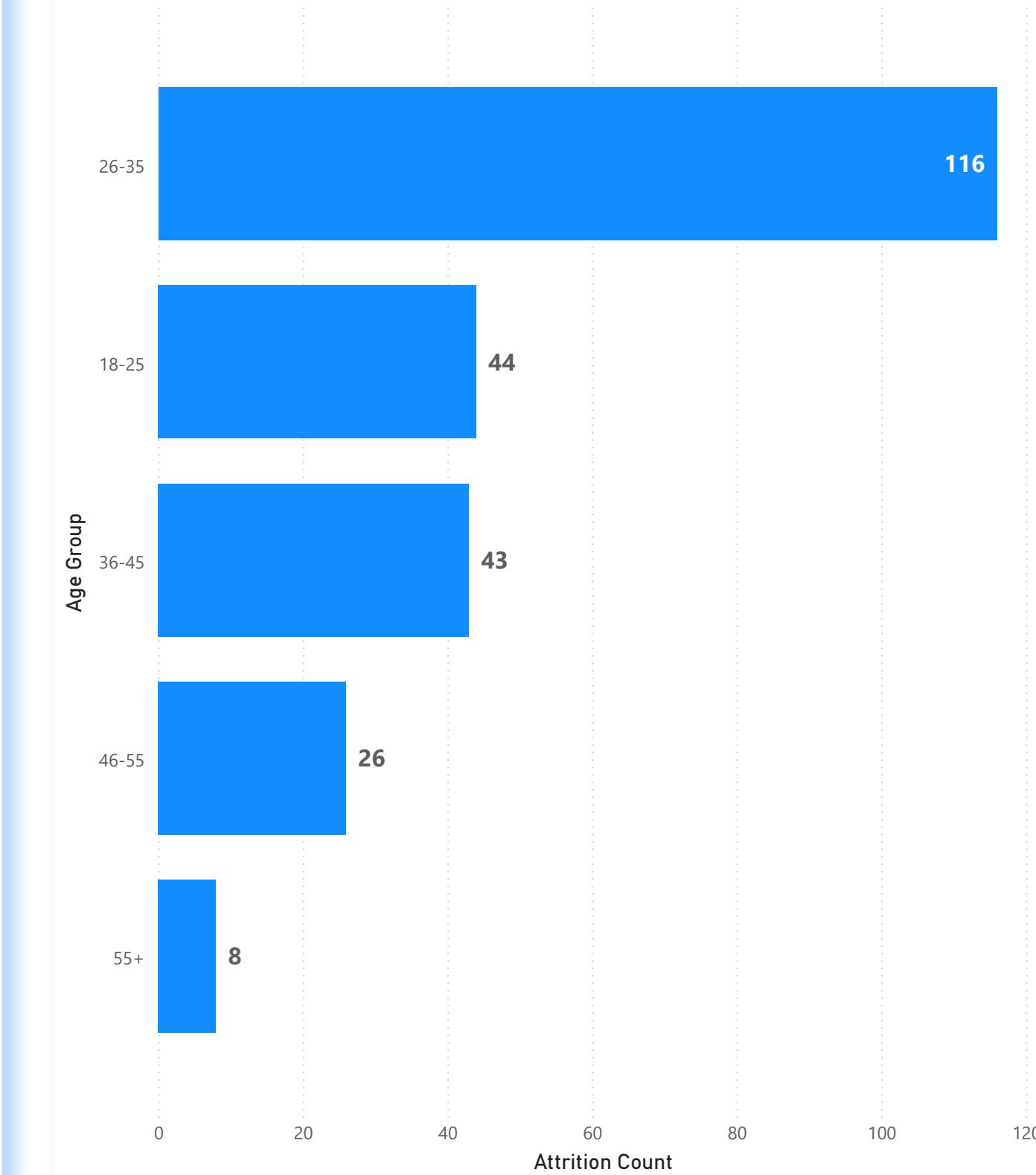
### Overview of Analytics & Demographics

#### Attrition\_Count by Gender



### Overview of Organization

#### Attrition Count by Age Group



### Overview of Factors

1470

Total Employees

16.1%

Attrition Rate

6.50K

Avg Monthly Income

237

Attrition\_Count



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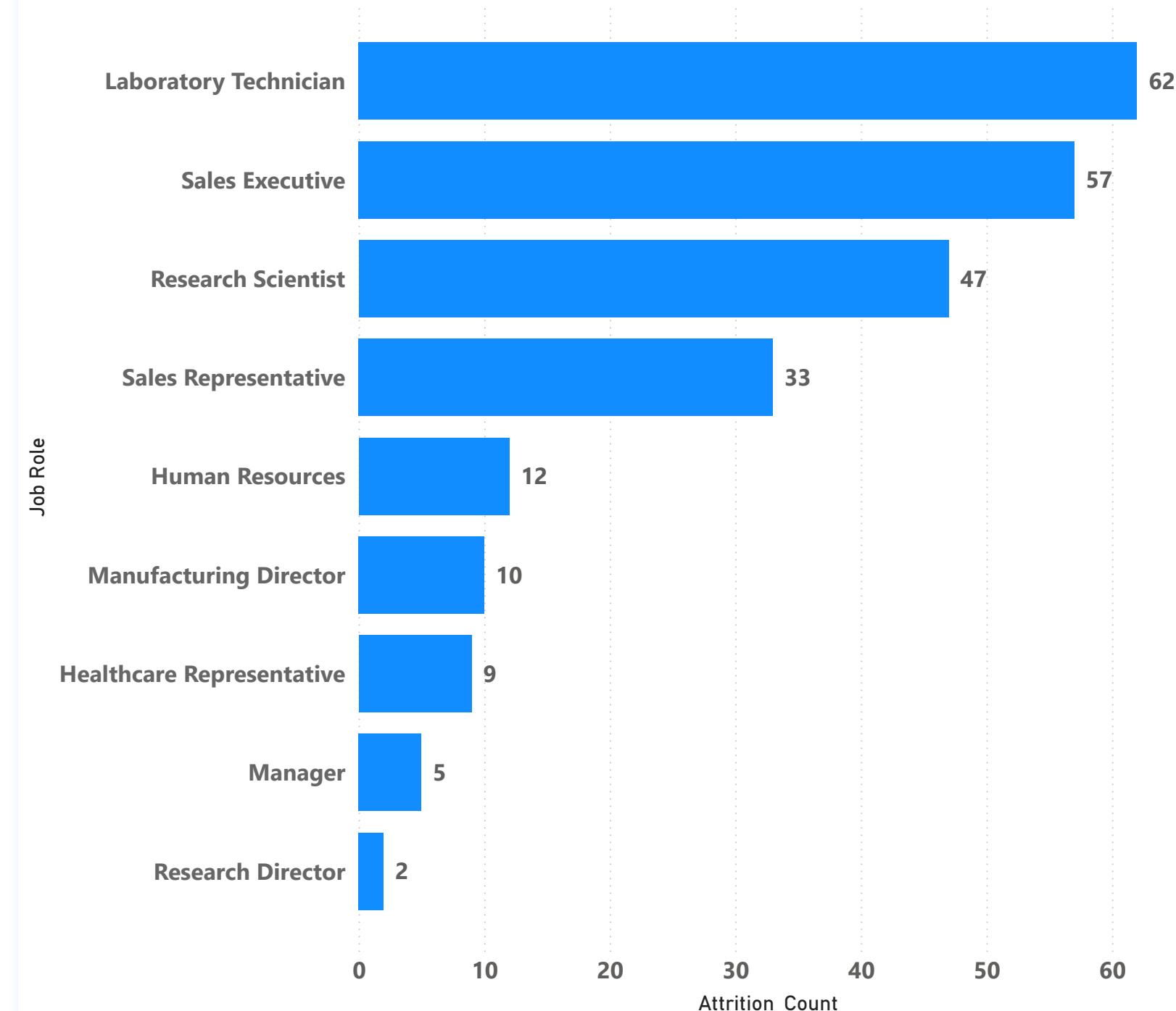
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### Overview of Analytics & Demographics

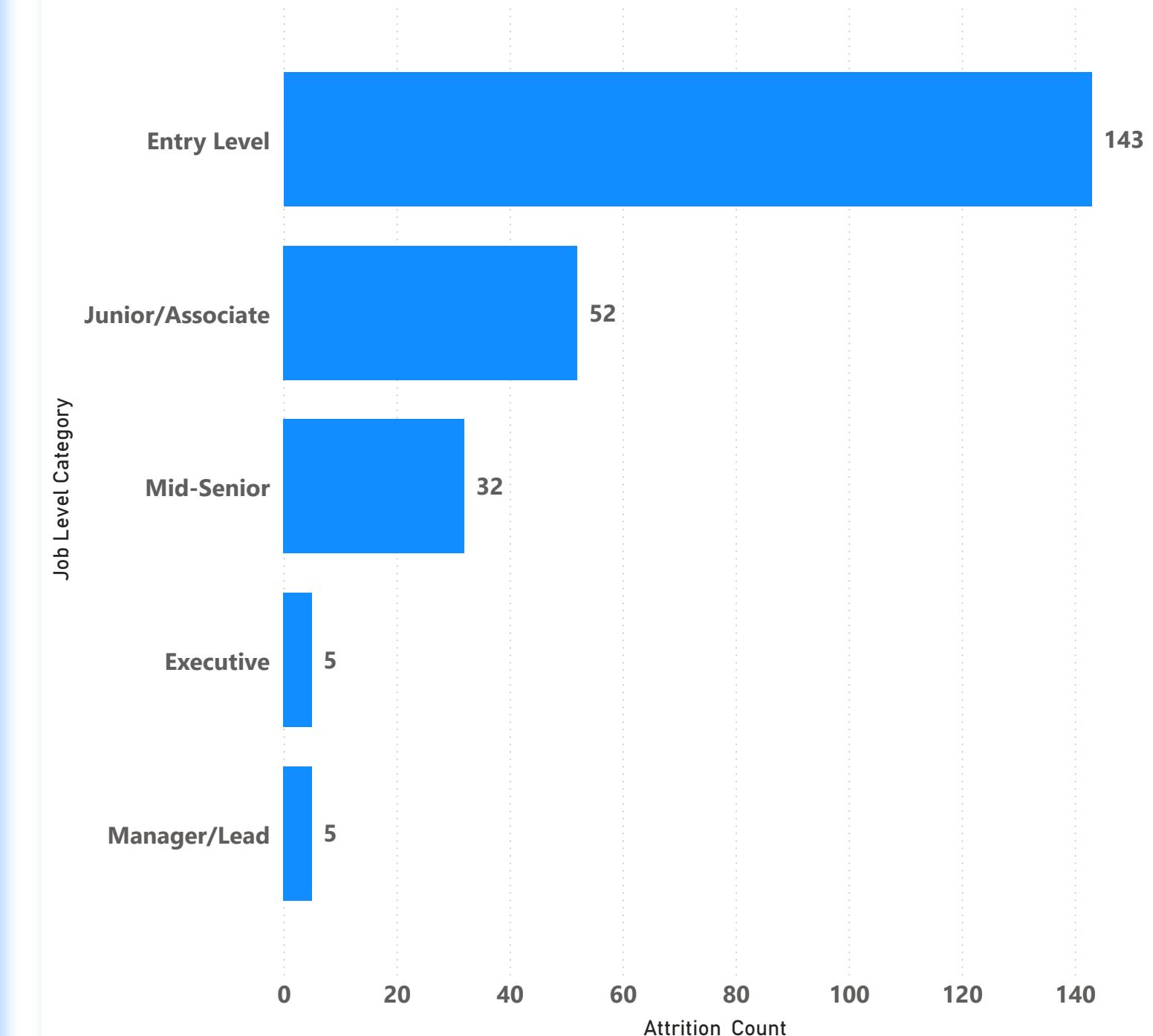
### Overview of Organization

### Overview of Factors

#### Attrition\_Count by Job Role



#### Attrition\_Count by Job Level Category





CARIPROS

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#### Total Attrition by Job Role & Satisfaction

Job Satisfaction	Healthcare Representative	Human Resources	Laboratory Technician	Manager	Manufacturing Director	Research Director	Research Scientist	Sales Executive	Sales Representative	Total
1	26	10	56	21	26	15	54	69	12	
2	19	16	48	21	32	16	53	54	21	
3	43	13	75	27	49	27	90	91	27	
<b>Total</b>	<b>131</b>	<b>52</b>	<b>259</b>	<b>102</b>	<b>145</b>	<b>80</b>	<b>292</b>	<b>326</b>	<b>83</b>	

#### Attrition Rate by Job Role & Satisfaction

Job Satisfaction	Healthcare Representative	Human Resources	Laboratory Technician	Manager	Manufacturing Director	Research Director	Research Scientist	Sales Executive	Sales Representative	Total
1	7.7%	50.0%	35.7%	4.8%	7.7%		24.1%	23.2%	58.3%	<b>22.8%</b>
2	10.5%	12.5%	16.7%	9.5%	6.3%	6.3%	18.9%	16.7%	47.6%	<b>16.4%</b>
3	2.3%	23.1%	28.0%	3.7%	8.2%	3.7%	16.7%	19.8%	33.3%	<b>16.5%</b>
4	9.3%	15.4%	16.3%	3.0%	5.3%		9.5%	12.5%	30.4%	<b>11.3%</b>
<b>Total</b>	<b>6.9%</b>	<b>23.1%</b>	<b>23.9%</b>	<b>4.9%</b>	<b>6.9%</b>	<b>2.5%</b>	<b>16.1%</b>	<b>17.5%</b>	<b>39.8%</b>	<b>16.1%</b>

#### Employee Distribution by Job Role & Seniority

Job Level Category	Healthcare Representative	Human Resources	Laboratory Technician	Manager	Manufacturing Director	Research Director	Research Scientist	Sales Executive	Sales Representative	
Entry Level		33	200				234			76
Executive				43		26				
Junior/Associate	78	13	56		90		57	233		7
Manager/Lead	9			47	10	26		14		
<b>Total</b>	<b>131</b>	<b>52</b>	<b>259</b>	<b>102</b>	<b>145</b>	<b>80</b>	<b>292</b>	<b>326</b>	<b>83</b>	



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Workforce & Analytics Overview

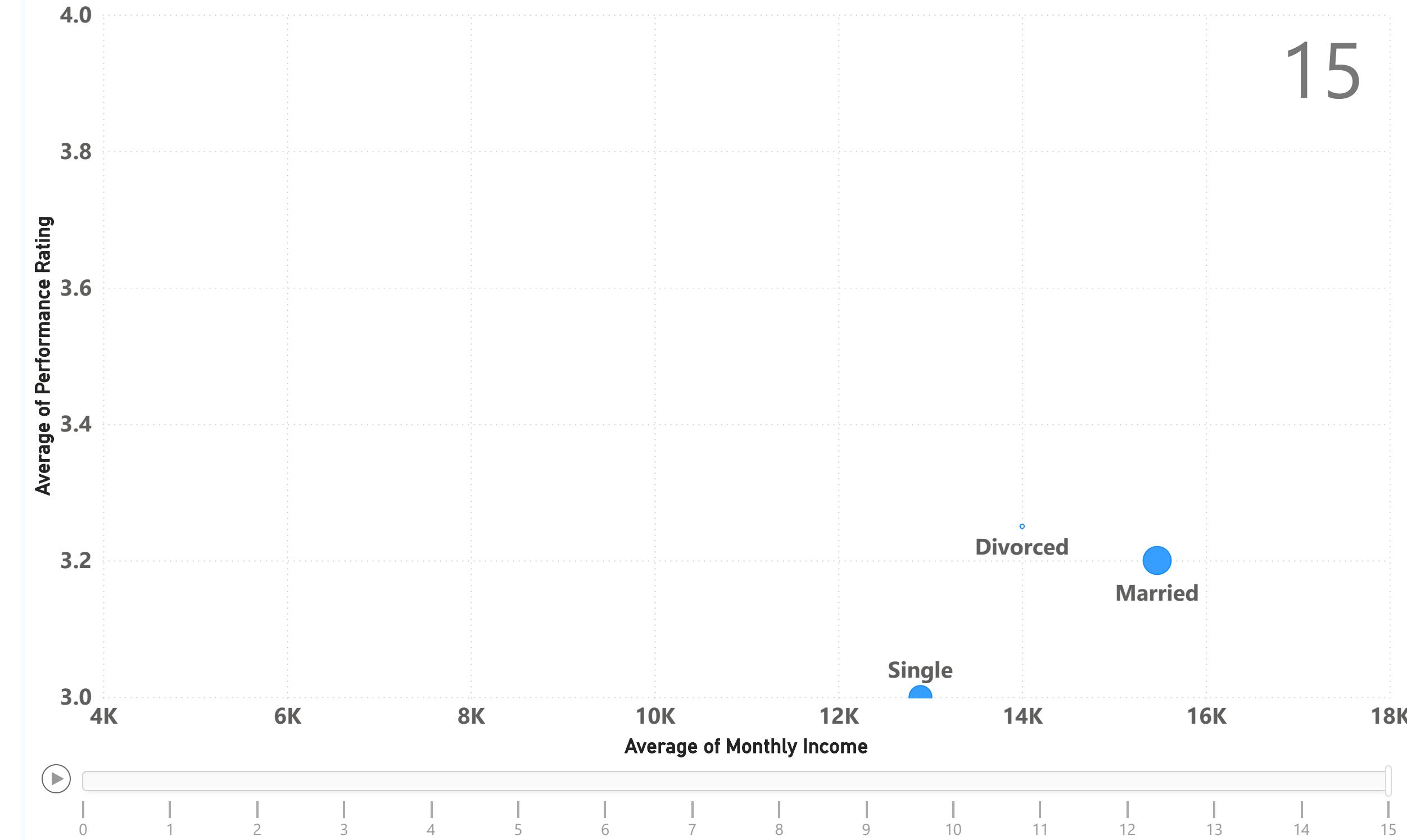
Work metrics by marital status

Work-Life Balance, Hike & Seniority Trends

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## Talent Distribution by Marital Status & Tenure

### Workforce Metrics by Marital Status and Years Since Promotion



Age Group  
All

Gender  
All

Job Role  
All

Job Level Category  
All

Department  
All

Clear all slicers



## Workforce & Analytics Overview

Work metrics by marital status

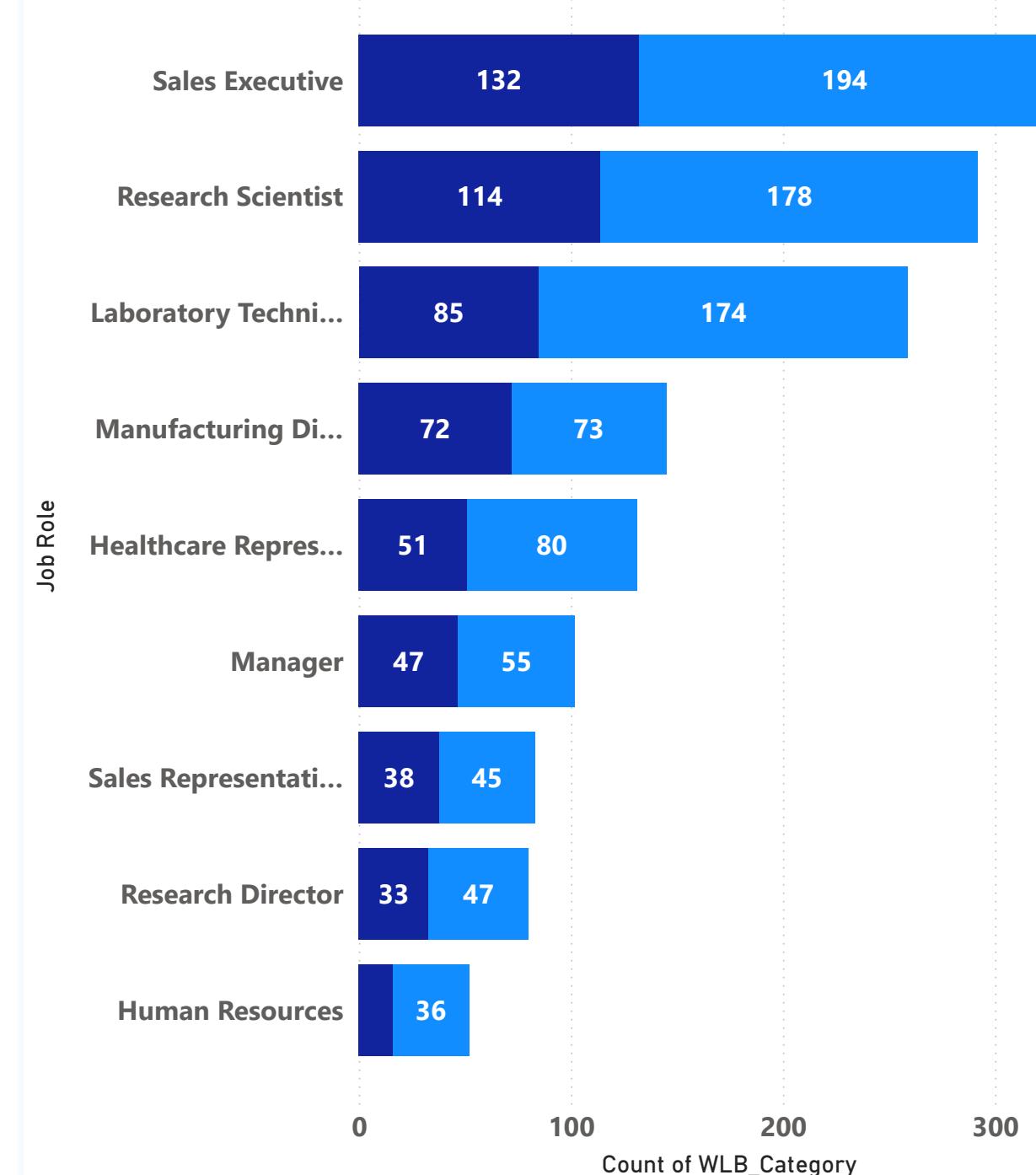
Work-Life Balance, Hike & Seniority Trends

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## Gender-Based Work-Life Balance Performance

### Work-Life Balance Breakdown by Job Role and Gender

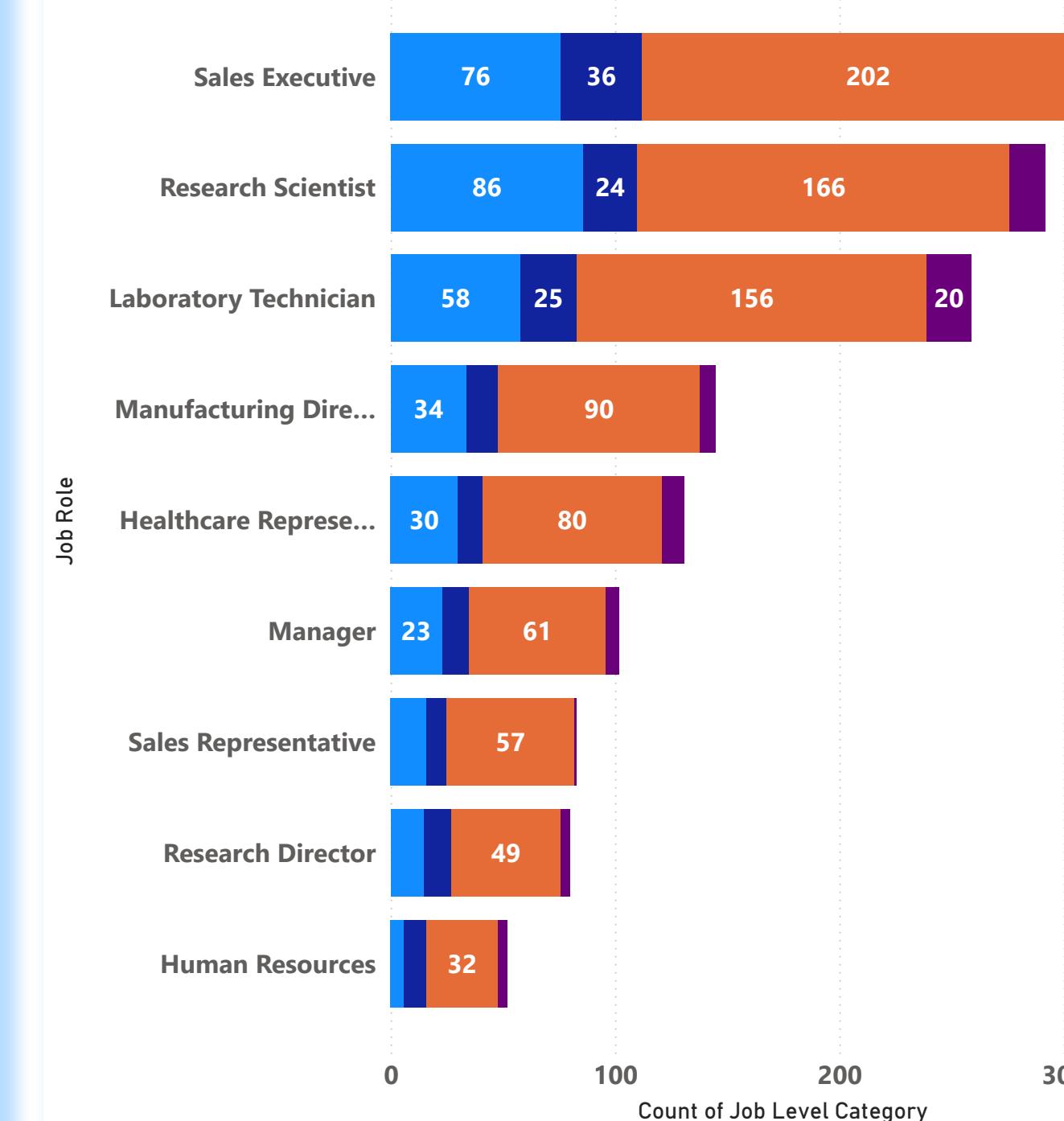
Gender ● Female ● Male



## Compensation Efficiency by Job Role & Level

### Job Level Breakdown by Role and Work-Life Balance

WLB\_Category ● Average ● Excellent ● Good ● Poor



## Career Progression by Seniority

Age Group

All

Gender

All

Job Role

All

Job Level Cate...

All

Department

All

Clear all slicers



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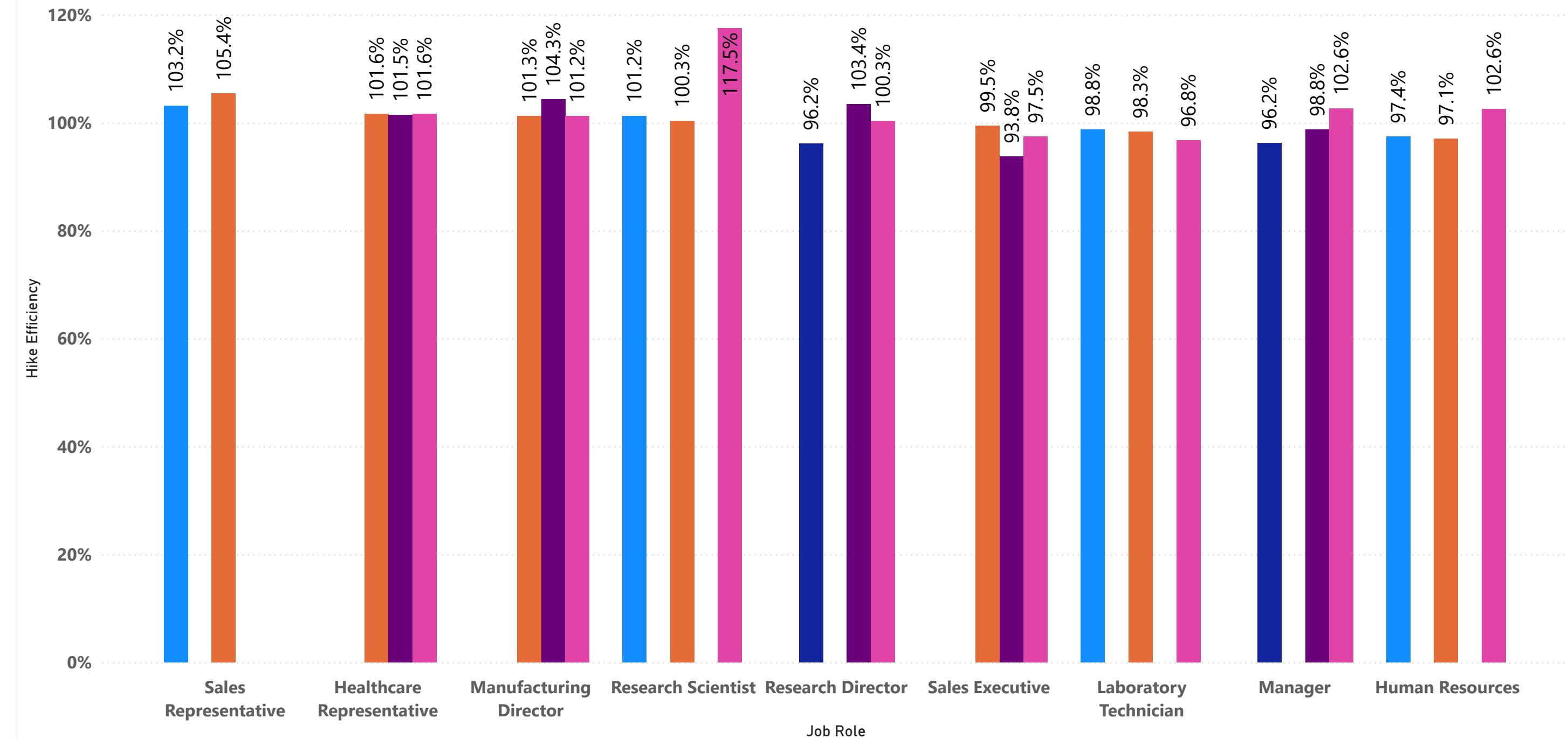
### Compensation Efficiency by Job Role & Level

### Career Progression by Seniority



#### Hike Efficiency Across Job Roles and Job Level Categories

Job Level Category ● Entry Level ● Executive ● Junior/Associate ● Manager/Lead ● Mid-Senior





## Workforce & Analytics Overview

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## Gender-Based Work-Life Balance Performance

### Career Progression Status by Job Level

Progression Status	Entry Level	Executive	Junior/Associate	Manager/Lead	Mid-Senior	Total
Fast Track	165		103	4	31	303
High Stagnation	284	33	188	99	84	688
Normal Progression	94	36	243	3	103	479
<b>Total</b>	<b>543</b>	<b>69</b>	<b>534</b>	<b>106</b>	<b>218</b>	<b>1470</b>

### Attrition Rate by Work-Life Balance and Job Level

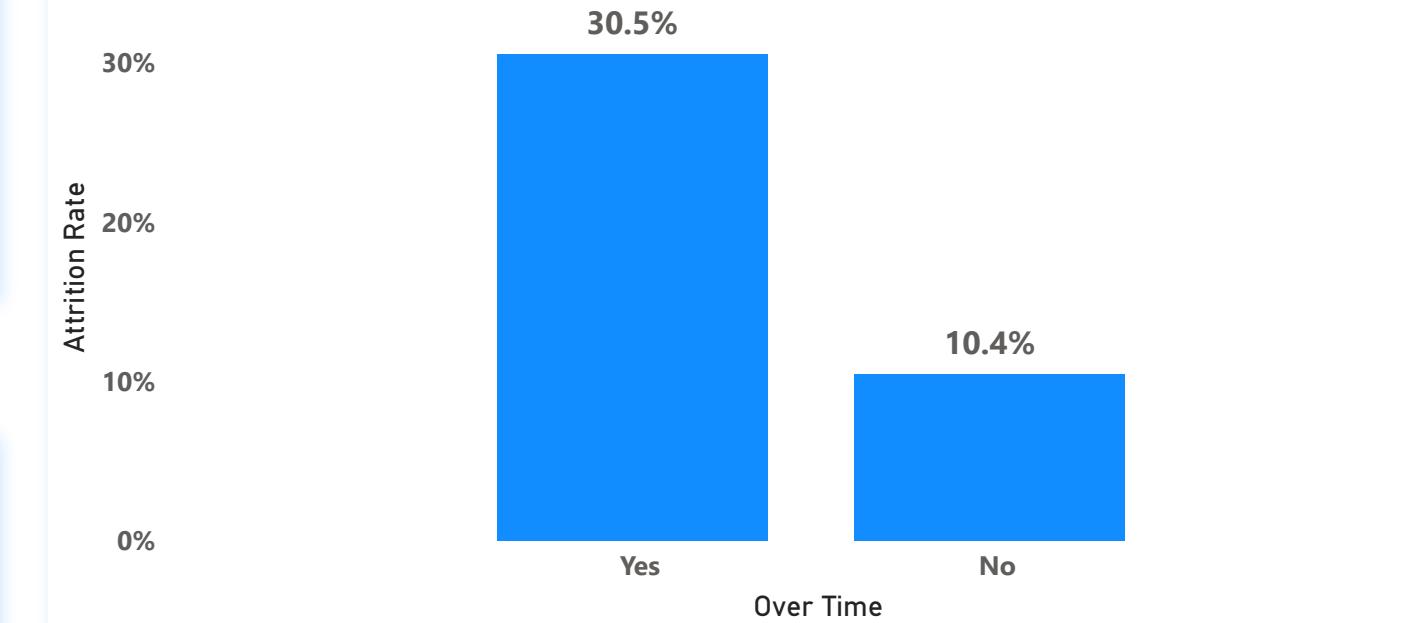
WLB_Category	Entry Level	Executive	Junior/Associate	Manager/Lead	Mid-Senior	Total
Average	23.7%		11.9%	10.3%	19.6%	16.9%
Excellent	38.0%		8.3%		12.0%	17.6%
Good	23.2%	11.1%	8.5%	1.6%	13.3%	14.2%
Poor	48.6%		18.5%	20.0%	16.7%	31.3%
<b>Total</b>	<b>26.3%</b>	<b>7.2%</b>	<b>9.7%</b>	<b>4.7%</b>	<b>14.7%</b>	<b>16.1%</b>

### Career Progression Distribution by Age Group

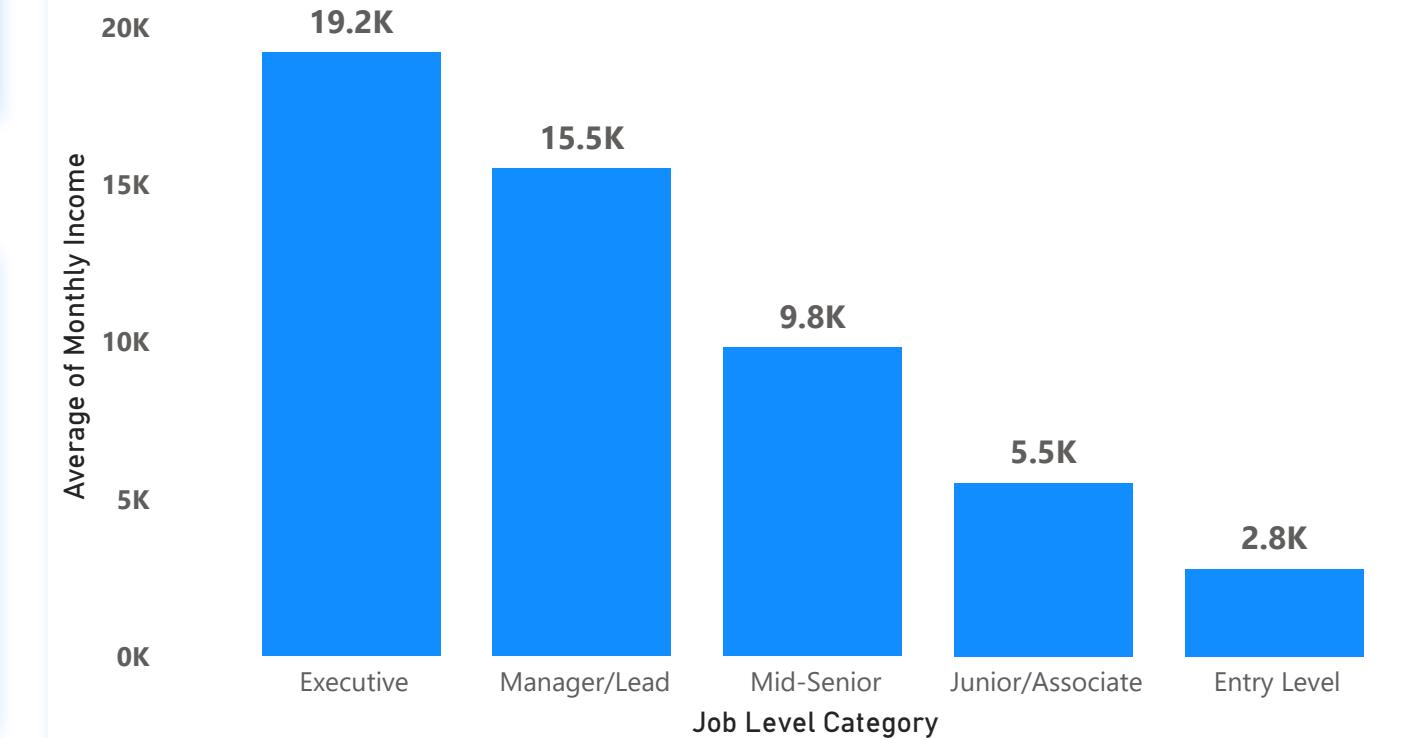
Age Group	Fast Track	High Stagnation	Normal Progression	Total
18-25	91	18	14	123
26-35	170	193	243	606
36-45	28	267	173	468
46-55	11	171	44	226
55+	3	39	5	47
<b>Total</b>	<b>303</b>	<b>688</b>	<b>479</b>	<b>1470</b>

## Compensation Efficiency by Job Role & Level

### Attrition Rate by Over Time



### Avg Income & Salary Hike by Job Level



Age Group  
All

Gender  
All

Job Role  
All

Job Level  
All

Department  
All

Clear all slicers