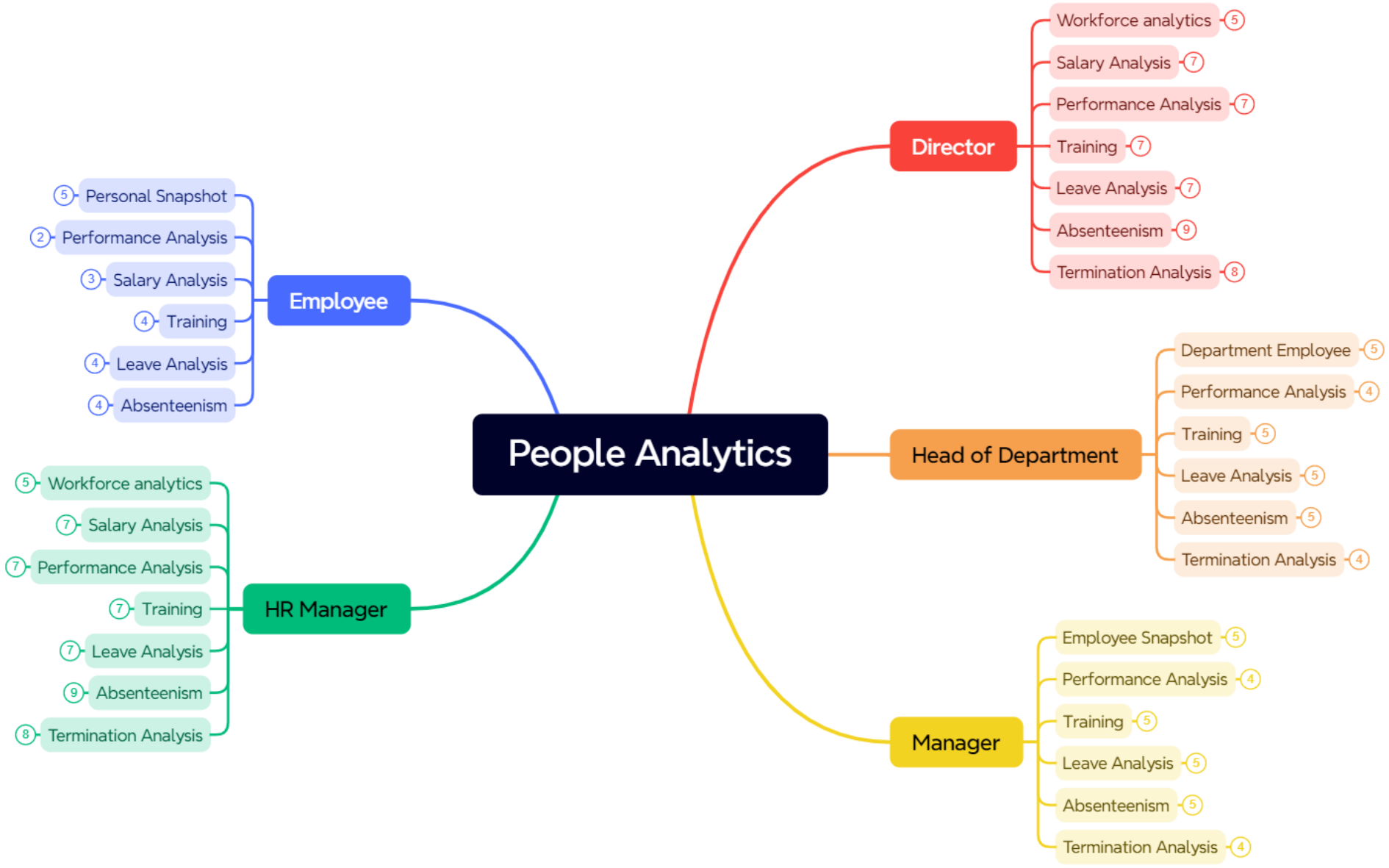
People Analytics

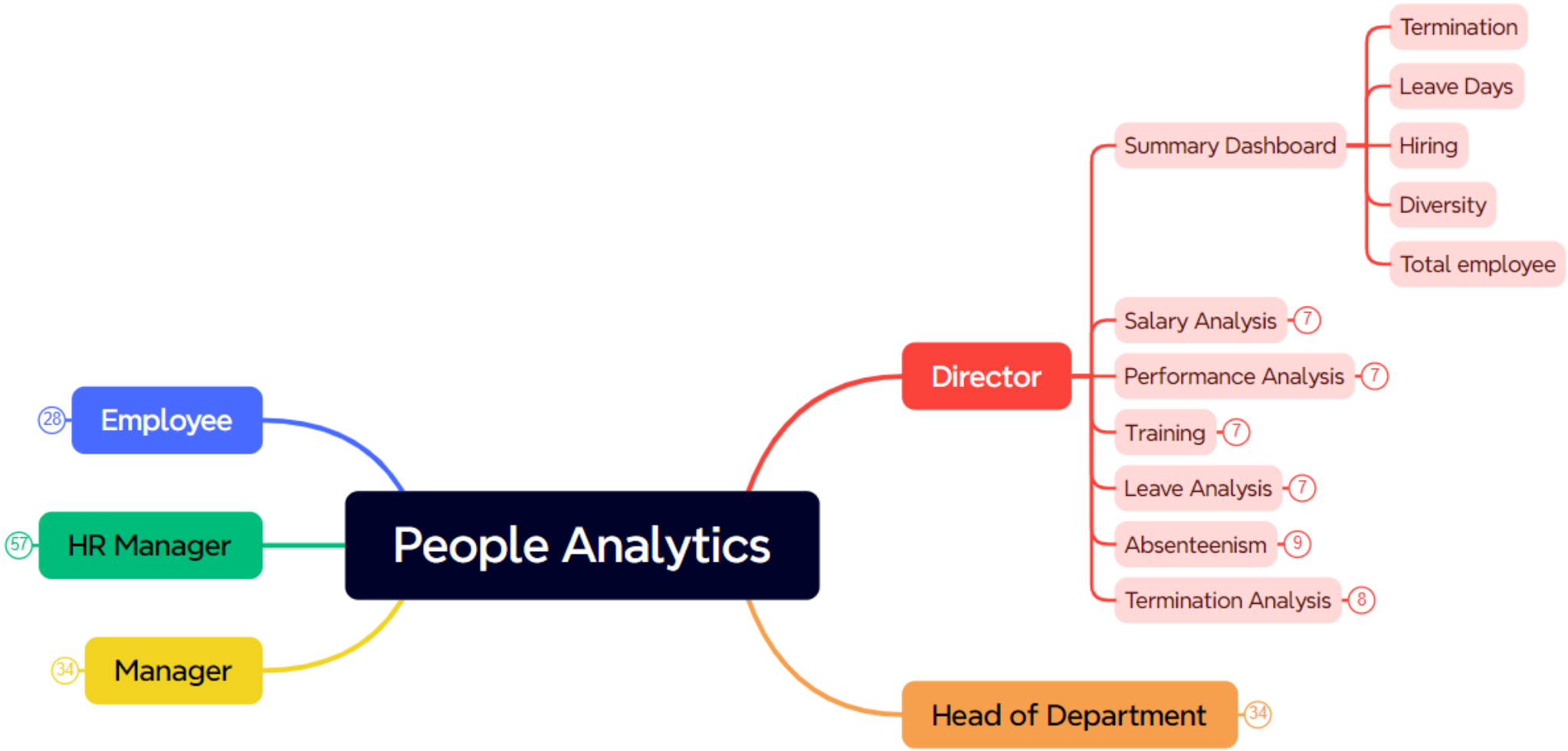
PowerPoint

People Analytics - Mindmap

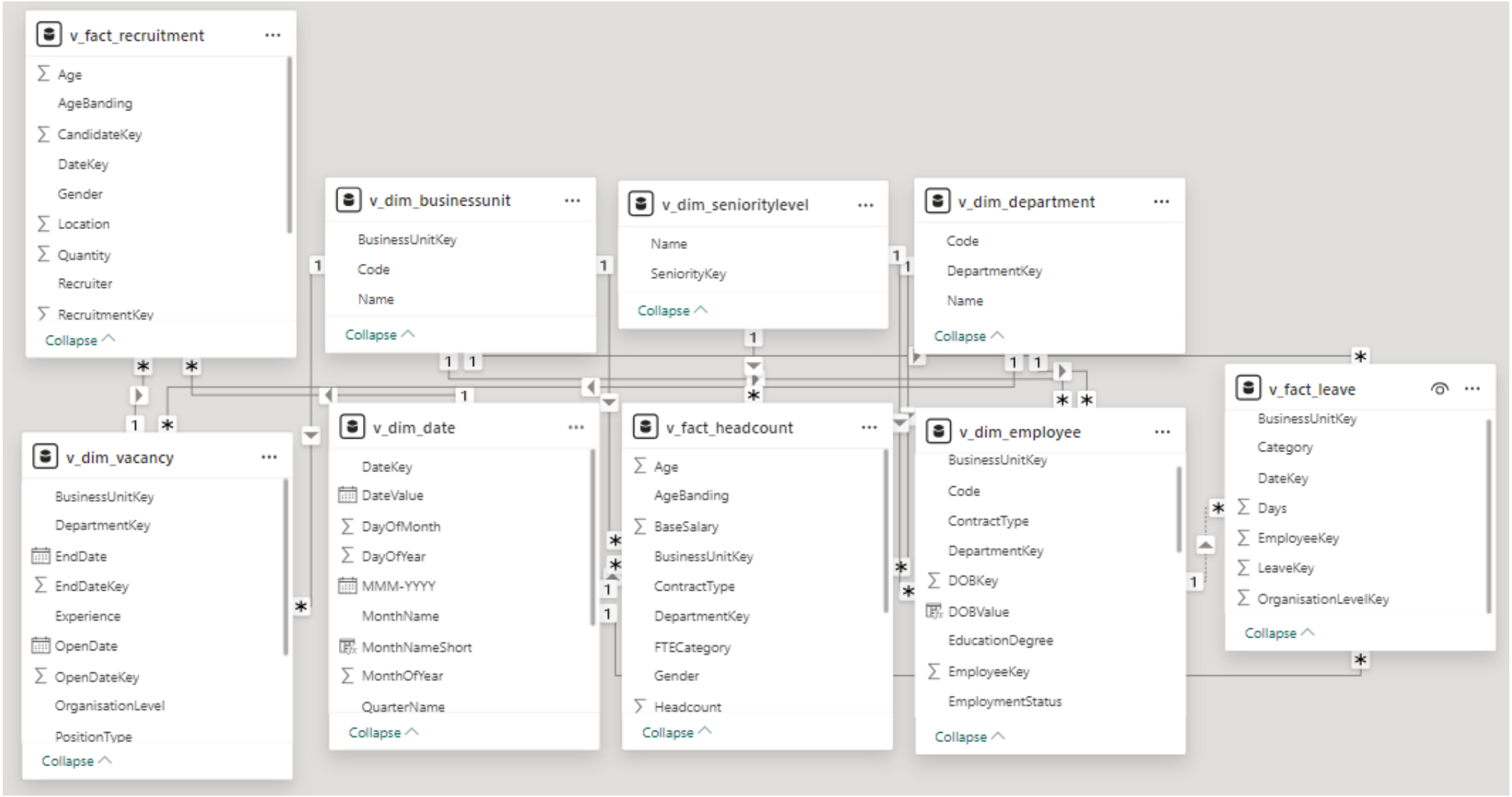


Presented with xmind

Director - Mindmap



Summary Dashboard - Model View



Summary Dashboard – Dashboard

Summary Dashboard

2019 | 2020 | 2021 | 2022 | 2023

Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec

Business Unit: All

Headcount

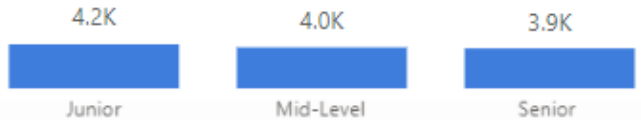
Headcount

1078

(+0.94%)

Headcount by ContractType

Headcount by Seniority



Average Tenure

2.5 years

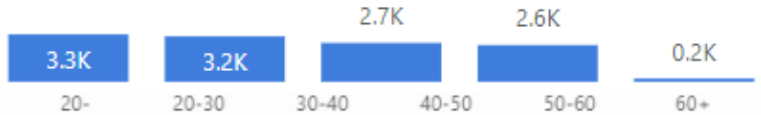
Diversity

Female * of Seniors

53.4%

Headcount by Gender

Headcount by Age Range



Average Tenure

40.1 years

Hiring

Hires

168

employees

Hires by Contract Type

Hires by Age Range

Hires by Gender

Leave Days

Leave Taken

5K

days

Leave Taken by Category

Remaining Annual Leave

20,611

days

Avg. Remaining Annual Leave

11.7

days

Total Holiday Leave Taken

1.11K

days

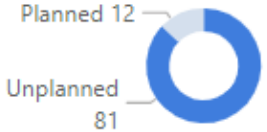
Termination

Terminations

93

employees

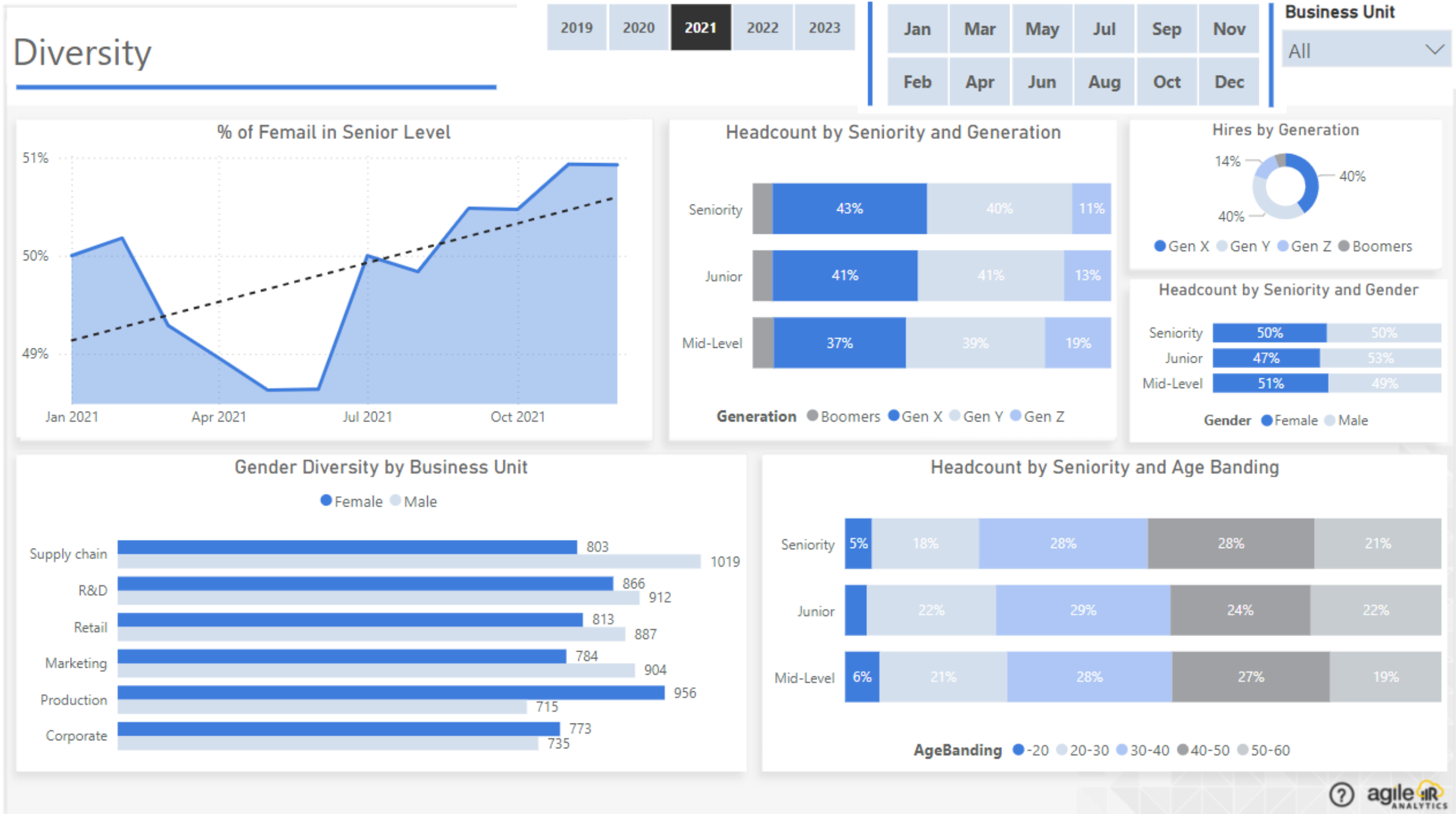
Terminations by Category



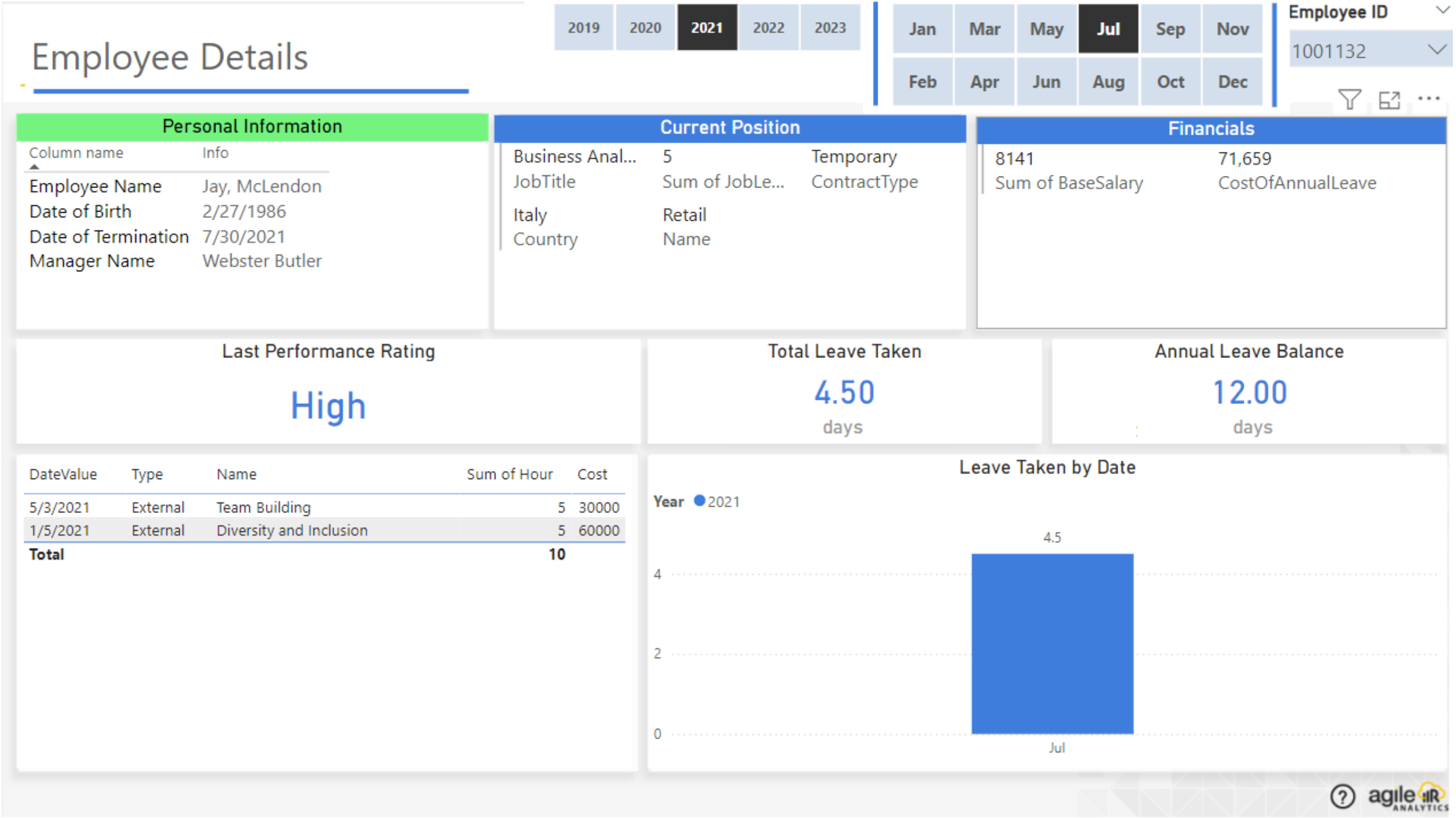
Termination by Seniority

Termination by Gender

Diversity – Dashboard



Employee Details – Dashboard



Training – Dashboard

Training

2019 | 2020 | 2021 | 2022 | 2023

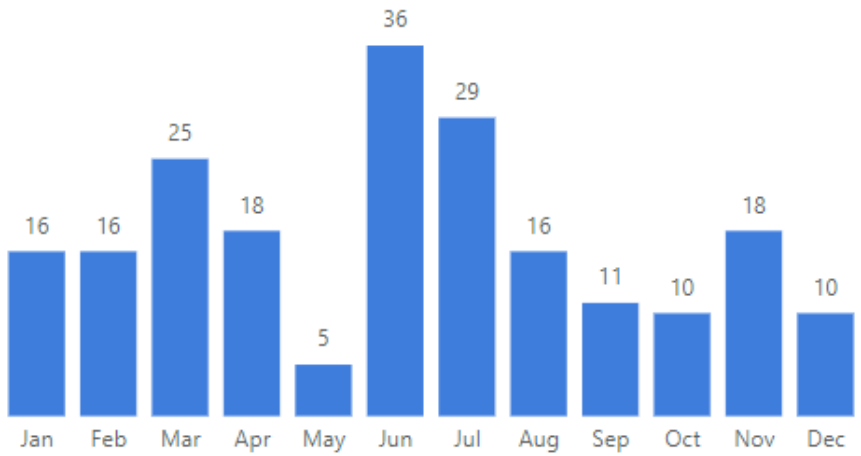
Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec

Training Programs	Participants	Man Hours spent in Training	Total Costs	Training Costs per Person
7	42	210	$1.78M	$56K

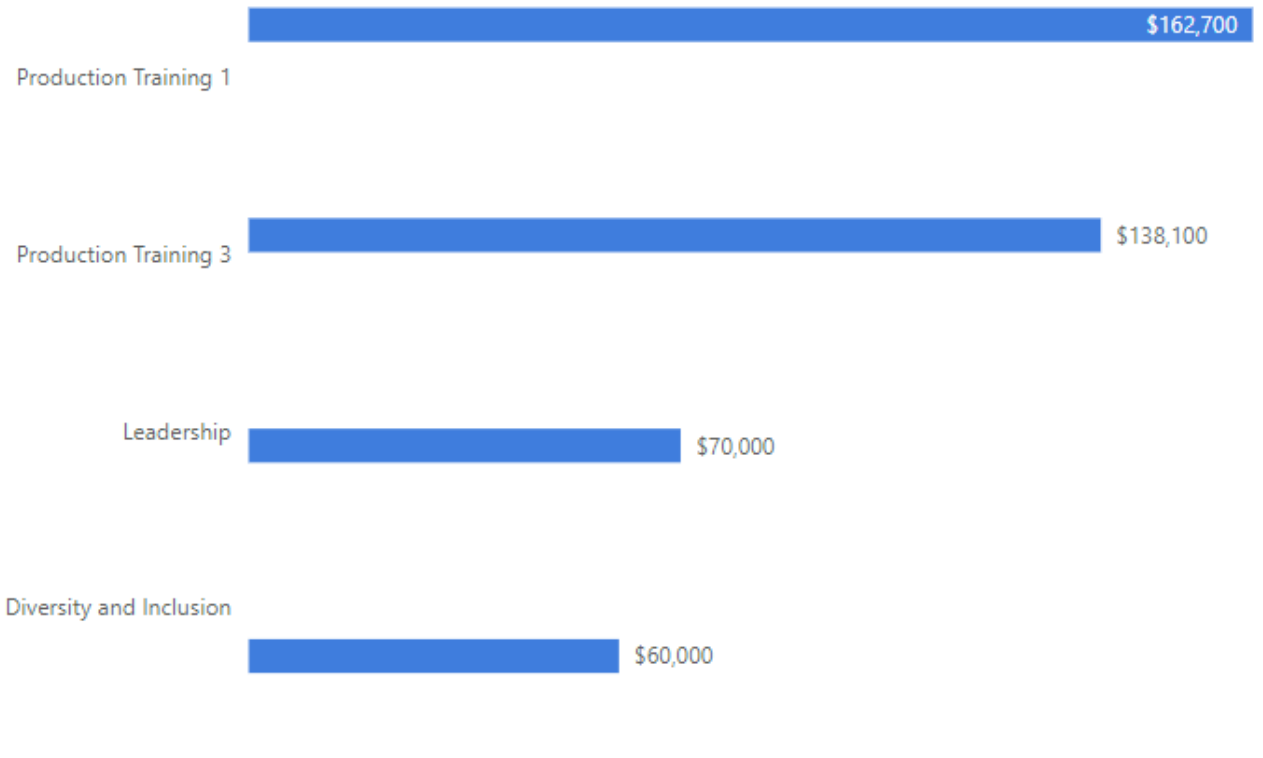
Count of Participants by Training Type

Training Type ● External ● Internal

Training Man Hours by Month



Training Costs



Business Unit – Dashboard

Business Unit

2019 | 2020 | 2021 | **2022** | 2023

Jan | Mar | May | Jul | Sep | Nov
Feb | Apr | Jun | Aug | Oct | Dec

Business Unit: All

Headcount	Hires	Terminations
12.06K	168	93

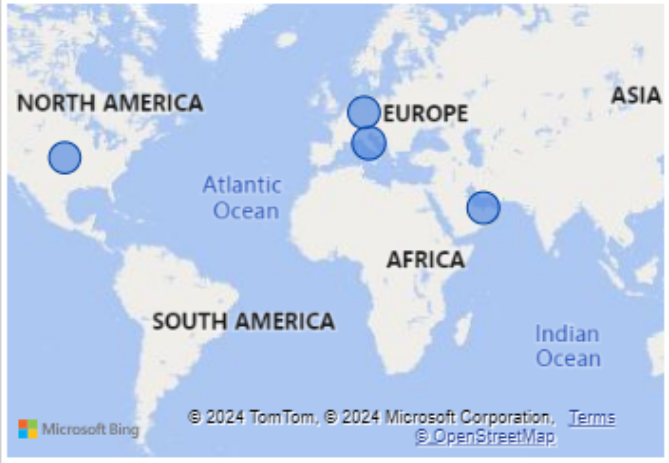
Demographic

Female	Male	Average Tenure	Average Age	Female % of Seniors
51.04%	48.96%	2.5 years	40.1 years	53.4%

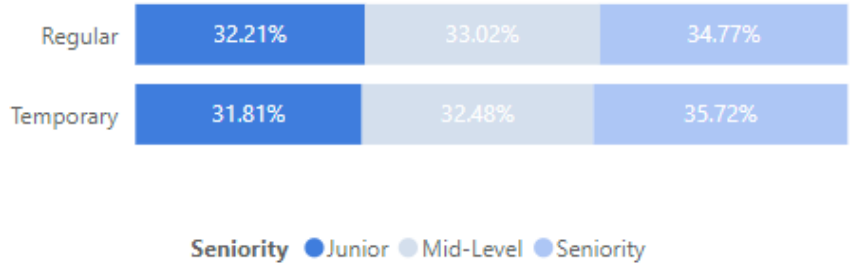
Headcount by FTE Category

FTECategory: Fulltime, Parttin

Headcount by Location

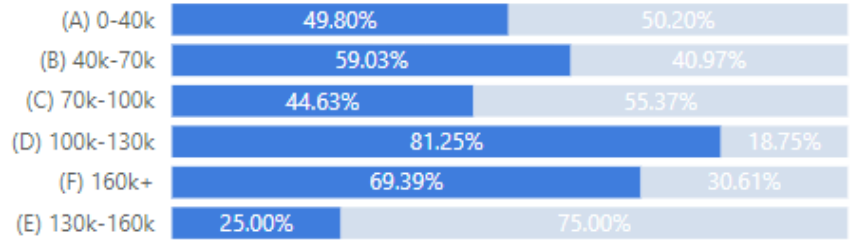


Employee distribution by Contract Type and Seniority

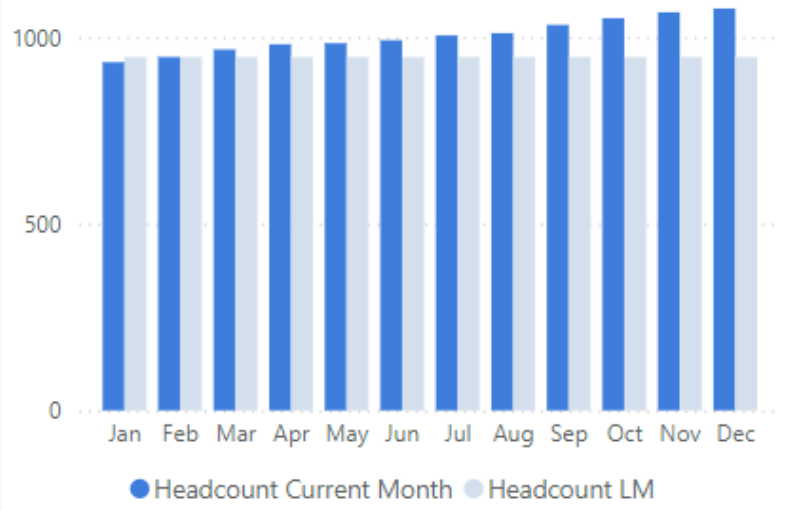


Seniority: Junior, Mid-Level, Seniority

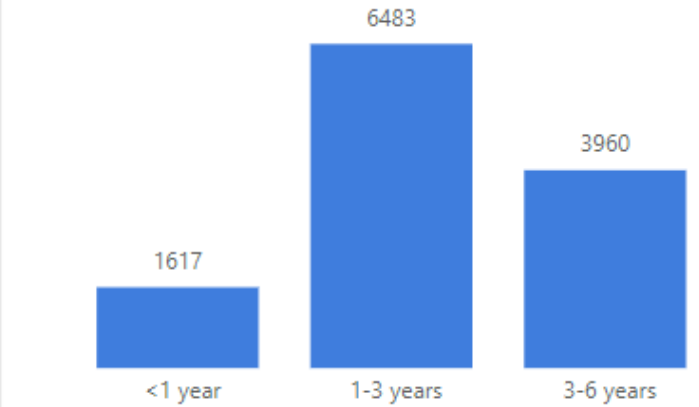
Employee distribution by Salary Range and Gender



Gender: Female, Male



Headcount by Tenure Range

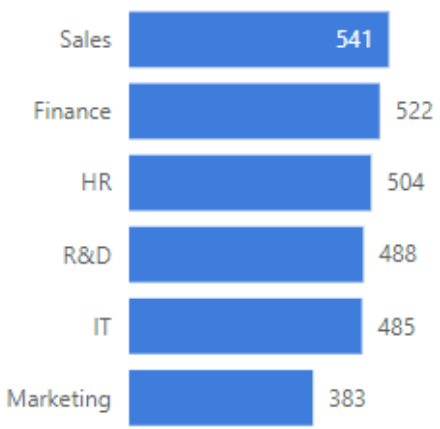


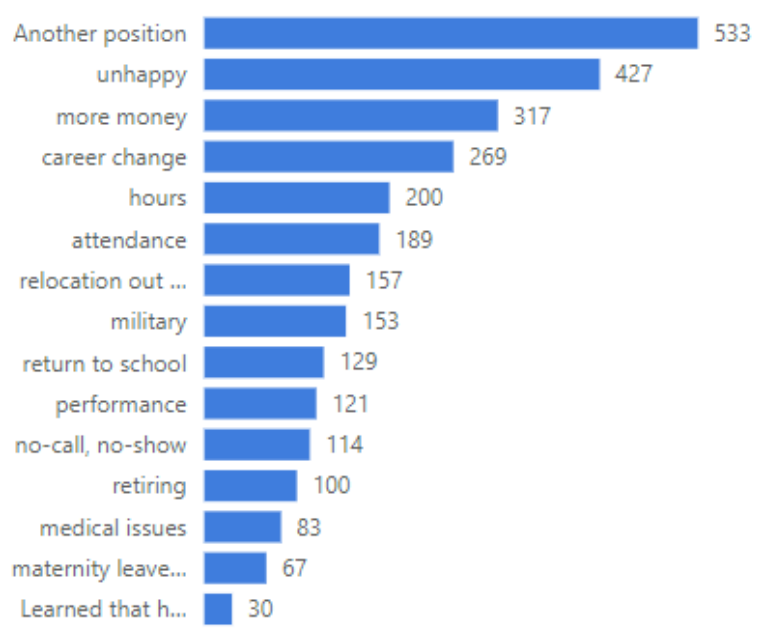
Termination – Dashboard

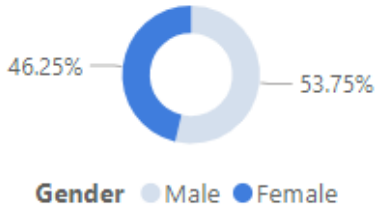
Terminations

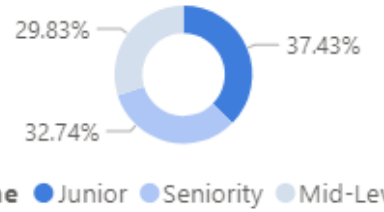
Date range: 1/1/2019 – 12/30/2023

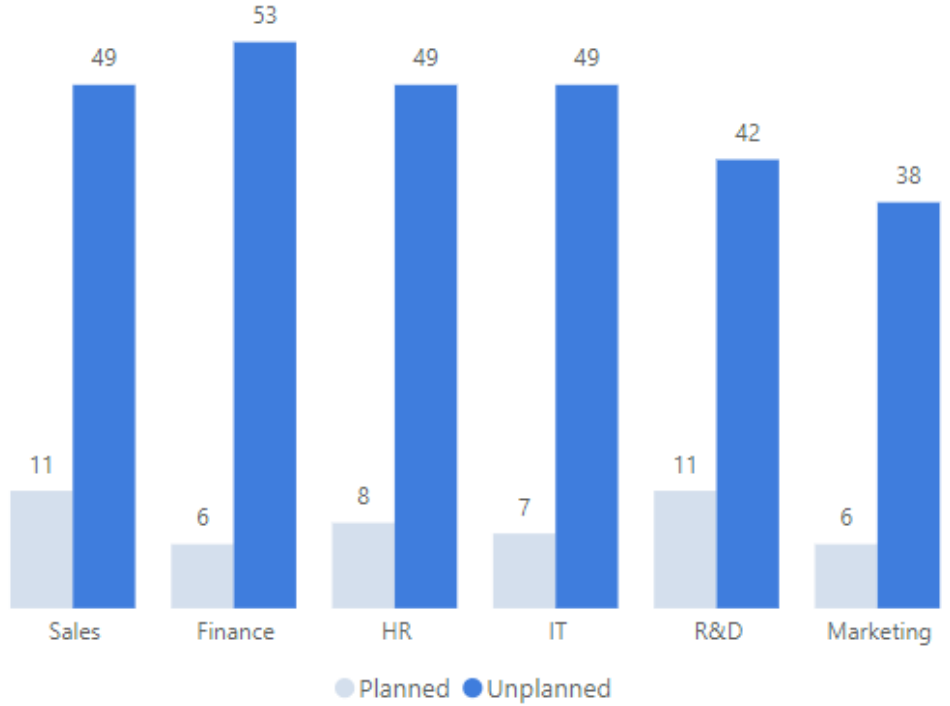
Terminations
2923

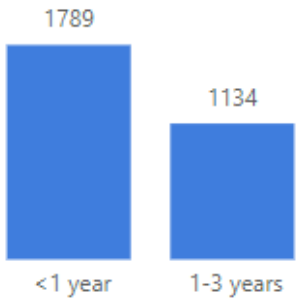
Terminations by Business Unit


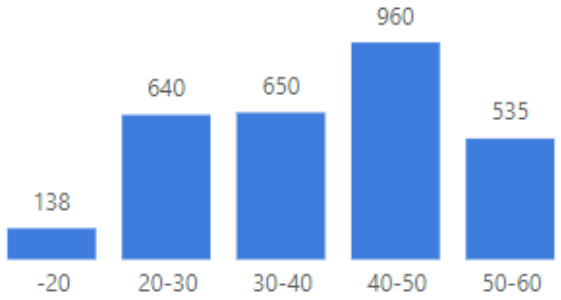
Terminations by Reason


Terminations by Gender


Terminations by Seniority


Termination Category by Business Unit


Terminations by Tenure Range


Terminations by Age Banding


To be continued

PowerPoint