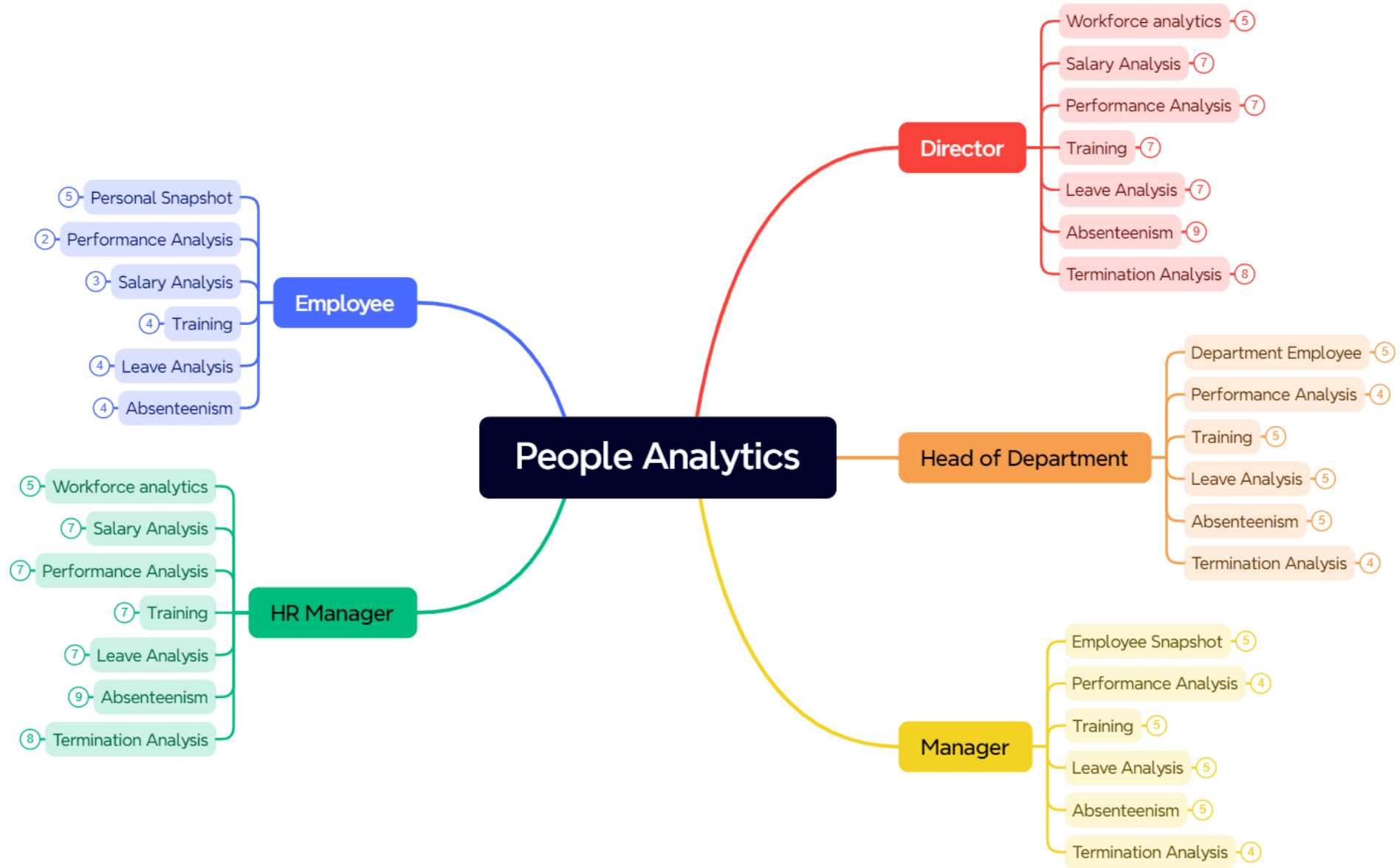


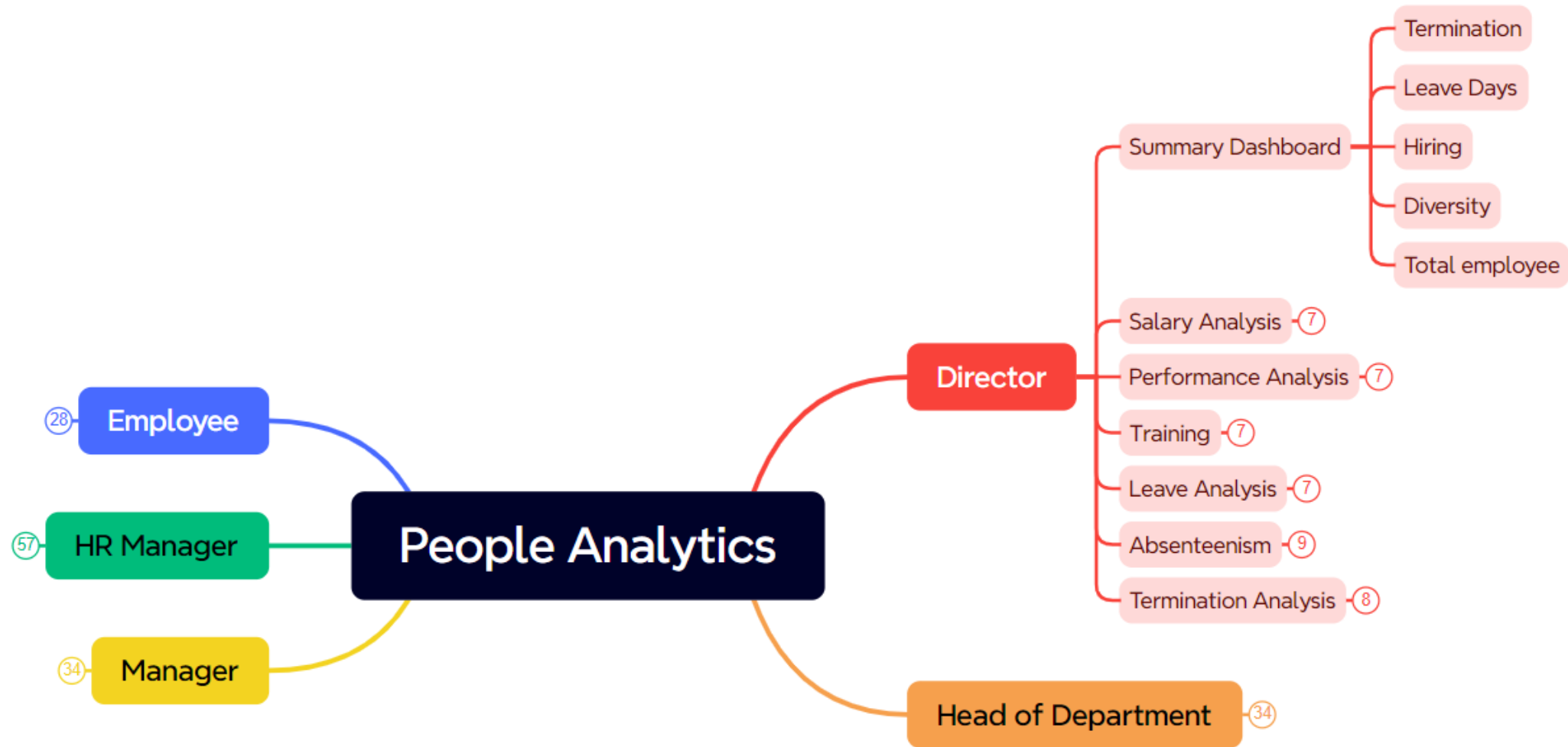
# People Analytics



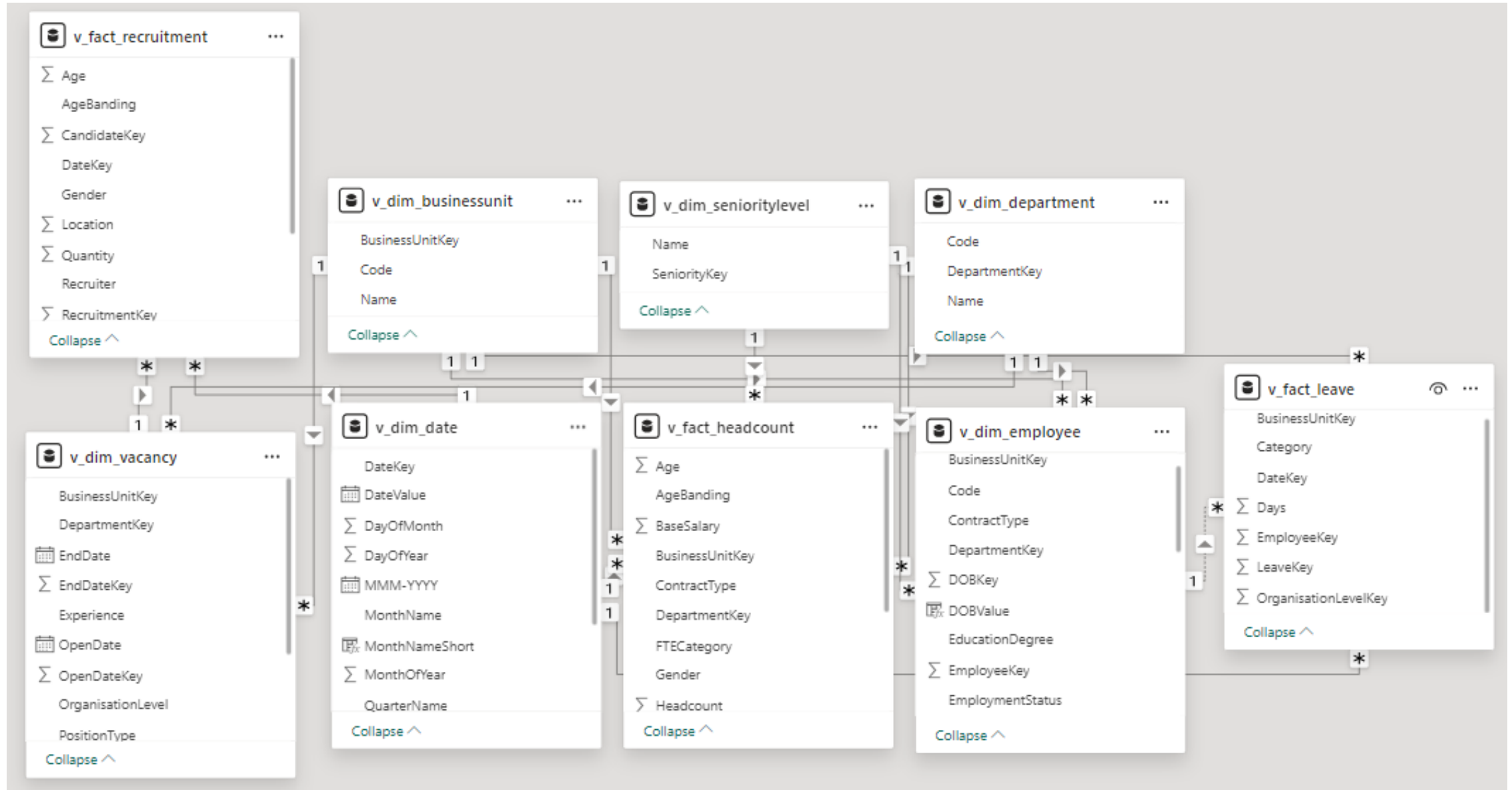
PowerPoint

# People Analytics - Mindmap





## Summary Dashboard - Model View



# Summary Dashboard

20192020202120222023

JanMarMayJulSepNovFebAprJunAugOctDec

Business Unit

All

## Headcount



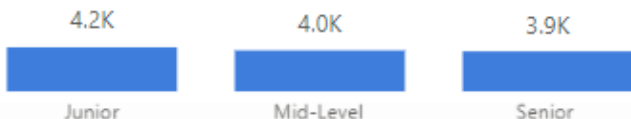
Headcount

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

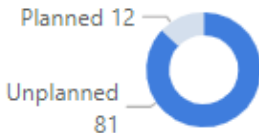
## Termination



Terminations

93  
employees

Terminations by Category



Termination by Seniority



Termination by Gender



# Diversity

2019

2020

2021

2022

2023

Jan

Mar

May

Jul

Sep

Nov

Feb

Apr

Jun

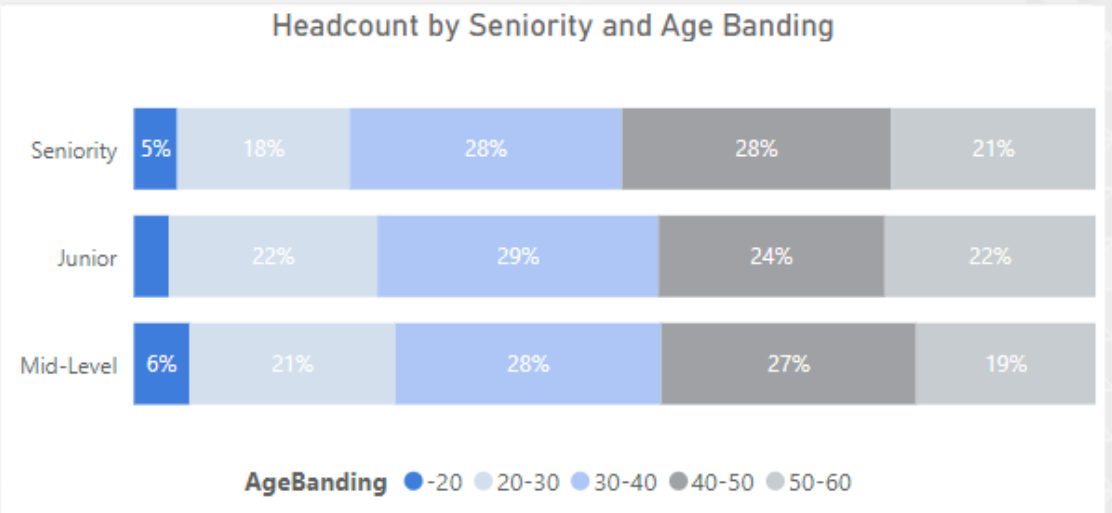
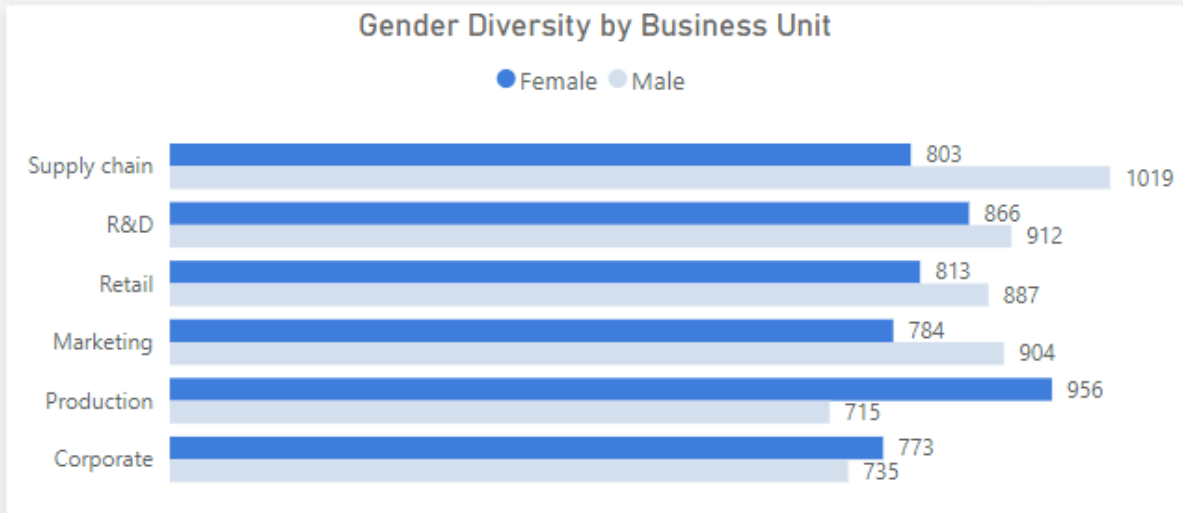
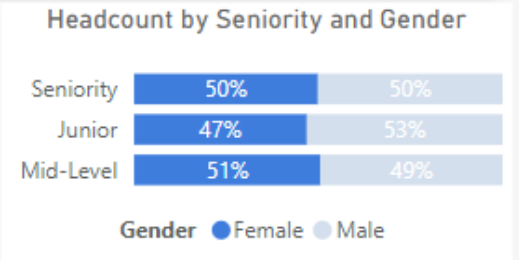
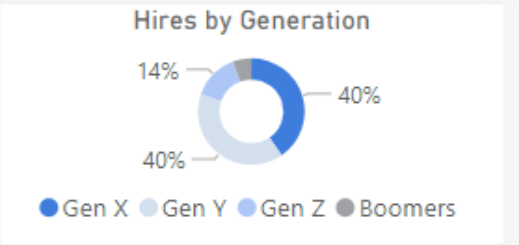
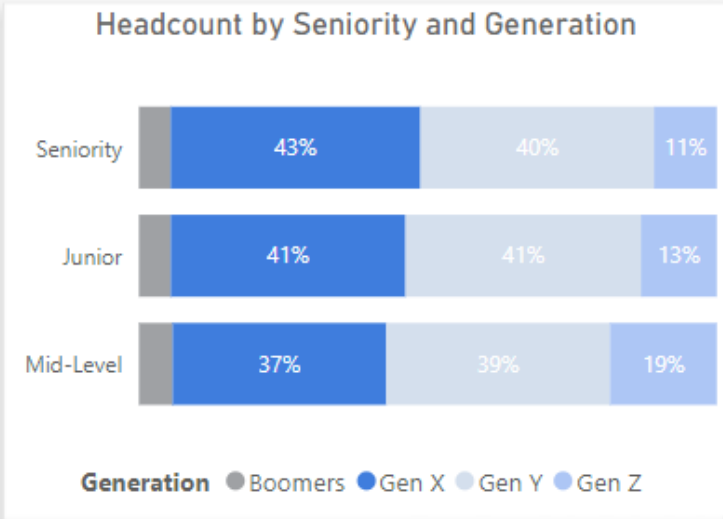
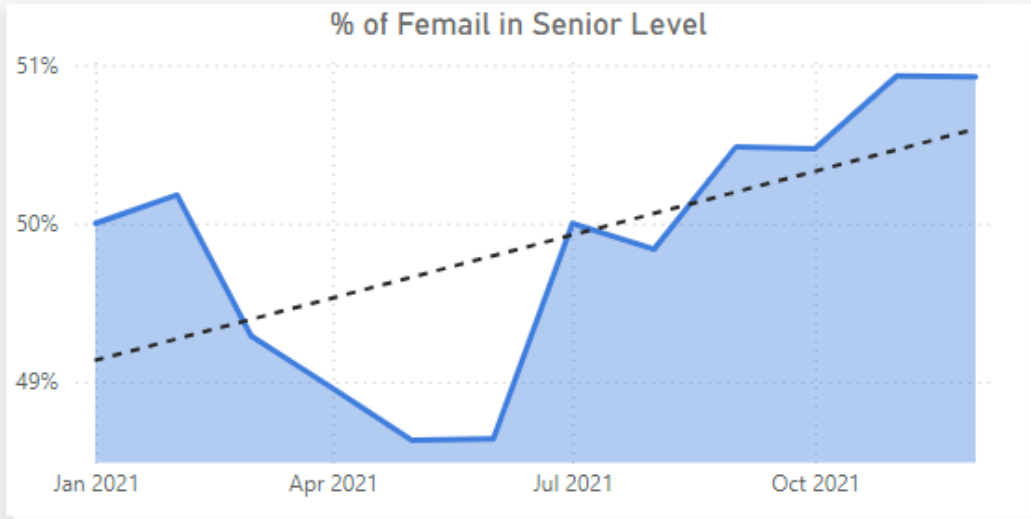
Aug

Oct

Dec

Business Unit

All



Employee Details

2019	2020	2021	2022	2023
------	------	------	------	------

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

Employee ID  
1001132



Personal Information	
Column name	Info
Employee Name	Jay, McLendon
Date of Birth	2/27/1986
Date of Termination	7/30/2021
Manager Name	Webster Butler

Current Position		
Business Anal...	5	Temporary
JobTitle	Sum of JobLe...	ContractType
Italy	Retail	
Country	Name	

Financials	
8141	71,659
Sum of BaseSalary	CostOfAnnualLeave

Last Performance Rating

High

Total Leave Taken

4.50

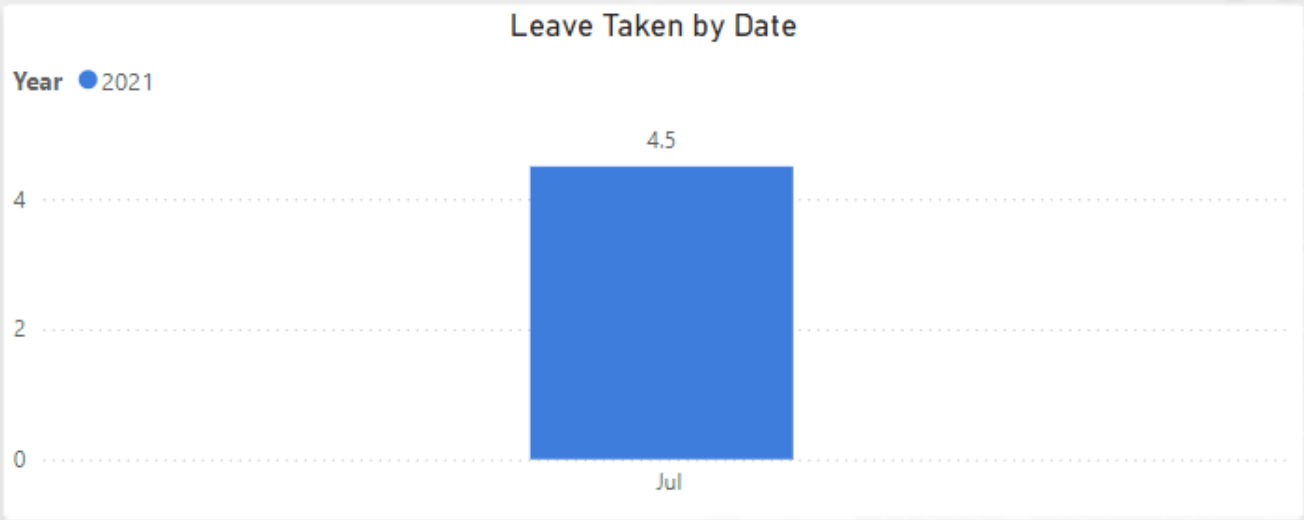
days

Annual Leave Balance

12.00

days

DateValue	Type	Name	Sum of Hour	Cost
5/3/2021	External	Team Building	5	30000
1/5/2021	External	Diversity and Inclusion	5	60000
Total			10	



# Training

2019	2020	2021	2022	2023	Jan	Mar	May	Jul	Sep	Nov
					Feb	Apr	Jun	Aug	Oct	Dec

Training Programs

7

Participants

42

Man Hours spent in Training

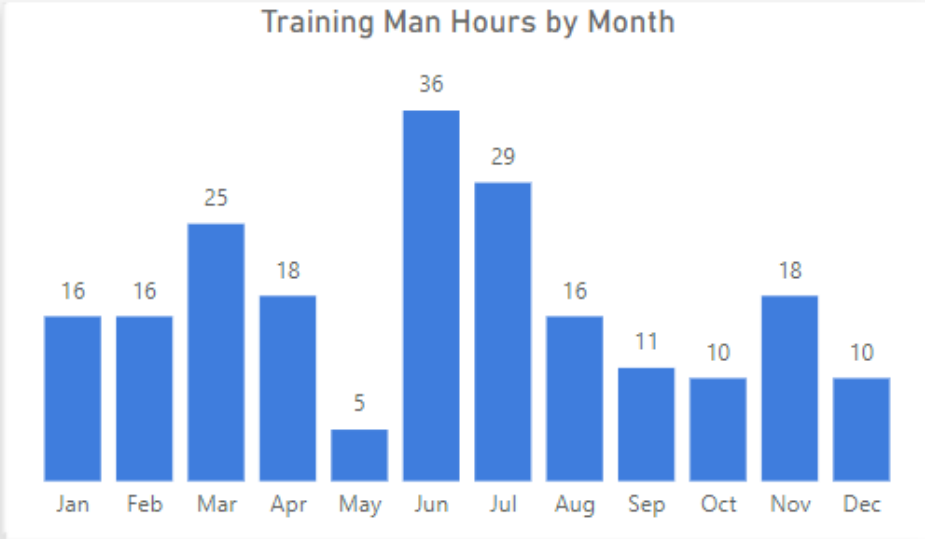
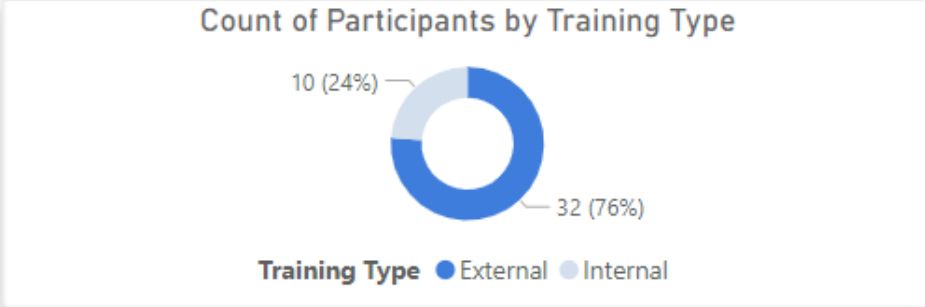
210

Total Costs

\$1.78M

Training Costs per Person

\$56K





# Business Unit

2019	2020	2021	2022	2023
------	------	------	------	------

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

Business Unit

All

Headcount

12.06K

Hires

168

Terminations

93

Demographic

Female

51.04%

Male

48.96%

Average Tenure

2.5

years

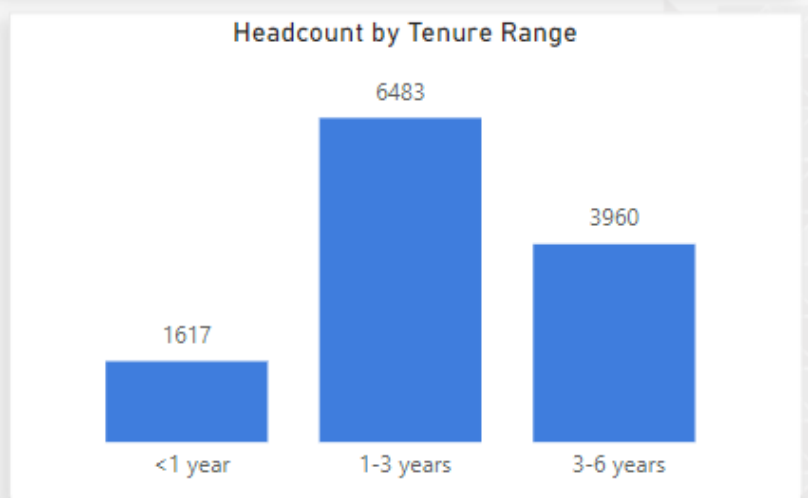
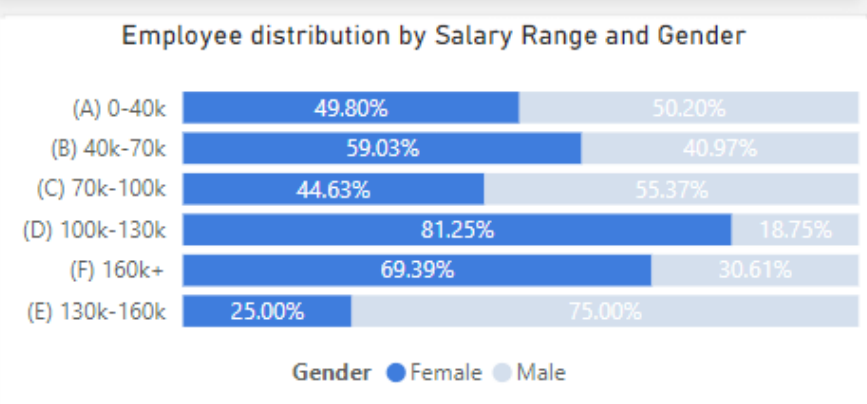
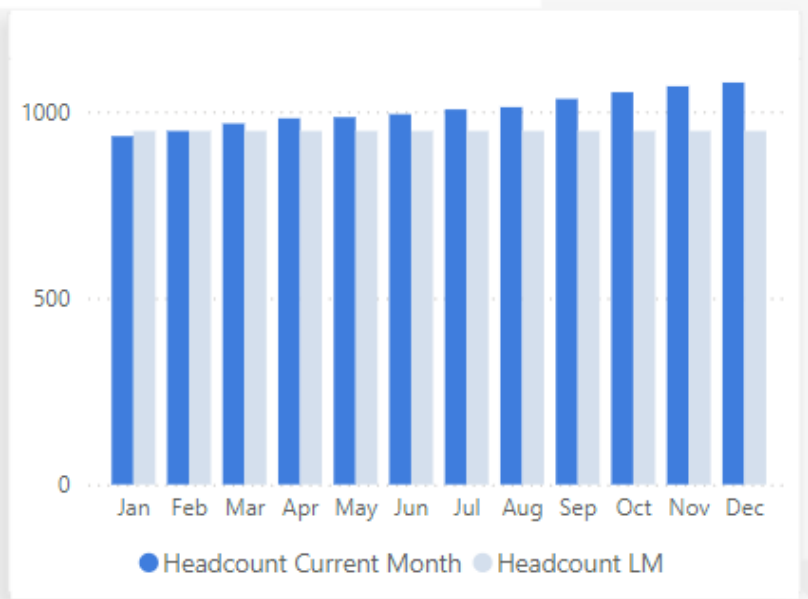
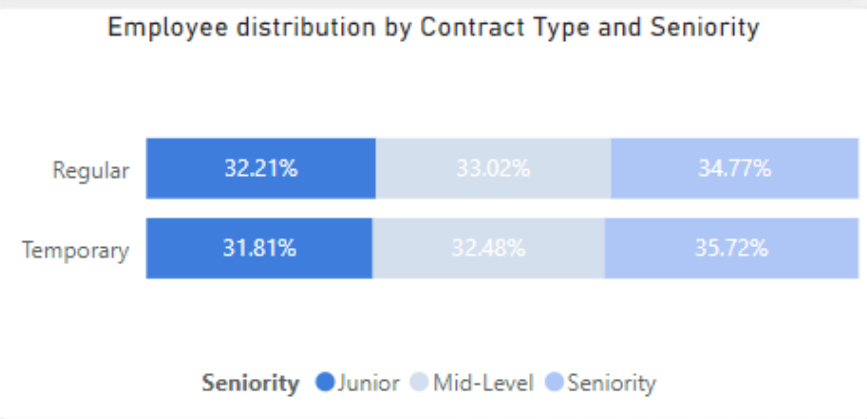
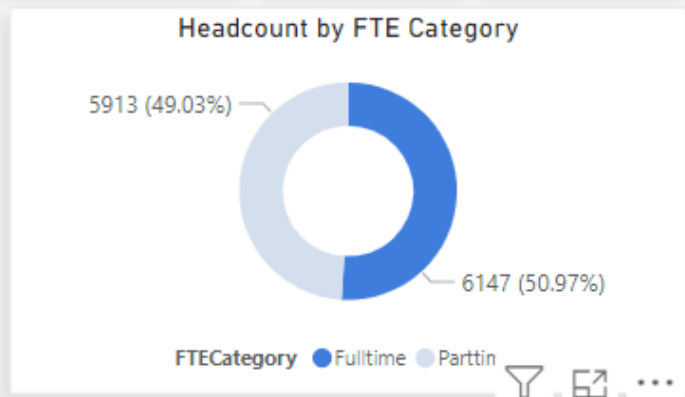
Average Age

40.1

years

Female % of Seniors

53.4%



# To be continued

