

HR Analytics



Summary Dashboard

Summary Dashboard

2018

2019

2020

Jan

Feb

Mar

Apr

May

Jun

Jul

Aug

Sep

Oct

Nov

Dec

Business Unit

All



Employees



Headcount

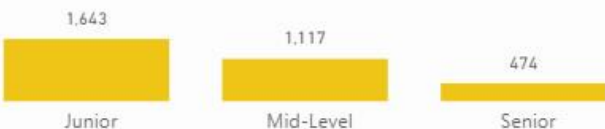
3,234

▲ 0.68%

Headcount by Contract Type



Headcount by Seniority



Average Tenure

9.6

years

Diversity



Female % of Seniors

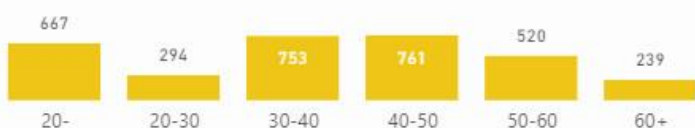
38.0%

▲ 0.21%

Headcount by Gender



Headcount by Age Range



Average Age

44.1

years

Hiring



Hires

31

▼ -20.51%

Hires by Contract Type



Hires by Age Range



Hires by Gender



Leave Days

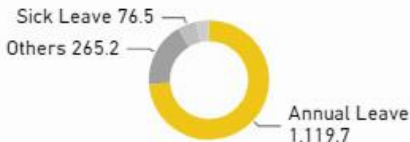


Leave Taken

1,515

days

Leave Taken by Category



Total remaining annual leave

63,165

days

Avg. remaining annual leave per person

19.5

days

Cost of total remaining annual leave

\$69.3M

Termination



Terminations

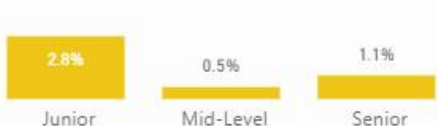
57

▲ 32.56%

Terminations by Category



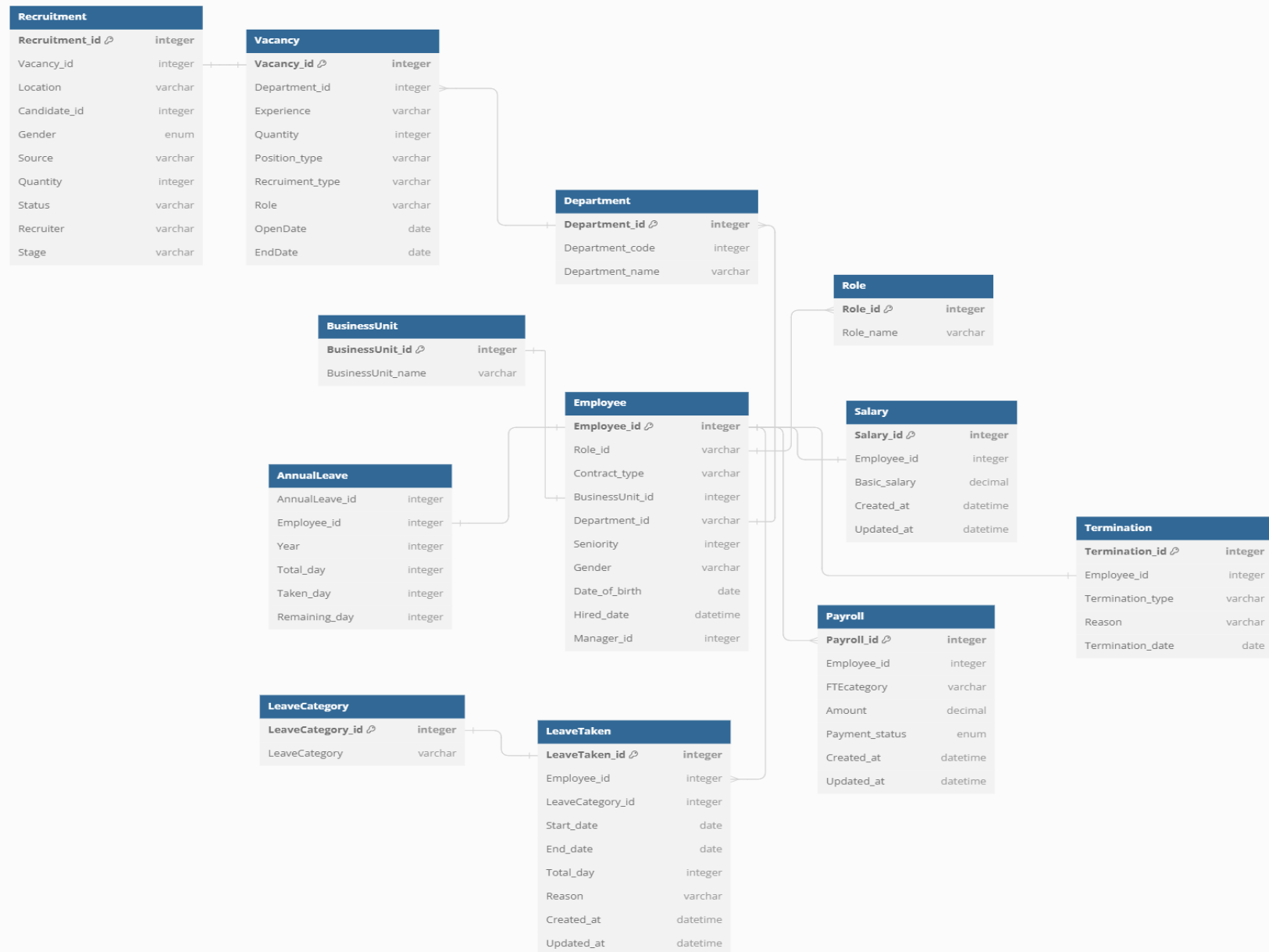
Attrition Rate by Seniority



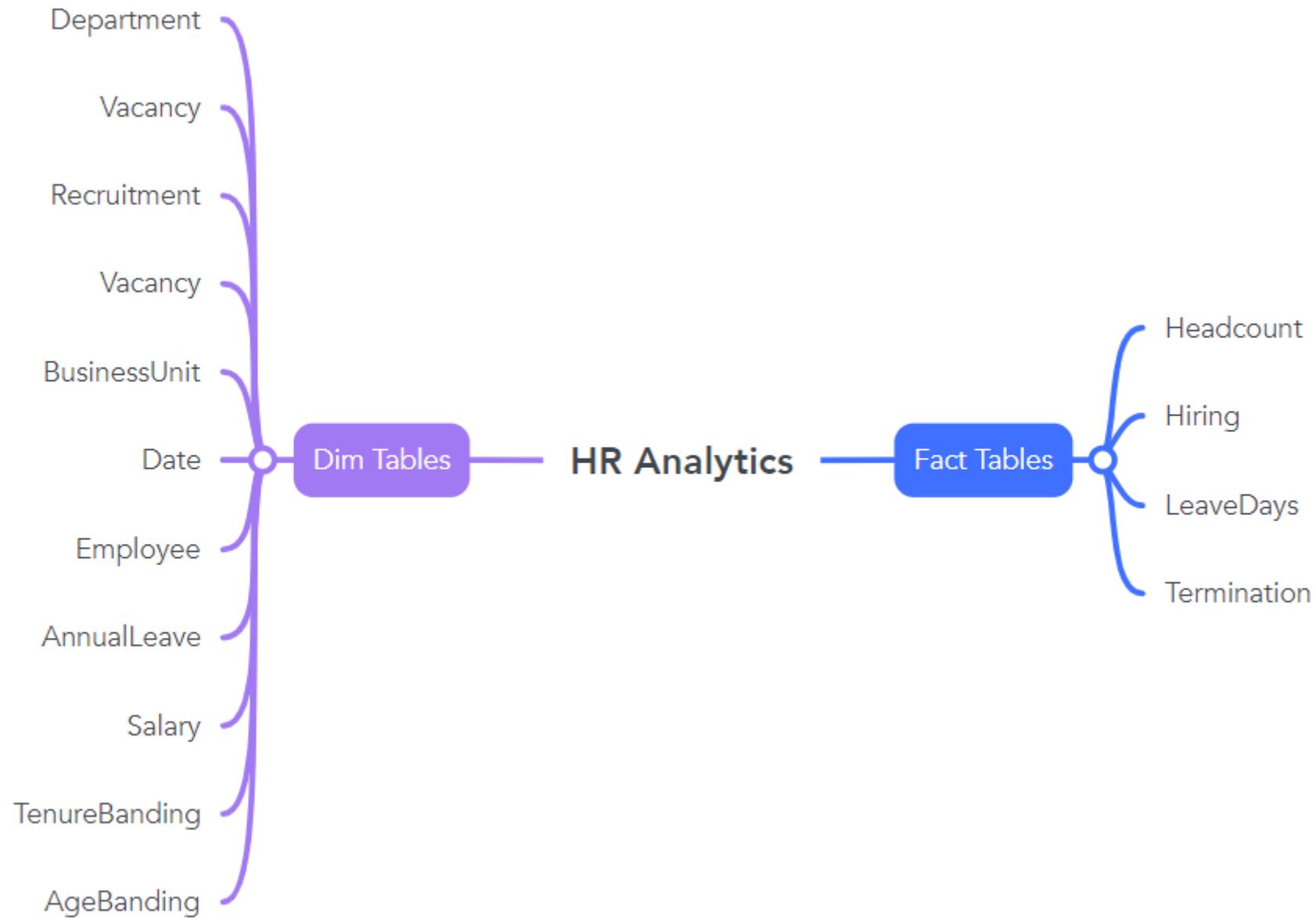
Attrition Rate by Tenure Range



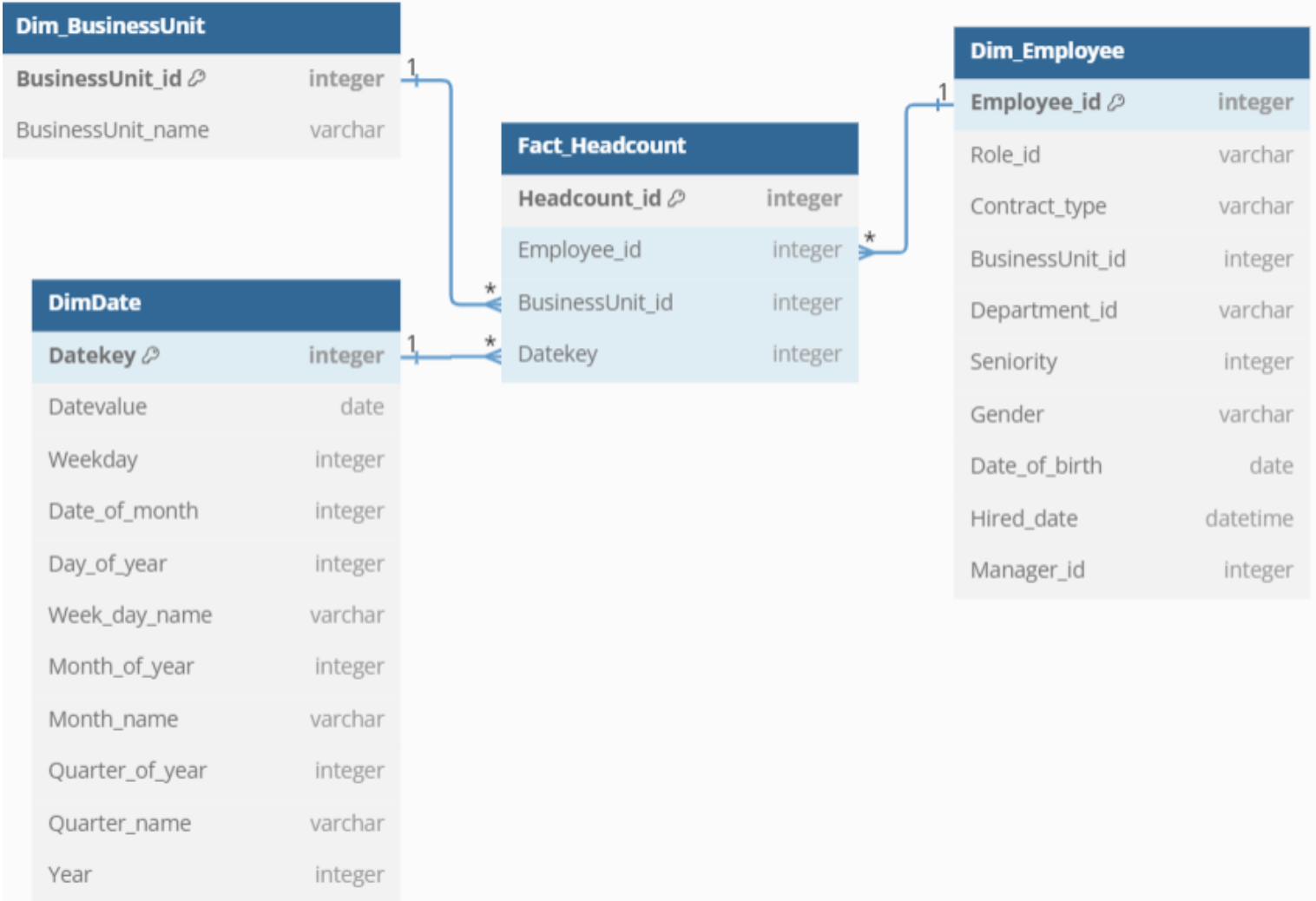
Database - Sources



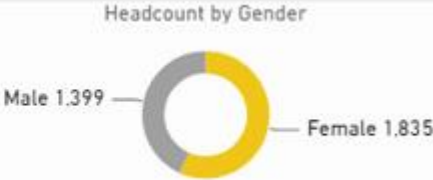
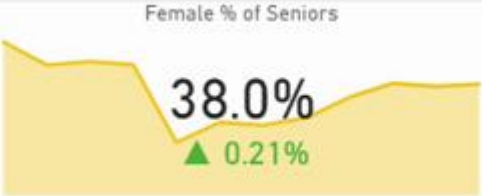
Mindmap



Employees



Diversity



Dim_BusinessUnit	
BusinessUnit_id	integer
BusinessUnit_name	varchar

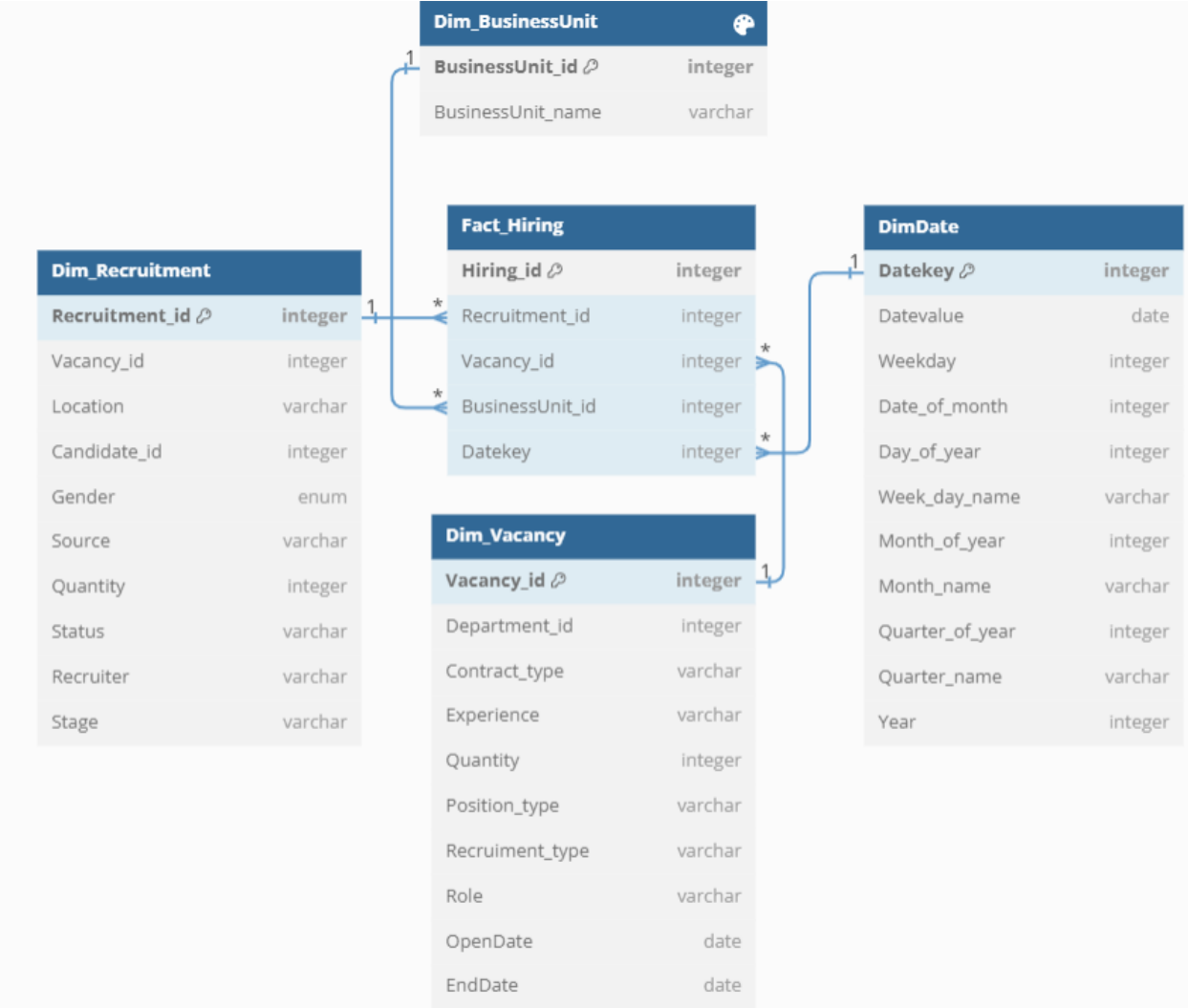
DimDate	
Datekey	integer
Datevalue	date
Weekday	integer
Date_of_month	integer
Day_of_year	integer
Week_day_name	varchar
Month_of_year	integer
Month_name	varchar
Quarter_of_year	integer
Quarter_name	varchar
Year	integer

Fact_Headcount	
Headcount_id	integer
Employee_id	integer
BusinessUnit_id	integer
AgeBanding_id	integer
Datekey	integer

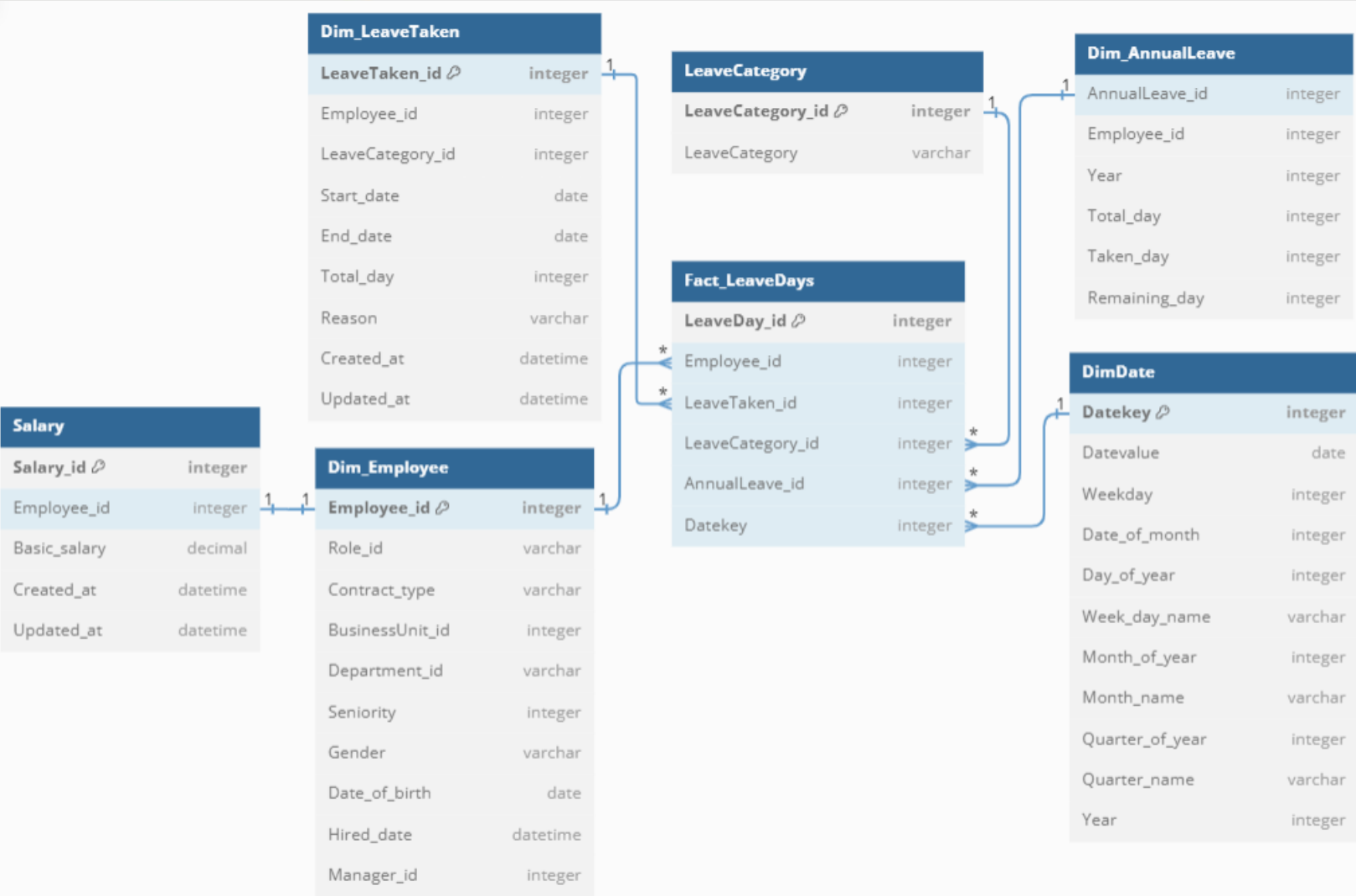
Dim_Employee	
Employee_id	integer
Role_id	varchar
Contract_type	varchar
BusinessUnit_id	integer
Department_id	varchar
Seniority	integer
Gender	varchar
Date_of_birth	date
Hired_date	datetime
Manager_id	integer

Dim_AgeBanding	
AgeBanding_id	integer
Name	varchar
FromAge	integer
ToAge	integer

Hiring



Leave Days



Termination

Termination



Terminations



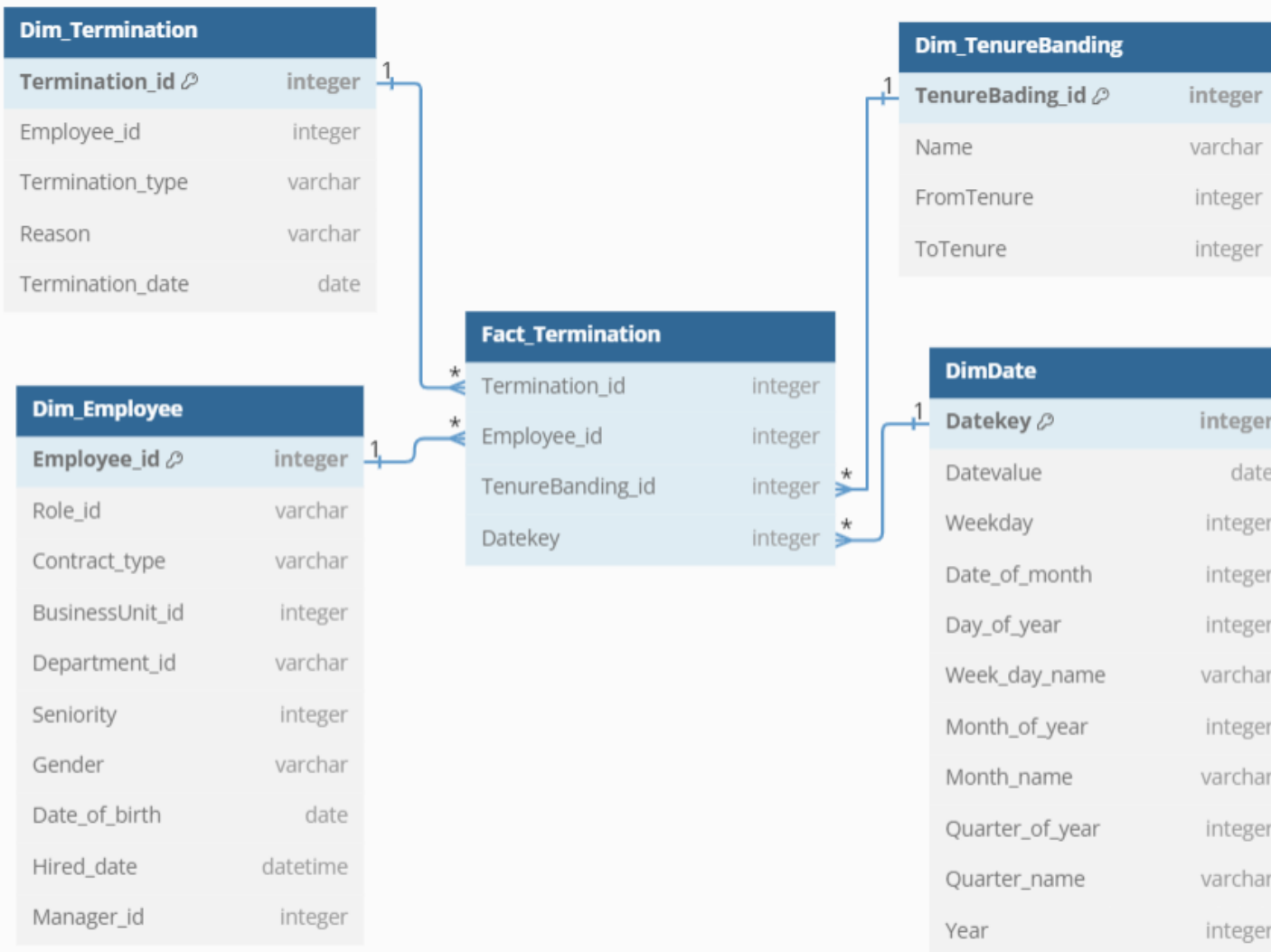
Terminations by Category



Attrition Rate by Seniority



Attrition Rate by Tenure Range



THANK YOU



PowerPoint