

HR Analysis Report



Overview



Salary



Demographics

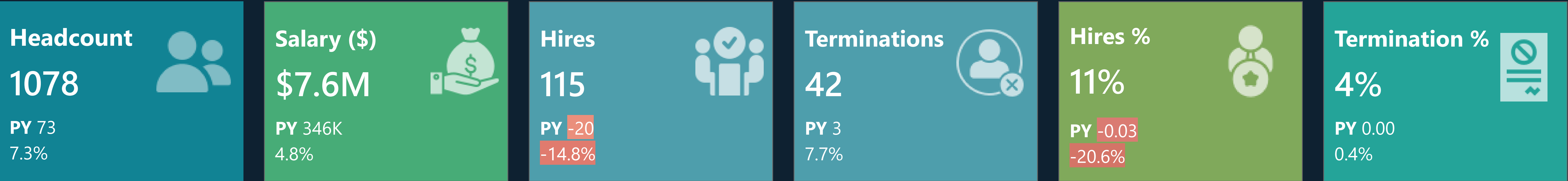


Hires



Termination

Overview



Employment type	%GT CY	Count	%GT PY	Count
Contractor	16.4%	177	16.2%	163
Full-time	83.6%	901	83.8%	842

Education	%GT CY	Count	%GT PY	Count
Bachelor	38.9%	419	38.3%	385
Master	27.6%	297	27.8%	279
College	19.2%	207	19.8%	199
Below College	10.9%	118	10.6%	107
Doctor	3.4%	37	3.5%	35

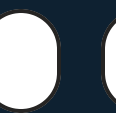
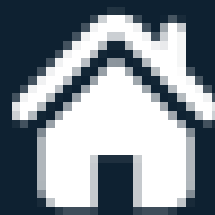
Department	%GT CY	Count	%GT PY	Count
Research & Development	66.2%	714	65.5%	658
Sales	29.3%	316	30.0%	301
Human Resources	4.5%	48	4.6%	46

Jobs Satisfaction	%GT CY	Count	%GT PY	Count
High	30.1%	324	30.0%	302
Low	18.6%	200	19.2%	193
Medium	19.3%	208	19.5%	196
Very High	32.1%	346	31.2%	314

Envir. Satisfaction	%GT CY	Count	%GT PY	Count
High	32.0%	345	31.4%	316
Very High	31.1%	335	30.5%	307
Medium	19.5%	210	20.2%	203
Low	17.4%	188	17.8%	179

Gender	%GT CY	Count	%GT PY	Count
Female	41.1%	443	41.8%	420
Male	58.9%	635	58.2%	585

Salary Analysis



2020



Female

588

Male

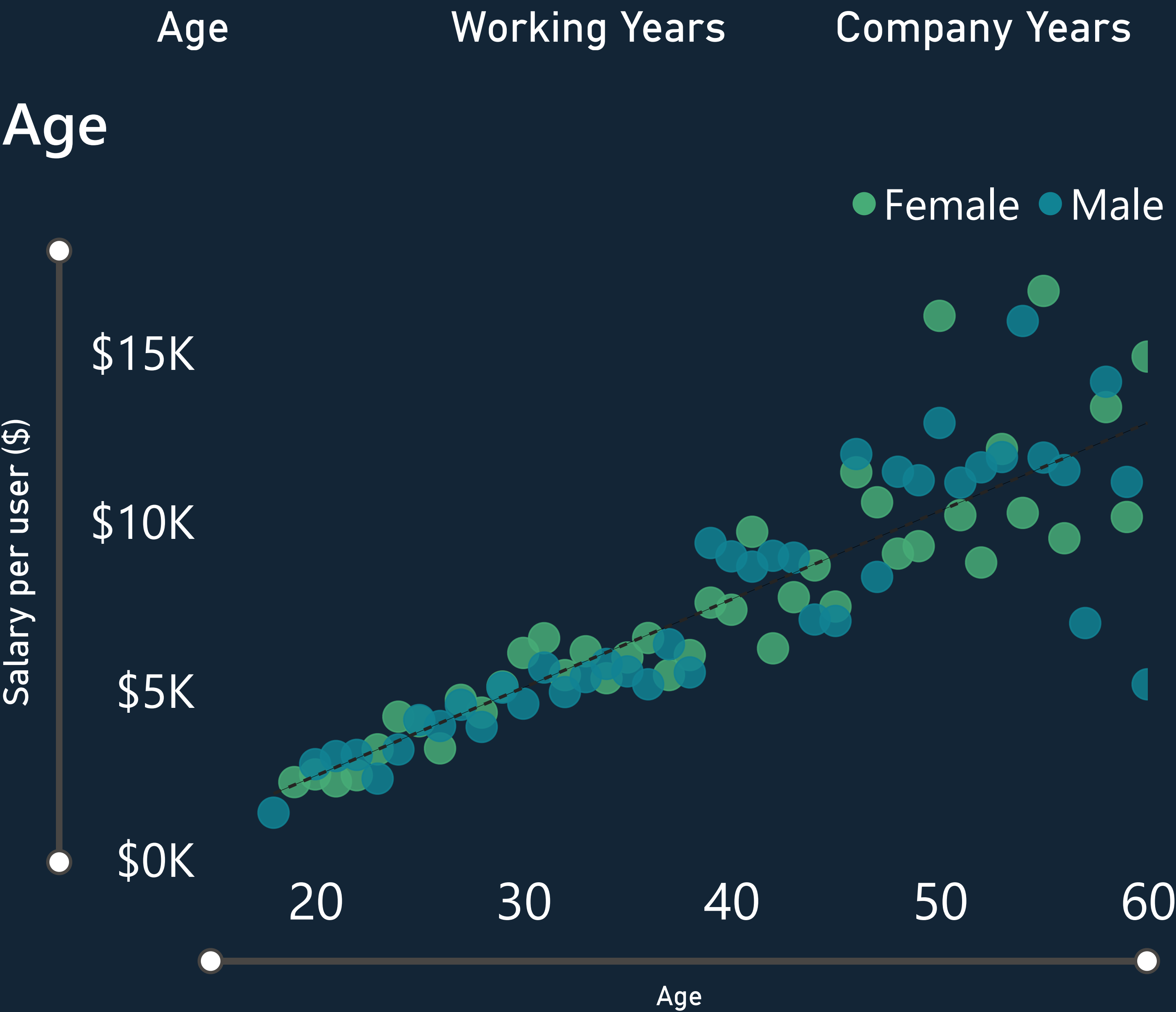
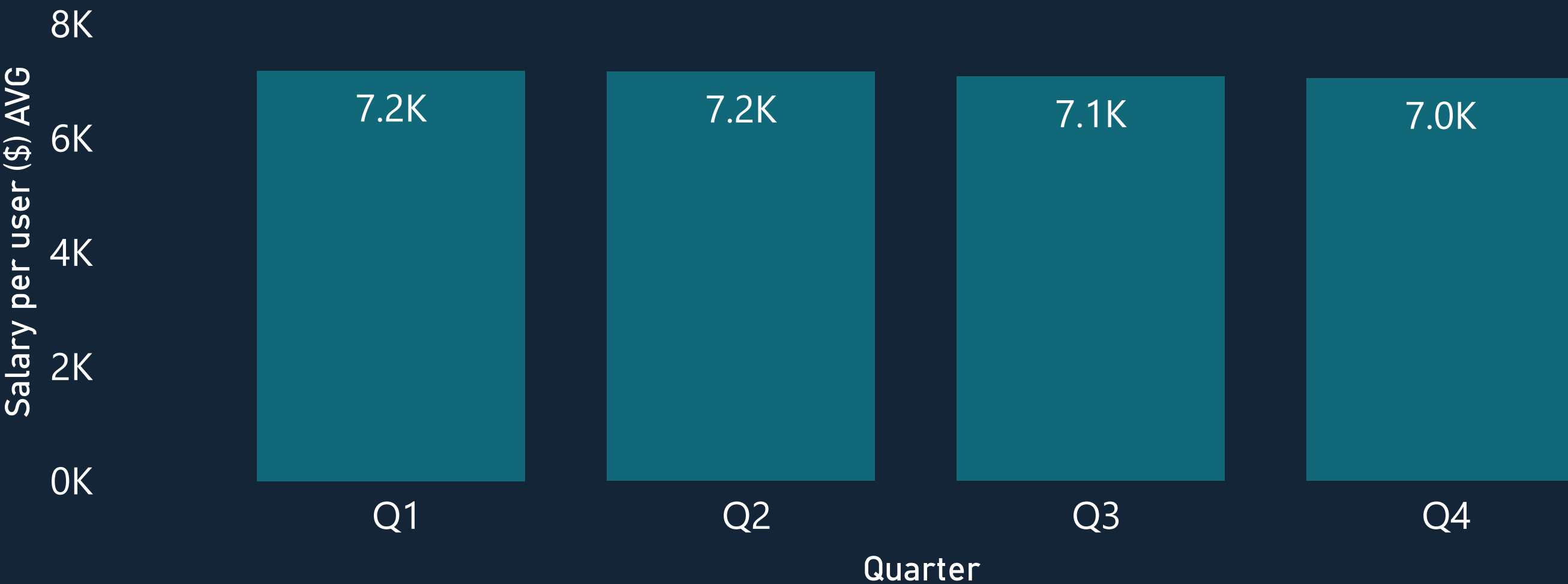
882

Department	Avg. Salary	Avg. Age	HeadCount	Salary
Human Resources	\$7.7K	38.11	4.5%	\$0.4M
Research & Development	\$6.9K	37.03	66.2%	\$4.9M
Sales	\$7.3K	36.60	29.3%	\$2.3M

Education	Avg. Salary	Avg. Age	HeadCount	Salary
Bachelor	\$7.0K	36.56	38.9%	\$2.9M
Below College	\$6.4K	32.15	10.9%	\$0.8M
College	\$6.8K	36.88	19.2%	\$1.4M
Doctor	\$8.4K	39.90	3.4%	\$0.3M
Master	\$7.3K	39.25	27.6%	\$2.2M

JobRole	Avg. Salary	Avg. Age	HeadCount	Salary
Manager	\$17.2K	46.48	7.8%	\$1.4M
Research Director	\$16.1K	44.00	6.8%	\$1.2M
Healthcare Representative	\$7.5K	39.60	10.1%	\$0.8M
Manufacturing Director	\$7.4K	38.28	11.5%	\$0.9M
Sales Executive	\$6.8K	36.82	23.5%	\$1.7M
Human Resources	\$4.6K	35.87	3.4%	\$0.2M
Research Scientist	\$3.4K	34.27	18.6%	\$0.7M
Laboratory Technician	\$3.5K	34.26	15.1%	\$0.6M
Sales Representative	\$3.0K	30.94	3.2%	\$0.1M

Average Salary



Demographics

Headcount

1078



PY 73

7.3%

Salary (\$)

\$7.6M



PY 346K

4.8%

Hires

115



PY -20

-14.8%

Terminations

42



PY 3

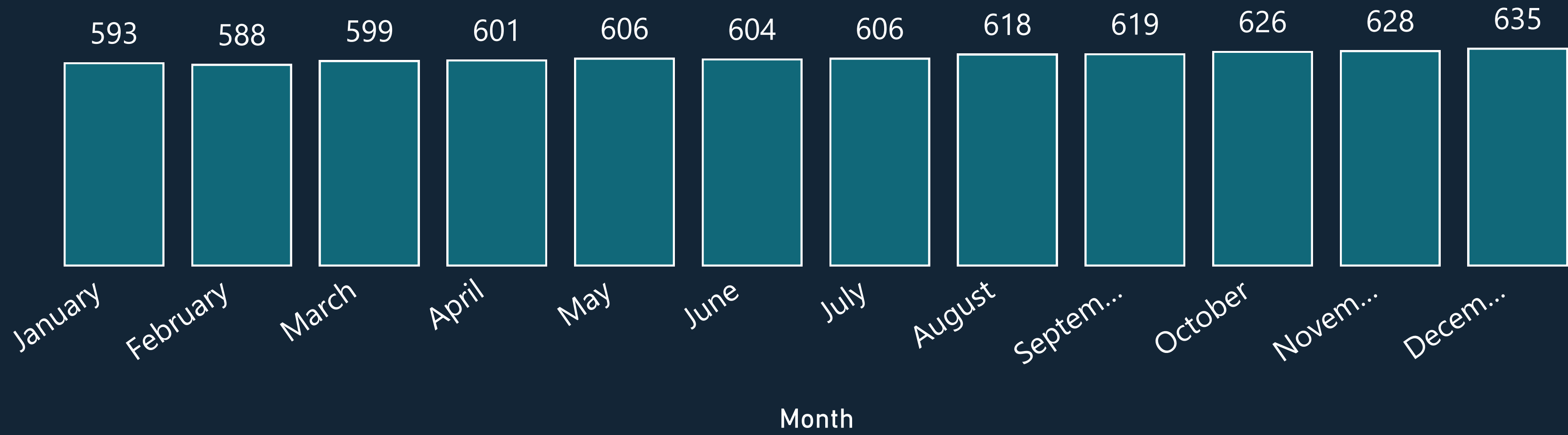
7.7%

AgeGroup	%GT CY	Count	%GT PY	Count
6_Above 60	0.3%	3	0.3%	3
5_Between 50 and 60	12.1%	130	12.1%	122
4_Between 40 and 50	24.6%	265	25.3%	254
3_Between 30 and 40	44.3%	478	44.0%	442
2_Between 20 and 30	18.6%	200	18.1%	182
1_Below 20	0.2%	2	0.2%	2

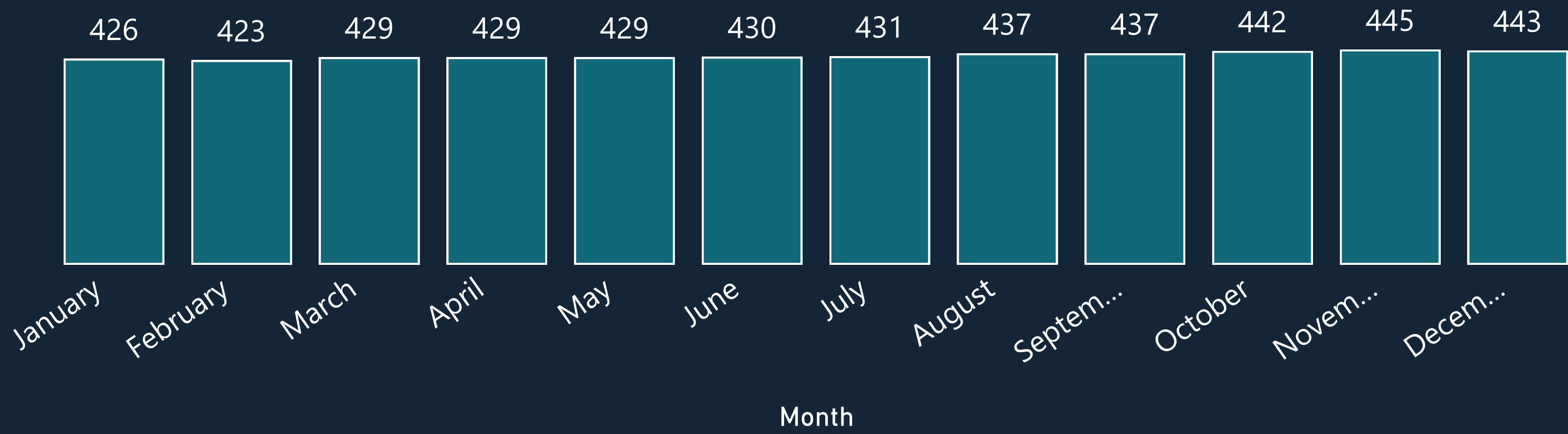
MaritalStatus	%GT CY	Count	%GT PY	Count
Divorced	23.4%	252	24.0%	241
Single	28.2%	304	29.1%	292
Married	48.4%	522	47.0%	472

WorkLifeBalance	%GT CY	Count	%GT PY	Count
Bad	4.7%	51	4.9%	49
Best	10.7%	115	11.0%	111
Better	60.7%	654	60.1%	604
Good	23.9%	258	24.0%	241

Male Count



Female Count



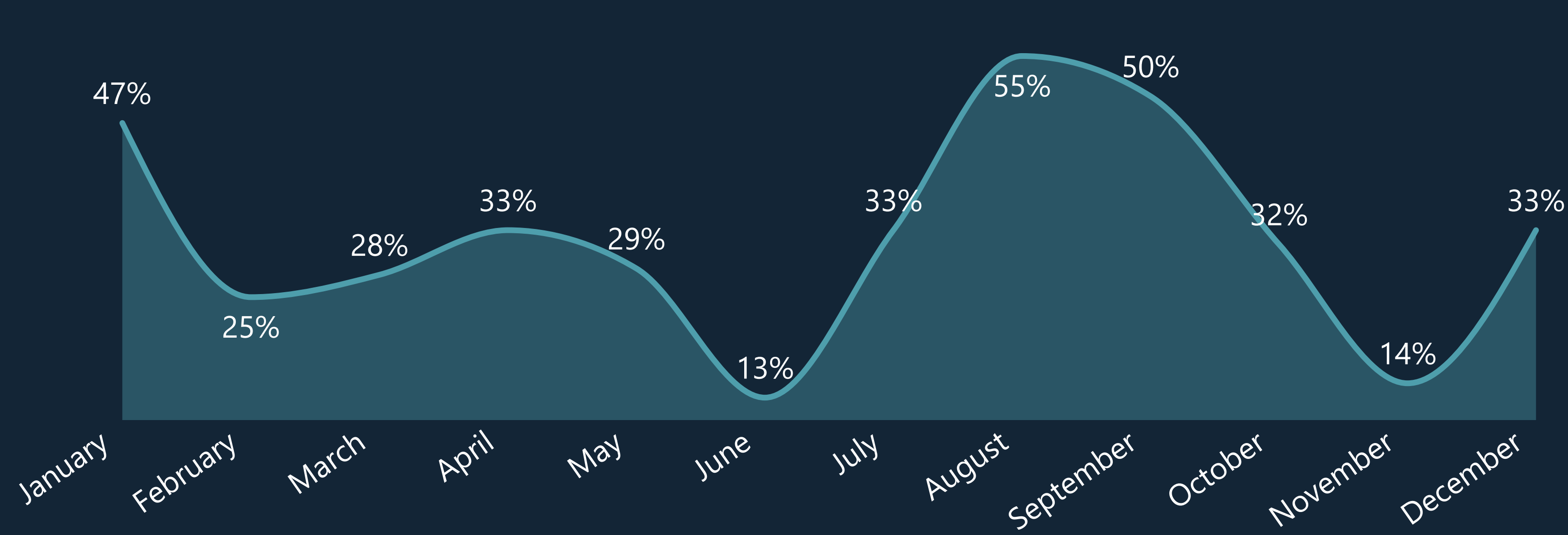
YearsAt company Group	%GT CY	Count	%GT PY	Count
1_Less than 1 Years	0.2%	2		
6_Above 15 Years	12.7%	137	13.8%	139
5_Between 10-15 Years	13.2%	142	14.3%	144
2_Between 1-3 Years	21.5%	232	14.8%	149
3_Between 3-5 Years	22.4%	241	24.1%	242
4_Between 5-10 Years	30.1%	324	32.9%	331

Hires Profile Analysis

Employment type	%GT CY	Count	%GT PY	Count
Contractor	21.7%	25	19.3%	26
Full-time	78.3%	90	80.7%	109

Hire Type	%GT CY	Count	%GT PY	Count
General hire	65.2%	75	75.6%	102
Recruiter	34.8%	40	24.4%	33

Recruiter % by Month



Female588

Male882

BusinessTravel

Department

Education

Satisfaction

Involvement

JobRole

JobSatisfaction

Profile Analysis

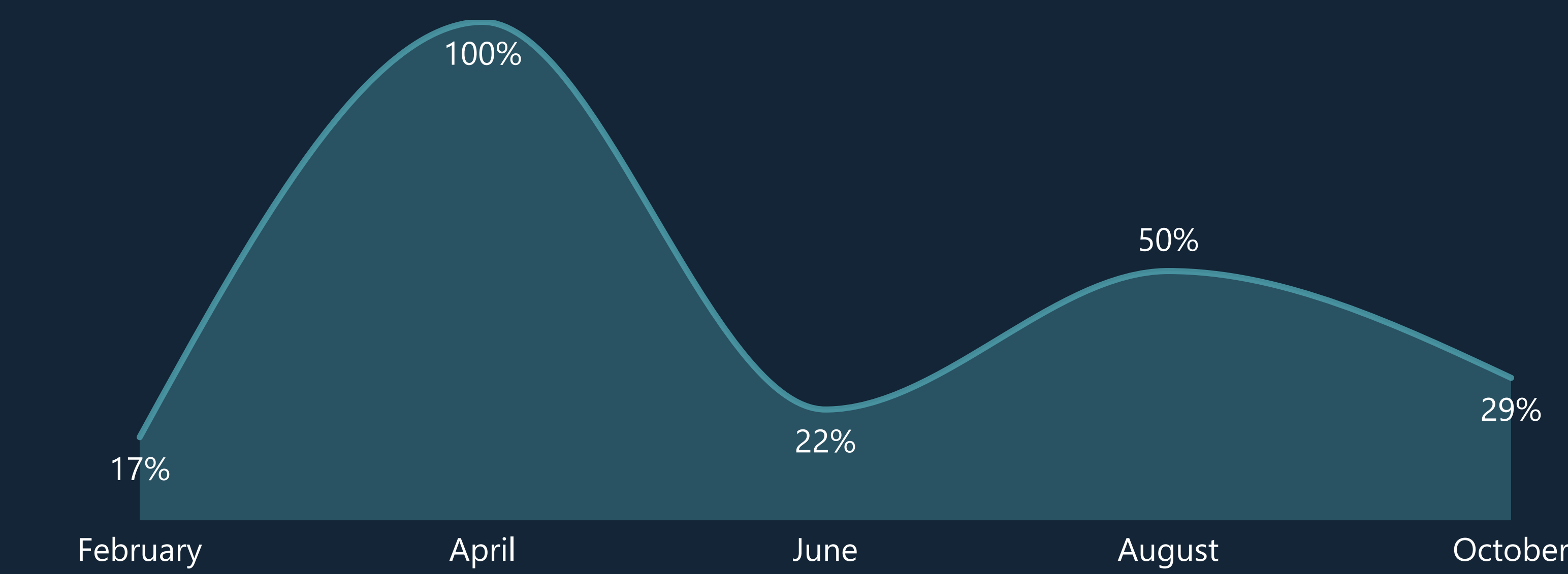
JobRole	Hires rate	Hires No.	PY Hires	Avg. Age	Performance	Avg Salary	Headcount
Manufacturing Director	7.3%	9	11	38	3.3	\$6.5K	124
Research Scientist	15.0%	30	33	34	3.1	\$2.8K	200
Laboratory Technician	14.7%	24	26	34	3.0	\$3.2K	163
Human Resources	16.2%	6	6	36	3.0	\$3.4K	37
Manager	2.4%	2	4	46	3.0	\$14.5K	84
Research Director	6.8%	5	9	44	3.0	\$17.9K	73
Sales Representative	42.9%	15	12	31	2.9	\$2.7K	35
Healthcare Representative	4.6%	5	11	40	2.8	\$5.6K	109
Sales Executive	7.5%	19	23	37	2.4	\$6.7K	253

Termination Profile Analysis

Termination type	%GT CY	Count	%GT PY	Count
Involuntary	19.0%	8	25.6%	10
Voluntary	81.0%	34	74.4%	29

OverTime	%GT CY	Count	%GT PY	Count
No	40.5%	17	51.3%	20
Yes	59.5%	25	48.7%	19

Involuntary % by Month



- Female
- Male
- BusinessTravel
- Department
- Education
- Satisfaction
- Involvement
- JobRole
- JobSatisfaction

Profile Analysis

JobRole	Term. Rate	Terminations	Ter. - Performance	Ter. - YearsAtCompany	Ter. - YearsSincePromotion	Ter. - YearsTotal	Salary (\$)
Healthcare Representative	2.8%	3	3.7	7.0	5.0	10.0	\$817.5K
Human Resources	10.8%	4	3.0	2.0	0.8	6.0	\$168.7K
Laboratory Technician	4.9%	8	2.5	1.6	0.6	5.9	\$565.1K
Manager	1.2%	1	2.0	9.0	9.0	10.0	\$1,444.9K
Manufacturing Director	0.8%	1	3.0	3.0	0.0	4.0	\$916.8K
Research Scientist	2.5%	5	2.6	6.8	4.8	8.4	\$682.4K
Sales Executive	4.0%	10	2.6	6.8	3.3	10.8	\$1,727.7K
Sales Representative	28.6%	10	2.6	2.1	0.7	3.5	\$103.6K