

People Analytics

Director

Decision-Making Strategy

Diversity Data

- % of Female in Senior Level
- Headcount by Seniority and Generation
- Hires by Generation
- Headcount by Seniority and Gender
- Gender Diversity by Business Unit
- Headcount by Seniority and Age Banding

Historical Analysis and Trends

- Hires by Gender
- Headcount Gender
- Headcount Year
- Hires forecast
- Terminations
- Terminations Trends
- Attrition rate trend

Salary Analysis

- Date rate
- Total Salary Expenses
- Avg. Monthly Employee Salary
- Avg. Annual Salary by Business Unit
- Avg. Monthly Salary by Business Unit
- Average Monthly Salary
- Avg. Monthly Salary by Gender
- Avg. Monthly Salary by Seniority
- Avg. Monthly Salary by Location
- Avg. Monthly Salary by Age Range and Gender

Business Unit

- Business Unit Type
- Headcount
- Hires
- Termination
- Demographic
- Employee distribution by Contact Type and Seniority
- Headcount by Location
- Employee distribution by Salary and Gender
- Headcount by Tenure Range

Performance Rating

- Key influencers
- Gender
- Total Employee Reviewed
- With rating 3 or better
- Tenure range
- Age range

Attrition Prediction

- Likelihood range
- Business unit
- Performance rating
- Tenure banding
- Gender
- Job level
- Location
- Likelihood of termination and contribution by factors

Training and Development

- Training Program
- Participants
- Man Hours spent in training
- Total Cost
- Training Costs per Person
- Count of Participant by Training Type
- Completed Program
- Training Cost
- Training Man Hours by Month

Leave

- Average Total Leave Days
- Average Annual Leave Days
- Annual Leave balance
- Cost of remaining annual leave
- Avg. cost of Remaining Annual Leave
- Average days on leave by Business Unit
- Total days on leave by Age Range
- Average cost of remaining annual leave by Business Unit
- Leave by Date
- Leave by Category
- Average cost of remaining annual leave by Business Unit

Absenteeism

- Average Total Leave Days
- Average Sick Leave Days
- Total sick leave taken
- Cost of sick leave taken
- Average cost of sick leave taken
- Average Sick Days by Business Unit
- Total Sick Days by Age Range
- Average cost of sick leave taken by business unit
- Sick Days by Date
- Total Sick Days by Weekday

Summary Dashboards

Employee

- Headcount
- Headcount by Contract Type
- Headcount by Seniority
- Average Tenure

Diversity

- Female % of Seniors
- Headcount by Gender
- Headcount by Age Range
- Average Age

Hiring

- Hires
- Hires by Contract Type
- Hires by Range
- Hires by Gender

Leave Days

- Leave Taken
- Leave taken by Category
- Total remaining annual leave
- Avg. remaining annual leave per person
- Cost of total remaining annual leave

Termination

- Terminations
- Termination by Category
- Attrition Rate by Seniority
- Attrition Rate by Tenure Range

Department Head

50

HR Manager

94

Manager

50

Employee

51