

People Analytics

Director

Decision-Making Strategy

- 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 4
 - Diversity 4
 - Hiring 4
 - Leave Days 5
 - Termination 4

- 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

Department Head 50

HR Manager 94

Manager 50

Employee 51