

People Analytics

Director

Department Head

HR Manager

Manager

Employee

Employee Metrics

Summary dashboard

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

Salary

- 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

Training

- Training Programs
- Participants
- Man Hours spent in training
- Total Costs
- Training Cost per Person
- Count of Participants by Training Type
- Completed Programs
- Training Costs
- Training Man Hours by Monthly

Attrition Analysis

- Date range
- Overall Attrition rate
- Voluntary Attrition
- Involuntary Attrition
- 1st Year Attrition Rate
- Rolling 12 monthly Voluntary Attrtion by Gender
- Attrition Rate by Tenure Range
- Attrition rate by Seniority
- Attrition Rate by Age Range

Performance

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

Leave Analysis

- Date range
- Overall Attrition rate
- Voluntary Attrition
- Involuntary Attrition
- 1st Year Attrition Rate
- Rolling 12 monthly Voluntary Attrtion by Gender
- Attrition Rate by Tenure Range
- Attrition rate by Seniority
- Attrition Rate by Age Range
- Training Programs
- Participants
- Man Hours spent in training
- Total Costs
- Training Cost per Person
- Count of Participants by Training Type
- Completed Programs
- Training Costs
- Training Man Hours by Monthly

Termination Analysis

- Terminations
- Terminations Terminaion Reason
- Termination By Gender
- Termination by Seniority
- Termination by Business Unit
- Terminations by Tenure Range
- Terminations by Age Banding
- Termination Category by Business Unit