

People Resource Analytics - Gender | Race | Sexuality | Diversity | Inclusion Analysis

Female

Male

Total Employees

4831

Active Employees

3980

Male Count

2918

Female Count

1911

Avg Salary

83K

Turnover Rate %

17.62

Race

African American

Asian

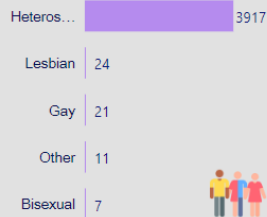
Caucasian

Hispanic

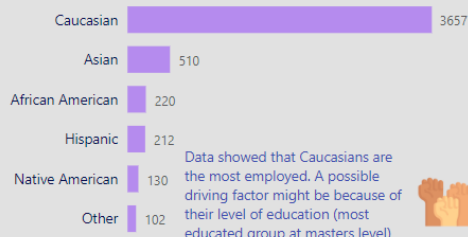
Native American

Other

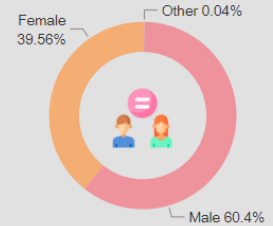
Active staff by sexuality



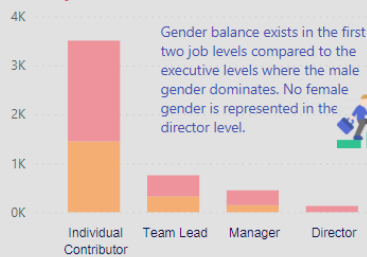
Employee by Race



Employee by Gender

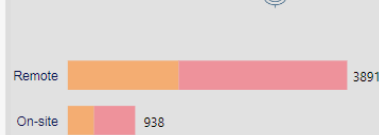


Staff by Gender & Job Level

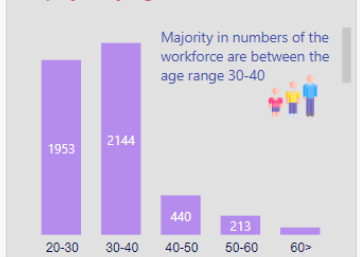


Data shows that the company embrace a hybrid workplace which allows flexibility and healthy work culture for employees

Staff by Location and Gender



Employee by Age bracket



People Resource Analytics - Hiring and Termination Analysis

Female

Male

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Avg Salary

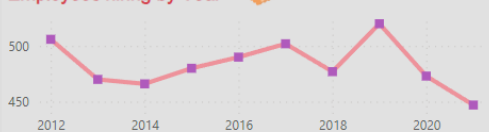
83K

Turnover Rate %

17.62

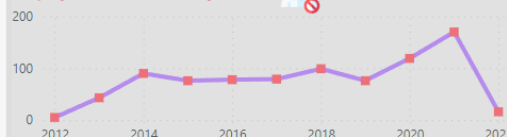
Hiring trend has increased over the years and it peaked in year 2019. Employment dropped down to the lowest in 2021 which can be attributed to the effect of pandemic.

Employees hiring by Year

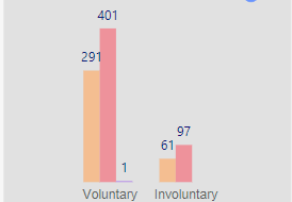


Termination by numbers has been relatively regular over years but in 2020 and 2021, the numbers increased compared to past years and the pandemic could be a possible reason. Only 16 staffs left in 2022.

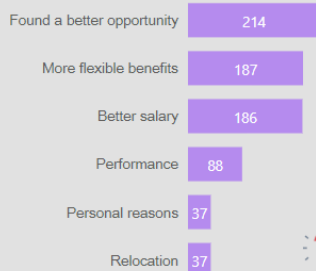
Employees Termination by Year



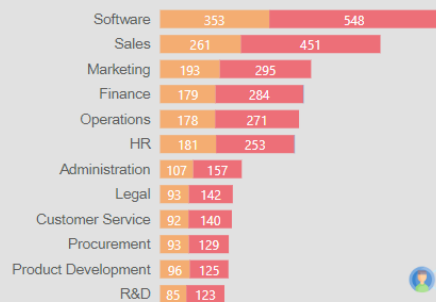
Termination Type by Gender



Top reasons for Termination



Top 10 departments by Employees



Considering the average salary across gender, gender bias is non-existent as all have almost equal numbers, company policy ensures fairness Likewise checking salary across race, proximity in value can be seen in all except the African Americans, their low numbers in the executive positions is a factor to this which is possibly as a result of their low education profile.

Average Salary between Genders by Race

Race	Female	Male	Other
Asian	\$83,594.28	\$85,223.98	
Caucasian	\$83,424.24	\$84,802.50	\$92,231.50
Native American	\$77,751.94	\$77,163.06	
Other	\$72,363.76	\$80,174.10	
Hispanic	\$73,711.87	\$75,791.81	
African American	\$66,763.97	\$66,330.04	
Total	\$81,903.32	\$83,284.76	\$92,231.50