

KPI Card Visuals

1. Total number of Employees
2. Average Age of Employees
3. Average Tenure of Employees
4. Average Monthly Gross Salary
5. Average Monthly Net Salary
6. Average Deduction Percentage

Employee Demographics

1. Age Distribution of Employees:

- **Objective:** Evaluate the Age range to understand workforce diversity by age group.
- **Chart:** Histogram (Column-Line Chart Combo)

2. Gender Distribution across the organization:

- **Objective:** Analyze the male-to-female ratio to assess Gender balance.
- **Chart:** Donut Chart

3. Departmental & Role Distribution:

- **Objective:** Determine which Departments/Roles have the most staff
- **Additional Metrics:** Average Age & Average Tenure of Employees in each Department & Role.
- **Chart:** Bar Chart (with Field Slicers to switch Metrics)

Recruitment Trend

1. Yearly Recruitment Trend

- **Objective:** Track the number of Employees hired yearly to evaluate growth of workforce within the period in view.
- **Chart:** Line/Area Chart

2. Month/Year Hiring Heat Map

- **Objective:** Track the number of Employees hired in each month per year to analyze hiring patterns over the period.
- **Chart:** Matrix Card with Conditional/Gradient Formatting

Payroll/Salary Analysis

1. Net Month Salary Distribution of Employees:

- **Objective:** Evaluate the monthly take-home salary to understand the salary spread among employees.
- **Chart:** Histogram (Column-Line Chart Combo)

2. Salary Distribution by Gender:

- **Objective:** Compare the Gross & Net salaries of Male & Female Employees to assess Gender Remuneration Equity, that is, the existence or non-existence of a significant salary gap between male & Female Employees.
- **Chart:** Clustered Bar Chart

3. Monthly Salary by Department & Role:

- **Objective:** Determine the highest paying & deducting Departments & Roles/Job titles
- **Field Metrics:** Average Gross Salary, Average Deduction Percentage & Average Net Salary
- **Chart:** Bar Charts (with Field Slicers to switch Metrics)

4. Tenure vs Net Salary Correlation:

- **Objective:** Investigate if longer Tenure is associated with higher pay
- **Chart:** Line Chart

Organizational Structure:

- **Objective:** Show Breakdown of Departments => Division Count => Role Count => Employee Count
- **Chart:** Matrix

Departmental Workforce vs Work Duration & Remuneration:

- **Objective:** Compare Departmental Work Hours to Employee Count & Net Salary to check for workload balance & fairness of labour.
- **Chart:** Table

Employee Details: Top Earners vs Least Earners

- **Objective:** View the vital information of Employees in one table for derivation of extra meaningful insights.
- **Chart:** Table

MAX

Holdings

Gender

All

Department

All

Role

All

Tenure Bucket

All

Age Group

All

Clear all Filters

HOME

DEMOGRAPHICS

SALARY

TABLES

INSIGHTS

No. of Employees

1,802

Average Age

32

Avg Tenure

4.0

Avg Monthly Net Salary

\$4,446

Age Distribution of Employees

| Age Group | Count |
|-----------|-------|
| 21-25 | 192 |
| 26-30 | 672 |
| 31-35 | 550 |
| 36-40 | 282 |
| 41-45 | 82 |
| 46-50 | 20 |
| Above 50 | 4 |

Employee Distribution by Gender

| Gender | Count | Percentage |
|--------|-------|------------|
| Male | 1303 | 72% |
| Female | 499 | 28% |

Yearly Staff Hire Trend

Join Date: 9/1/2004 to 1/13/2020

| Year | Hires |
|------|-------|
| 2004 | 7 |
| 2005 | 2 |
| 2006 | 9 |
| 2007 | 12 |
| 2008 | 25 |
| 2009 | 29 |
| 2010 | 34 |
| 2011 | 42 |
| 2012 | 55 |
| 2013 | 102 |
| 2014 | 133 |
| 2015 | 175 |
| 2016 | 208 |
| 2017 | 352 |
| 2018 | 226 |
| 2019 | 367 |
| 2020 | 24 |

No. of employees

Avg Age

Avg Tenure

Departmental Distribution

Role Distribution

| | |
|---------------|-----|
| Engineerin... | 394 |
| Operations... | 391 |
| Sales & M... | 358 |
| Media & C... | 226 |
| Finance | 126 |
| Security E... | 109 |
| Customer ... | 103 |

| | |
|----------------|----|
| Software E... | 87 |
| Software E... | 70 |
| Solutions A... | 68 |
| Technical S... | 62 |
| Software E... | 56 |
| Software E... | 50 |
| Software D... | 33 |

Month/Year Employee Recruitment Heatmap

| Year | January | February | March | April | May | June | July | August | September | October | November |
|------|---------|----------|-------|-------|-----|------|------|--------|-----------|---------|----------|
| 2020 | 24 | | | | | | | | | | |
| 2019 | 9 | 10 | 13 | 25 | 33 | 24 | 79 | 46 | 44 | 25 | 35 |
| 2018 | 11 | 18 | 13 | 17 | 15 | 19 | 58 | 35 | 15 | 12 | 7 |
| 2017 | 20 | 22 | 32 | 19 | 30 | 25 | 59 | 41 | 40 | 27 | 22 |
| 2016 | 7 | 8 | 11 | 13 | 17 | 40 | 47 | 14 | 10 | 15 | 6 |
| 2015 | 11 | 12 | 8 | 16 | 19 | 18 | 23 | 15 | 16 | 8 | 20 |
| 2014 | 8 | 10 | 5 | 11 | 8 | 18 | 14 | 13 | 14 | 11 | 9 |
| 2013 | 6 | 6 | 9 | 11 | 8 | 12 | 17 | 8 | 6 | 6 | 9 |
| 2012 | 3 | 1 | 1 | 5 | 4 | 3 | 7 | 7 | 3 | 10 | 5 |
| 2011 | 5 | 1 | 1 | 1 | 1 | 4 | 6 | 5 | 4 | 4 | 6 |



Gender
All

Department
All

Role
All

Tenure Bucket
All

Age Group
All

Clear all Filters

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INSIGHTS

Avg Monthly Gross Salary

\$5,916



Avg Monthly Net Salary

\$4,446



Avg Deduction %

25.64%

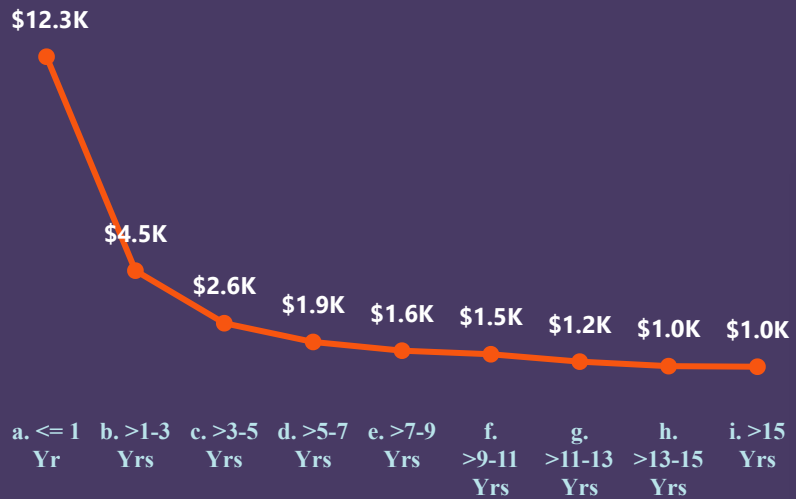


Avg Tenure

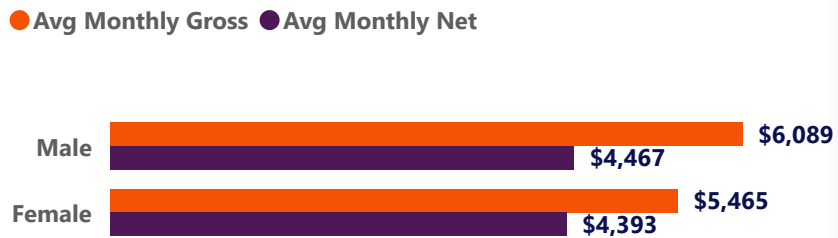
4.0



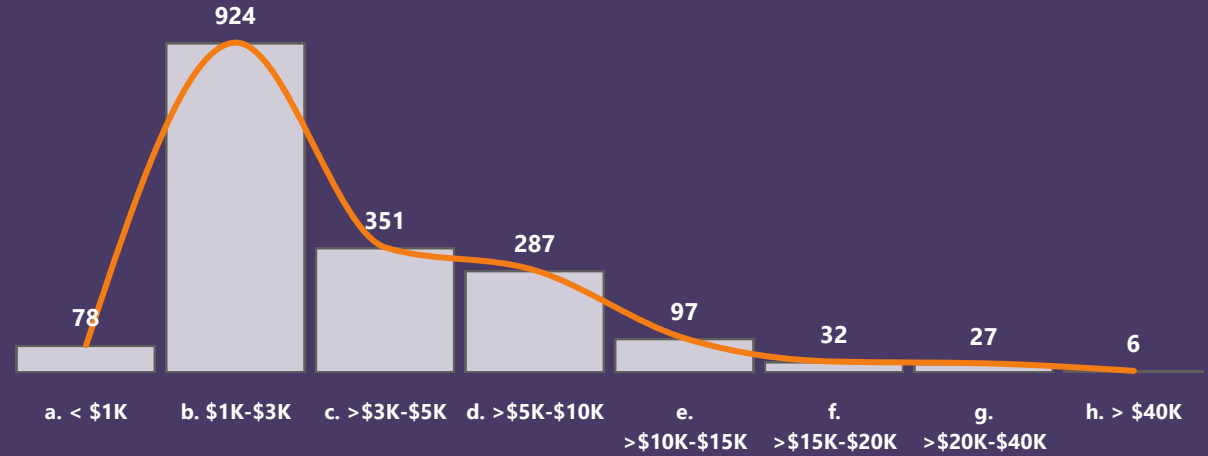
Tenure vs Monthly Net Salary



Gross vs Net Salary by Gender



Employee Net Monthly Salary Distribution



Avg Gross Salary

Avg Deduction %

Avg Net Salary

Departmental Monthly Salary

| | |
|--------------------------|----------|
| Legal & Compliance | \$11.29K |
| Security Engineering | \$7.00K |
| Technology | \$5.72K |
| Operations & Infrastr... | \$5.06K |
| Product Management | \$4.93K |
| Engineering & Techno... | \$4.55K |
| Media & Communicat... | \$4.36K |
| Program Management | \$4.11K |
| Learning & Developm... | \$3.95K |
| Sales & Marketing | \$3.83K |
| Customer Experience ... | \$3.71K |
| Human Resources & T... | \$3.4... |
| Finance | \$2... |

Role Monthly Salary

| | |
|----------|----------------------------|
| \$33.98K | Applications Develop... |
| \$24.44K | Enterprise Security Ar... |
| \$23.78K | Site Reliability Engine... |
| \$22.60K | Support Delivery Man... |
| \$20.92K | Finance Systems Anal... |
| \$17.85K | Network Administrator |
| \$15.97K | Systems Engineer Sen... |
| \$15.18K | Product Manager Sen... |
| \$14.68K | Customer Incident M... |
| \$14.12K | Manager Network A... |
| \$14.11K | Manager Senior IT He... |
| \$13.31K | Manager Senior Learn... |
| \$13.18K | Global Corporate Car... |
| \$13.11K | Infrastructure Deliver... |
| \$12.96K | Systems Administrato... |

MAX

Holdings

Gender

All

Department

All

Role

All

Tenure Bucket

All

Age Group

All

Clear all Filters

HOME

DEMOGRAPHICS

SALARY

TABLES

INSIGHTS

| Organizational structure | | | |
|--|------------------|--------------|------------------|
| Department | No. of Divisions | No. of Roles | No. of employees |
| Engineering & Technology | 25 | 94 | 394 |
| Operations & Infrastructure | 23 | 120 | 391 |
| Sales & Marketing | 37 | 82 | 358 |
| Media & Communications | 18 | 51 | 226 |
| Finance | 8 | 55 | 126 |
| Security Engineering | 9 | 40 | 109 |
| Customer Experience & Service Delivery | 11 | 22 | 103 |
| Product Management | 7 | 18 | 39 |
| Human Resources & Talent | 4 | 13 | 21 |
| Total | 154 | 390 | 1802 |

| Departmental Headcount vs Work Hrs vs Net Salary | | | |
|--|-------|----------|----------------|
| Department | Staff | Work_Hrs | Avg Net Salary |
| Security Engineering | 109 | 09:15 | \$7,003 |
| Finance | 126 | 08:15 | \$2,500 |
| Learning & Development | 15 | 08:15 | \$3,947 |
| Technology | 5 | 08:15 | \$5,723 |
| Legal & Compliance | 2 | 08:00 | \$11,287 |
| Media & Communications | 226 | 08:00 | \$4,358 |
| Operations & Infrastructure | 391 | 08:00 | \$5,058 |
| Product Management | 39 | 08:00 | \$4,930 |
| Program Management | 13 | 07:30 | \$4,112 |
| Sales & Marketing | 358 | 07:30 | \$3,825 |
| Customer Experience & Service Delivery | 103 | 07:00 | \$3,711 |
| Total | 1802 | | \$4,446 |

| Top Earning Employees | | | | | | |
|-----------------------|------------|-----------|--------|----------------------------------|-----------------|----------------|
| ID | First_Name | Last_Name | Gender | Role | Tenure in words | Avg Net Salary |
| 22950 | Clyde | Franklin | Male | Software Engineer II | 6 Months | \$71,955 |
| 22986 | Luther | Glenn | Male | Technical Project Manager II | 6 Months | \$67,834 |
| 23037 | Clement | Ochoa | Male | Product Manager Senior | 6 Months | \$52,677 |
| 22998 | Scottie | Avery | Male | Systems Engineer Senior | 6 Months | \$47,374 |
| 22988 | Hong | Underwood | Male | Support Delivery Manager | 6 Months | \$46,934 |
| 22922 | Liza | Raymond | Female | Software Engineer Senior | 7 Months | \$43,909 |
| 22956 | Darrin | Guzman | Male | Network Administrator | 6 Months | \$39,375 |
| 22984 | Vonda | Wood | Female | Software Engineer Senior | 6 Months | \$39,306 |
| 22804 | Harland | Murray | Male | Manager Senior Engineering | 8 Months | \$38,046 |
| 23023 | Anderson | Larson | Male | Solutions Architect Senior | 6 Months | \$36,730 |
| 22902 | Javier | Lowery | Male | Infrastructure Delivery Manager | 7 Months | \$36,332 |
| 22910 | Regina | Holloway | Female | Release Engineer II | 7 Months | \$34,857 |
| 22973 | Clifton | Alvarado | Male | Applications Developer II | 6 Months | \$33,975 |
| 22901 | Francisco | Leon | Male | Site Reliability Engineer Senior | 7 Months | \$31,269 |
| 23000 | Katina | Duran | Female | Software Development Engineer | 6 Months | \$30,827 |

| Least Earning Employees | | | | | | |
|-------------------------|------------|------------|--------|---|-------------------|----------------|
| ID | First_Name | Last_Name | Gender | Role | Tenure in words | Avg Net Salary |
| 20335 | Bettye | Carlson | Female | Manager Engineering | 2 Years 1 Months | \$11 |
| 7317 | Royal | Henry | Male | Solutions Architect Senior | 3 Years 4 Months | \$18 |
| 18100 | Teri | Shaw | Female | Software Engineer II | 3 Years 1 Months | \$19 |
| 20196 | Abram | Huynh | Male | Platform Operations Engineer Associate | 1 Years 0 Months | \$21 |
| 18337 | Marcus | Schmitt | Male | Security Operations Center Specialist II | 3 Years 1 Months | \$68 |
| 16812 | Micheal | Washington | Male | Security Operations Center Specialist Senior II | 3 Years 8 Months | \$89 |
| 4127 | Eric | Cantu | Male | Performance Engineer Senior II Lead | 12 Years 5 Months | \$135 |

KEY INSIGHTS

1. Demographics & Workforce Composition

- **Total Employees:** 1802
- **Average Age:** 32 years | **Average Tenure:** 4 years
- **Gender Split:** 72% Male, 28% Female — a significant imbalance.
- **Top Age Group:** 26–30 (672 employees), followed by 31–35 (550) which combine to make up for about 68% of the staff population. Only 24 employees are over 45, indicating a **young workforce**.
- **Most Populated Departments:**
 - i. Engineering & Technology (394)
 - ii. Operations & Infrastructure (391)
 - iii. Sales & Marketing (358)
- **Most Common Role:**
Software Engineers dominate, particularly at mid-senior levels.
- **Roles with Highest Average Age:**
 - i. Director Program Management Technical (56 yrs)
 - ii. Principal Architect Lead (55 yrs)
 - iii. Director Human Resources (53 yrs)

2. Recruitment Trends

- **Hiring peaked in 2017–2019**, especially 2019 with **367 hires**.
- No recruitment after **January 2020**, likely due to the COVID-19 pandemic.
- **Hiring was consistently highest mid-year (July) from 2015**, indicating seasonal trends.

3. Salary & Compensation

- **Average Gross Salary:** \$5,916 | **Avg Net Salary:** \$4,446 | **Average Deduction %:** 25.64%
- **Salary Range:**
 - i. Majority (51%) earn between **\$1K–\$3K**
 - ii. Only **6 employees** earn more than **\$40K/month**, showing a **narrow high-income bracket**

RECOMMENDATIONS

1. Improve Gender Equity

- Set up **gender-balanced hiring targets**.
- Encourage **female leadership development programs**.

2. Succession Planning

- Implement **succession planning programs** for all strategic roles.
- Identify and groom **high-potential younger staff** to assume leadership.
- Consider **job shadowing, mentorship**, or phased transitions before retirement.

3. Review Compensation Strategy

- Standardize compensation bands by **department & role** to reduce gaps and improve fairness.

4. Employee Retention & Motivation

- Design career progression paths with **milestone pay bumps**.
- Re-evaluate **tenure-linked pay**: Identify/Uplift **long-tenured, underpaid employees** and implement retention bonuses or tenure-based raises to **incentivize loyalty**.

5. Balance Deductions & Transparency

- Simplify compensation structures or increase transparency on deductions (especially for senior roles).
- Communicate benefits clearly to avoid perception of underpayment.

6. Validation of Payroll Records

- **Audit payroll data** for anomalies and verify against original HR/payroll records.
- Cross-check **low-salary entries with tenure and job title logic**.
- Ensure all HR/payroll systems have **validation checks** to prevent unrealistic values.
- Create a **data quality assurance process** for future reports.

7. Workload & Resource Rebalancing