



HR Infographics

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Demographic Information – Nov’23

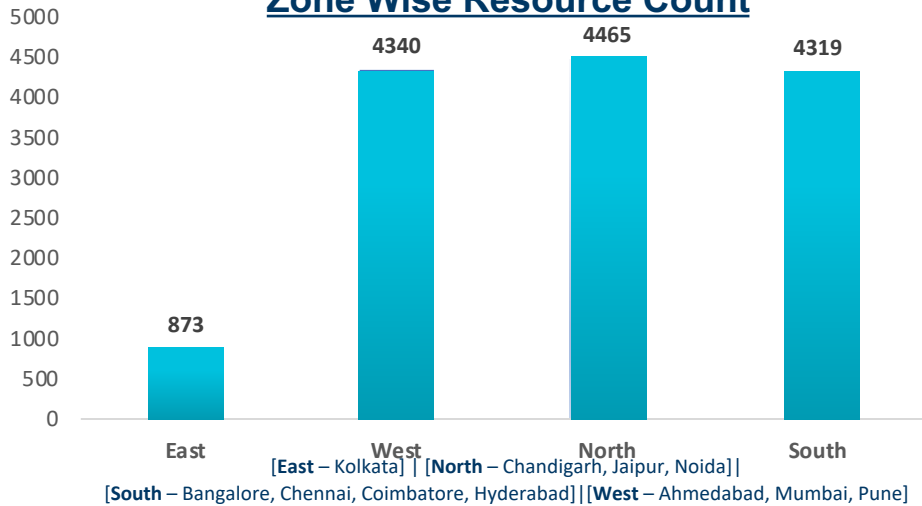
Total Head Count
13997
- 4.87% Decrease
Comparing Oct’23

New Hires
802
- 44.6% Decrease
Comparing Oct’23

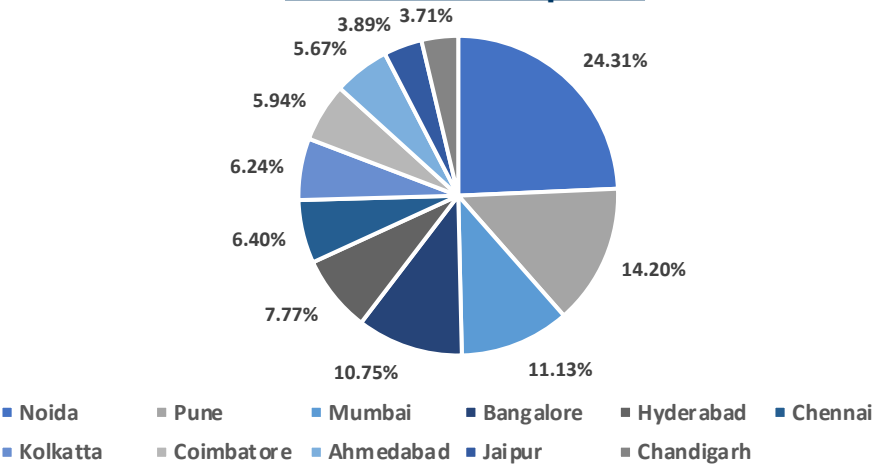
Exit Count
1520
6% Increase
Comparing Oct’23

Top 5 Head Count Locations				
Noida	Pune	Mumbai	Bangalore	Hyderabad
3402	1988	1588	1504	1088
24.3%	14.2%	11.1%	10.7%	7.7%

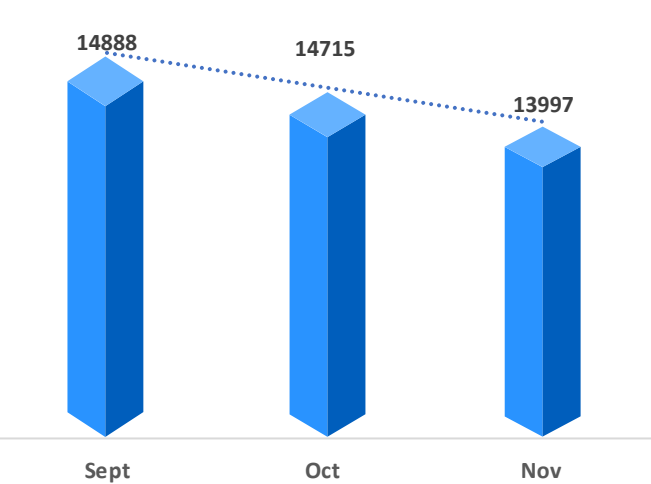
Zone Wise Resource Count



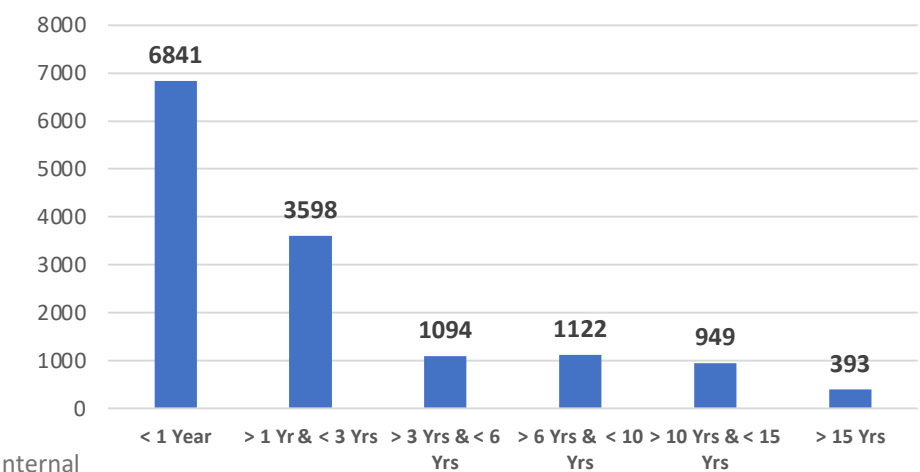
Branch Wise Split %



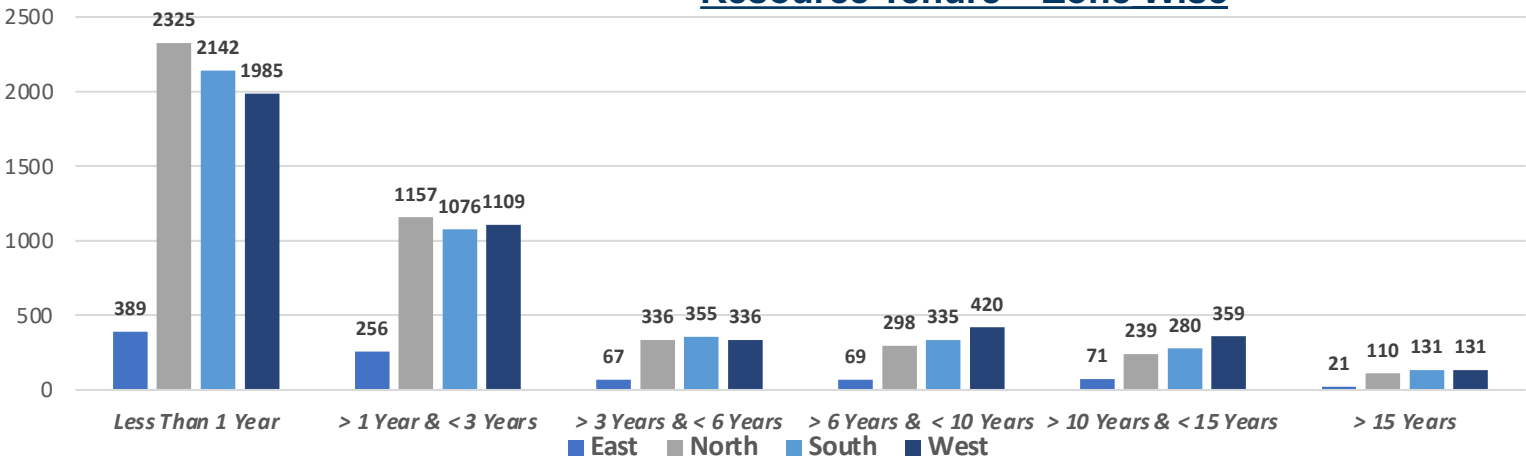
Headcount Trend



Resource Tenure

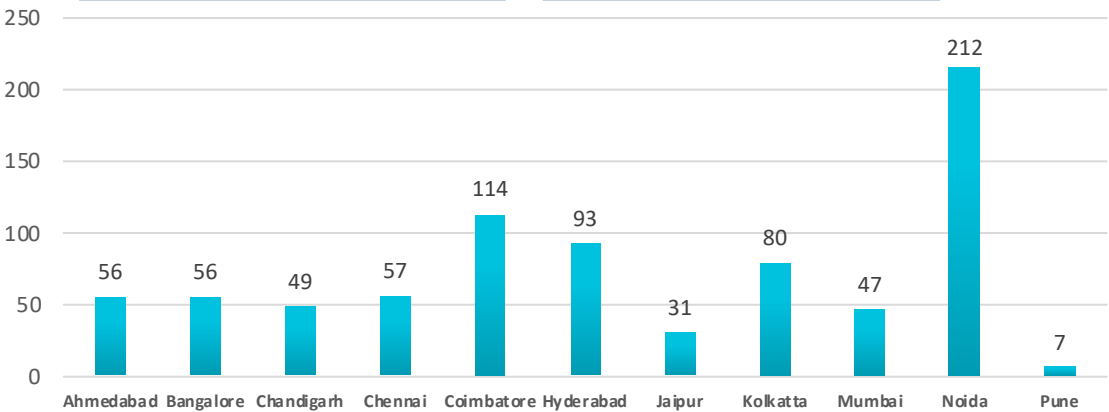


Resource Tenure – Zone Wise



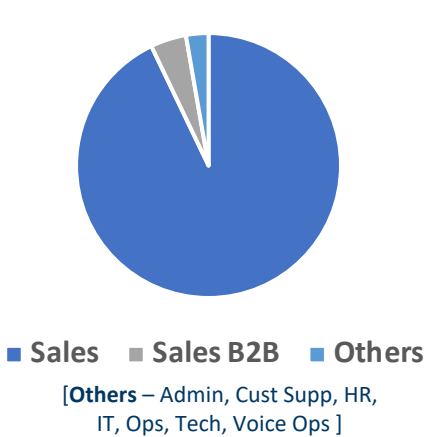
Hiring Metrics– Nov'23

Joiner Count – Zone Wise Nov Joiners Count - 802

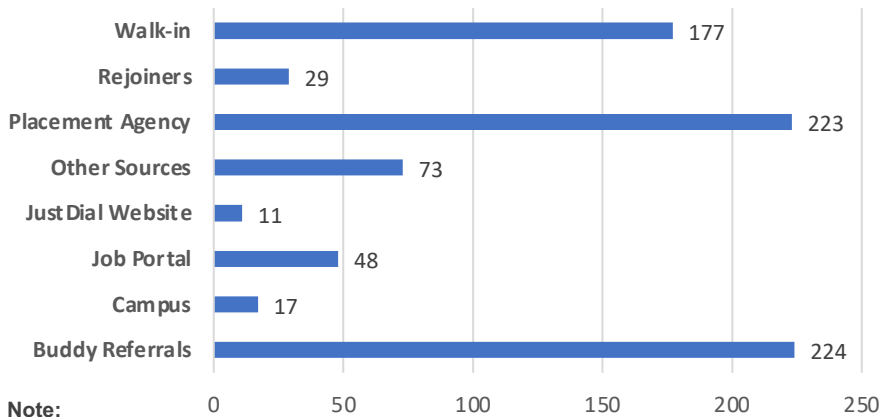


- Note:**
- **Noida** has the highest number of joiners, with **212** resources & **Pune** has the lowest number of joiners, with only **7** resources. |
 - The **"Sales"** personal subarea has the highest number of joiners, with **745** individuals & The **"Sales B2B"** personal subarea has **35** joiners.

Joiner Count – Dept Wise

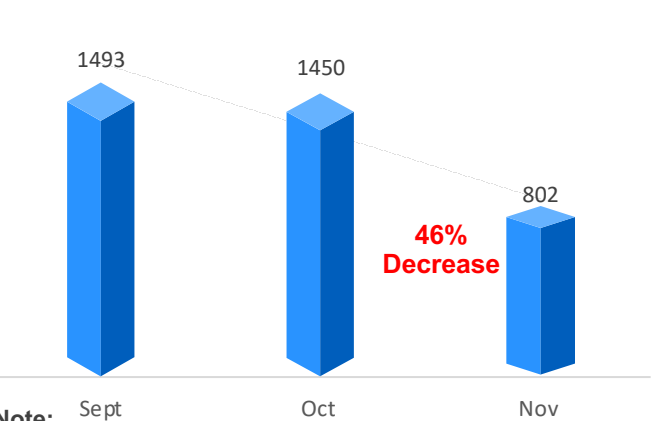


Source of Hiring



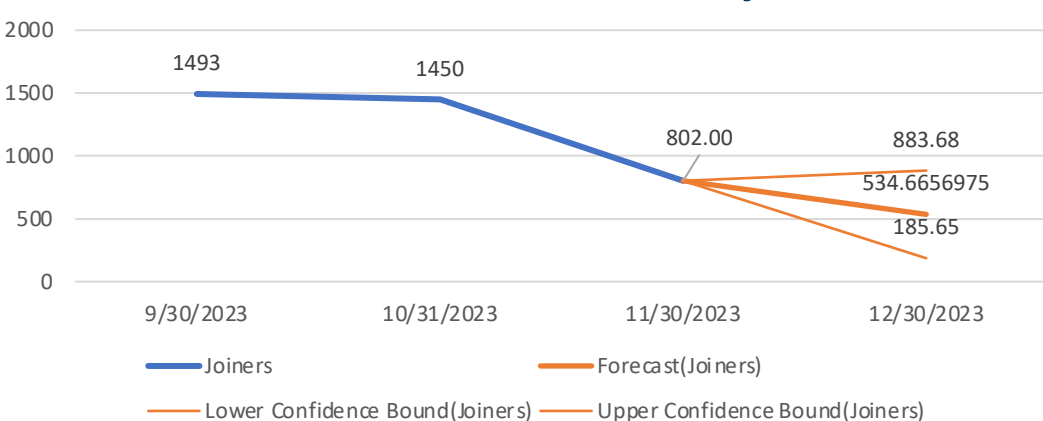
- Note:**
- The **Employee Referrals** are a significant and successful source of Recruitment for the month of **Nov'23** Joiners.
 - **Placement Agency** is a substantial source with **223** hires. This indicates that our **TA Team** relies significantly on Agencies for bringing in talent.

Joiners Trend



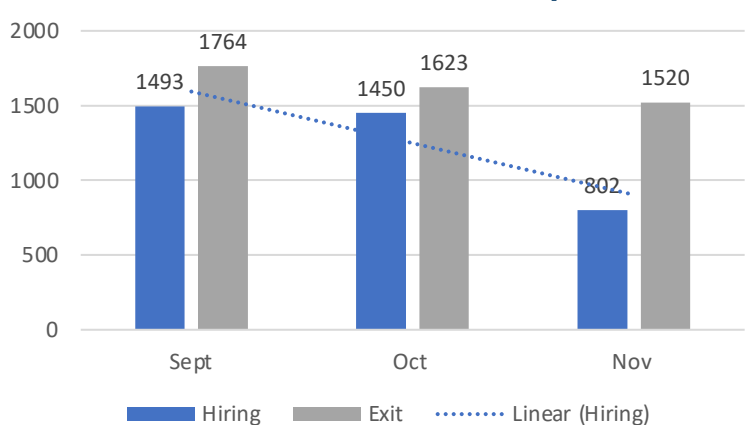
- Note:**
- November shows a significant drop in joiners, indicating a potential decrease in hiring activity compared to the previous months.
 - The drop in joiners might be influenced by year-end considerations, such as the completion of annual hiring goals.
- Internal

Forecasted Trend Analysis FY 22



- Note:**
- There is a significant decrease in joiners from October (1450) to November (802), and the forecast for December (534.67) continues this trend.
 - The forecasts and confidence bounds indicate a potential decreasing trend in joiners over the upcoming months.
 - It's important for the TA & WFM team to monitor the accuracy of forecasts and adjust predictions if actual joiner numbers deviate significantly.

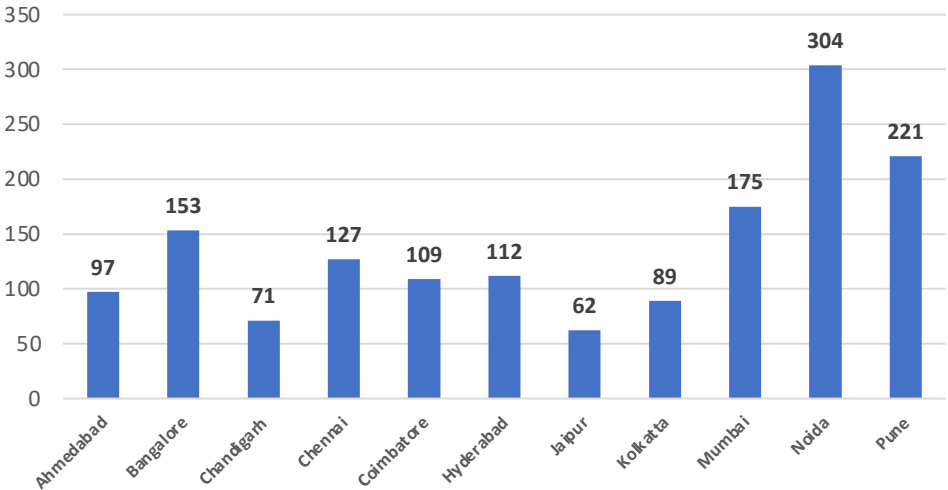
Joiners vs Exit Comparison



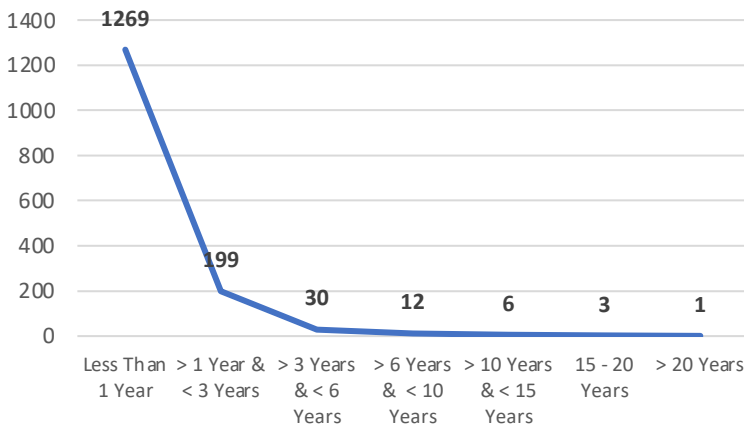
- Note:**
- The number of hires decreases from September to October and further decreases in November, though number of resignees decreases but it's important to consider the net impact on workforce.

Exit Metrics – Nov'23

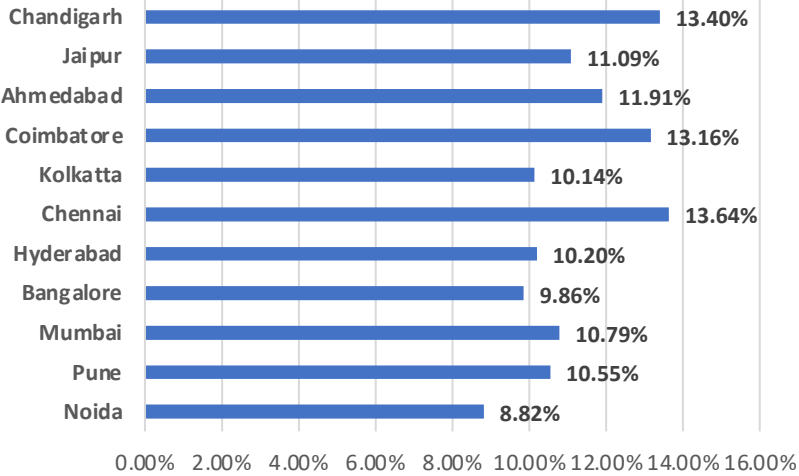
Exit Count – Zone Wise
Exit Count - 1520



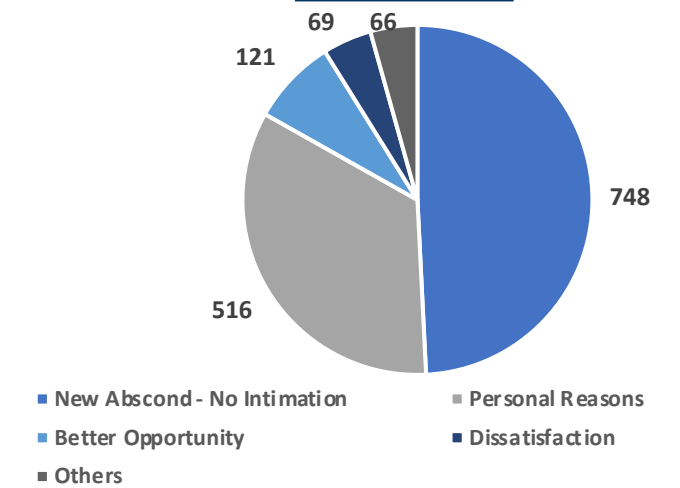
Exit Resource – Tenure



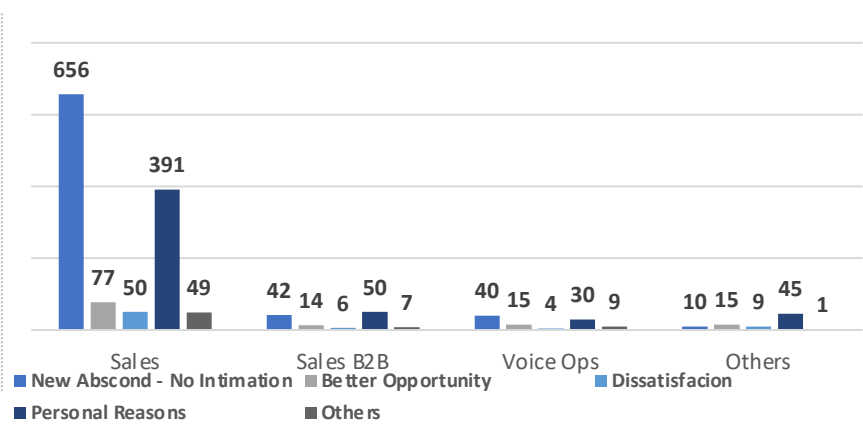
Attrition Rate – Zone Wise
Overall Attrition – 10.59%



Exit Reasons



Exit Reasons – Dept Wise



[Exit Reasons – Others] – [Death, ATL – Surplus, BGV Failure, Poor Performance, PIP – Resignation, Termination]

[Dept– Others] – [Administration, CS – LEAD, Cust. Support, Dialer, F&A, HR, IT, Operations, PRODUCT MANAGEMENT]

Note:

- The highest count in any single category is for **New Abscond - No Intimation** in the Sales department with **656** Resources.
- **Better Opportunity** is a reason cited across all departments, with varying counts. This could indicate that employees are leaving for what they perceive as better opportunities.
- Most employees have a tenure of less than **1 Year**, with **1269** employees falling into this category. This suggests a relatively high turnover or new hires in our organization.
- The distribution suggests that our organization is experiencing **higher turnover** in the Early Stages of Employment. Understanding the reasons for shorter tenures can help in implementing better retention strategies.
- **Chennai, Coimbatore, and Chandigarh** have relatively **higher attrition rates (13.64%, 13.16%, and 13.4%, respectively)**. This may indicate potential challenges or factors influencing employee retention in these locations.
- **Noida, Bangalore, and Kolkatta** have relatively **lower attrition rates (8.82%, 9.86%, and 10.14%, respectively)**. These branches seem to be experiencing comparatively more stability in terms of employee retention.

[Others – Death , ATL – Surplus, BGV Failure, ATL - Poor Performance, PIP – Resignation, Termination]

Thanks