HR_ANALYTICS [Workforce Demographics & Diversity]

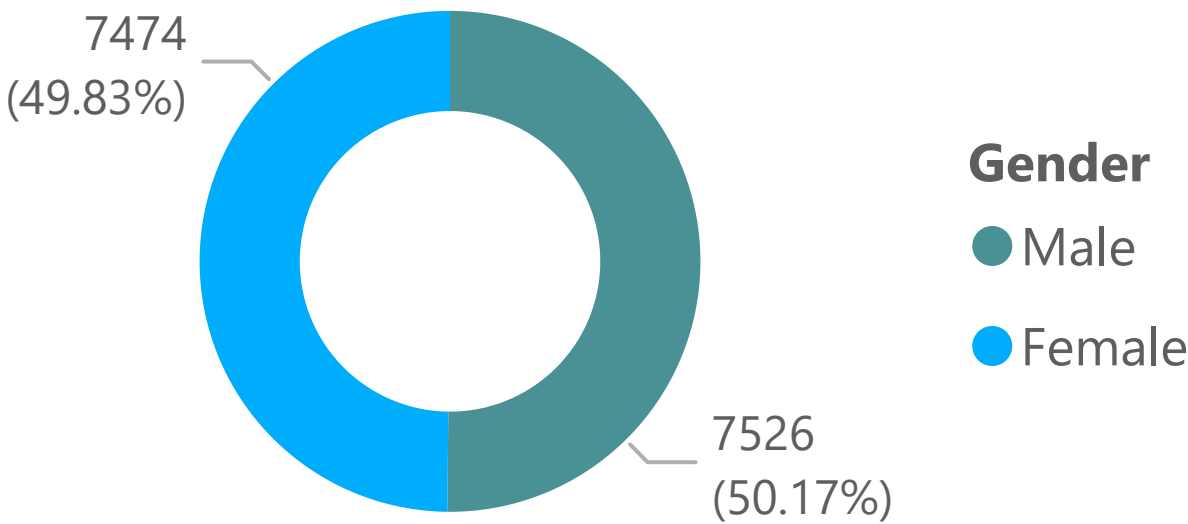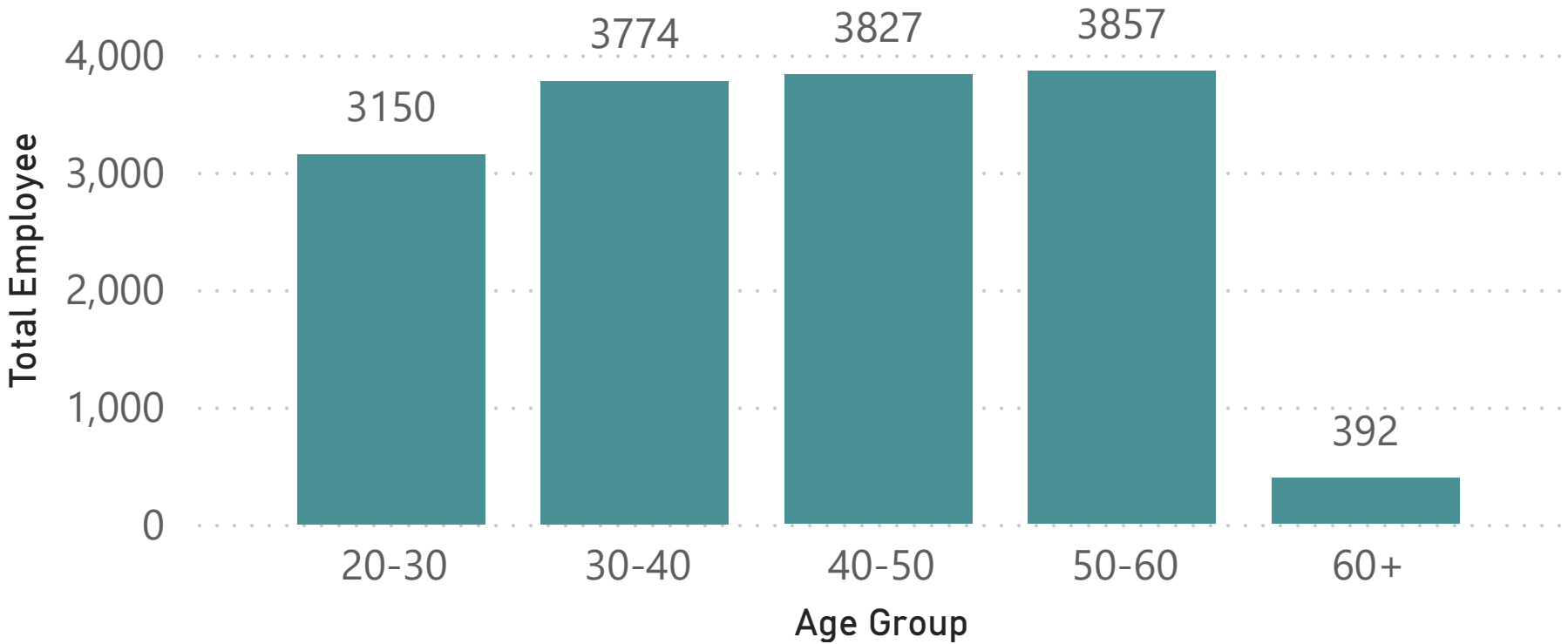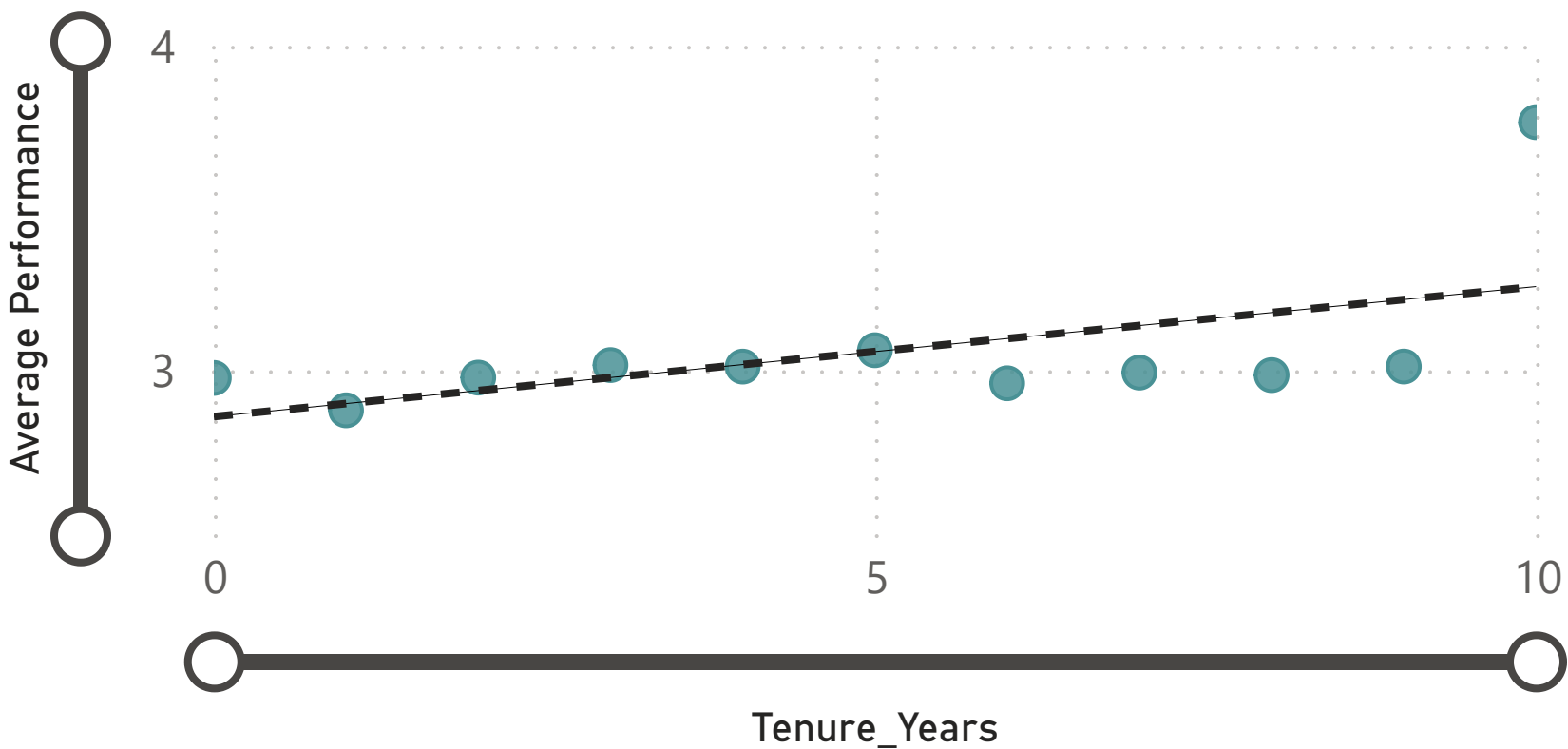| Overall Employees	Turnover percentage	Average Age	Average Salary	Year Of The Company
15000	**19.69%**	**41**	**80.16K**	**10**

Gender

7474 (49.83%)
7526 (50.17%)

Gender
- Male
- Female

Age Distribution

Age Group	Total Employee
20-30	3150
30-40	3774
40-50	3827
50-60	3857
60+	392

Tenure Impact on Performance

Employees per Department

Department	Overall Employee
Marketing	2584
Sales	2532
IT	2499
Finance	2497
Operations	2487
HR	2401

Joining Trend By Roles

Job_Role: Data Sci..., Digital ..., Financia..., HR Gen..., Marketi..., Operati..., Recruit..., Sales Ex..., Sales Re...
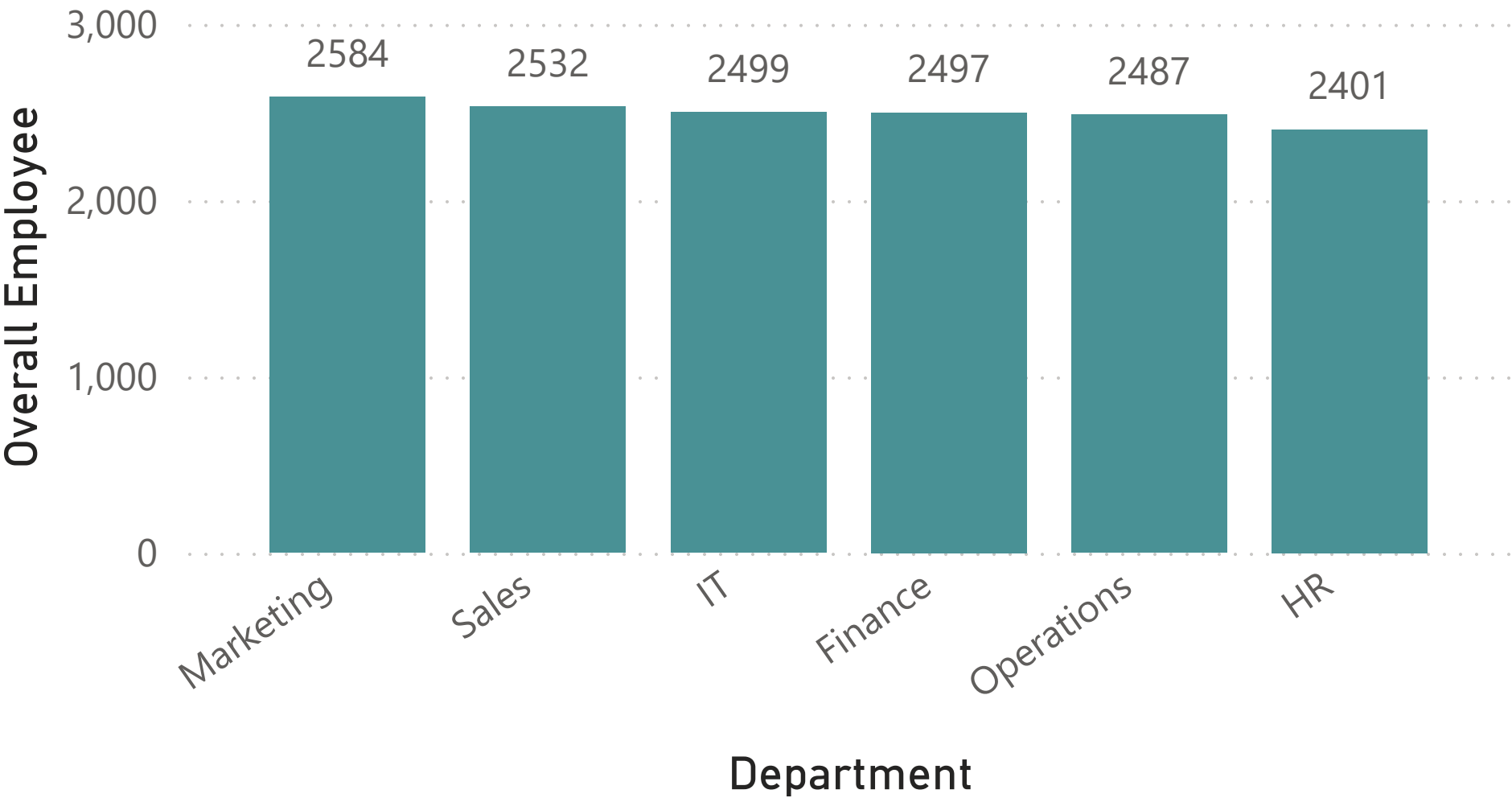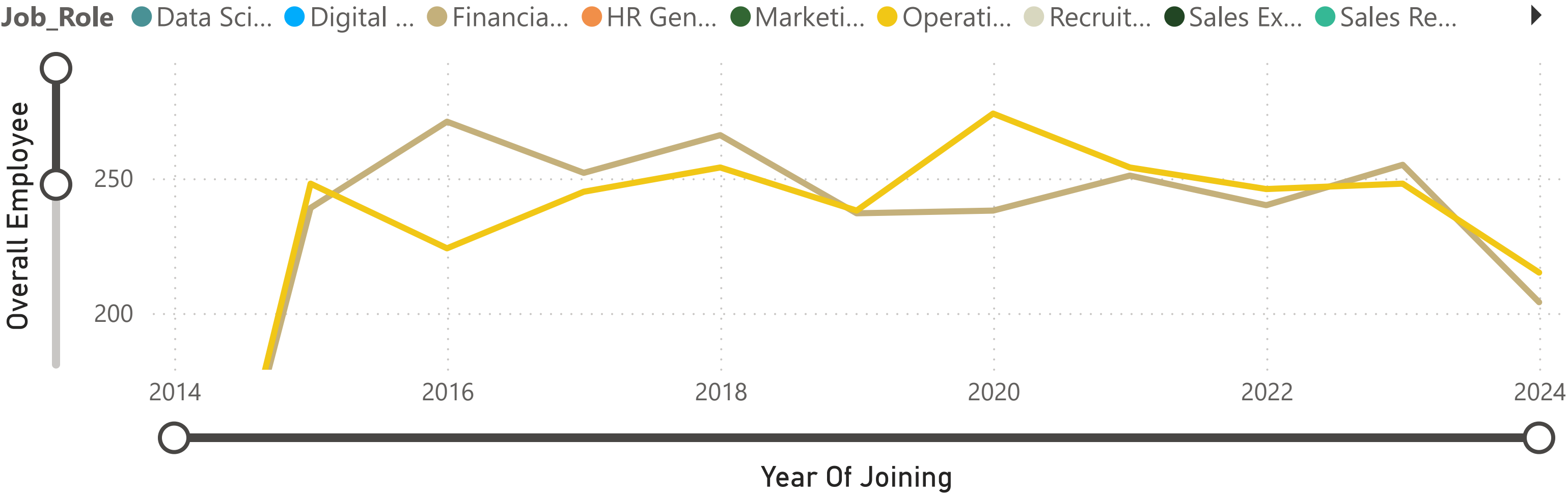
HR Analytics [Skills, Training, and Development]

Total Training Hour
412K

Invested Training Hour
27.49

Training Needed
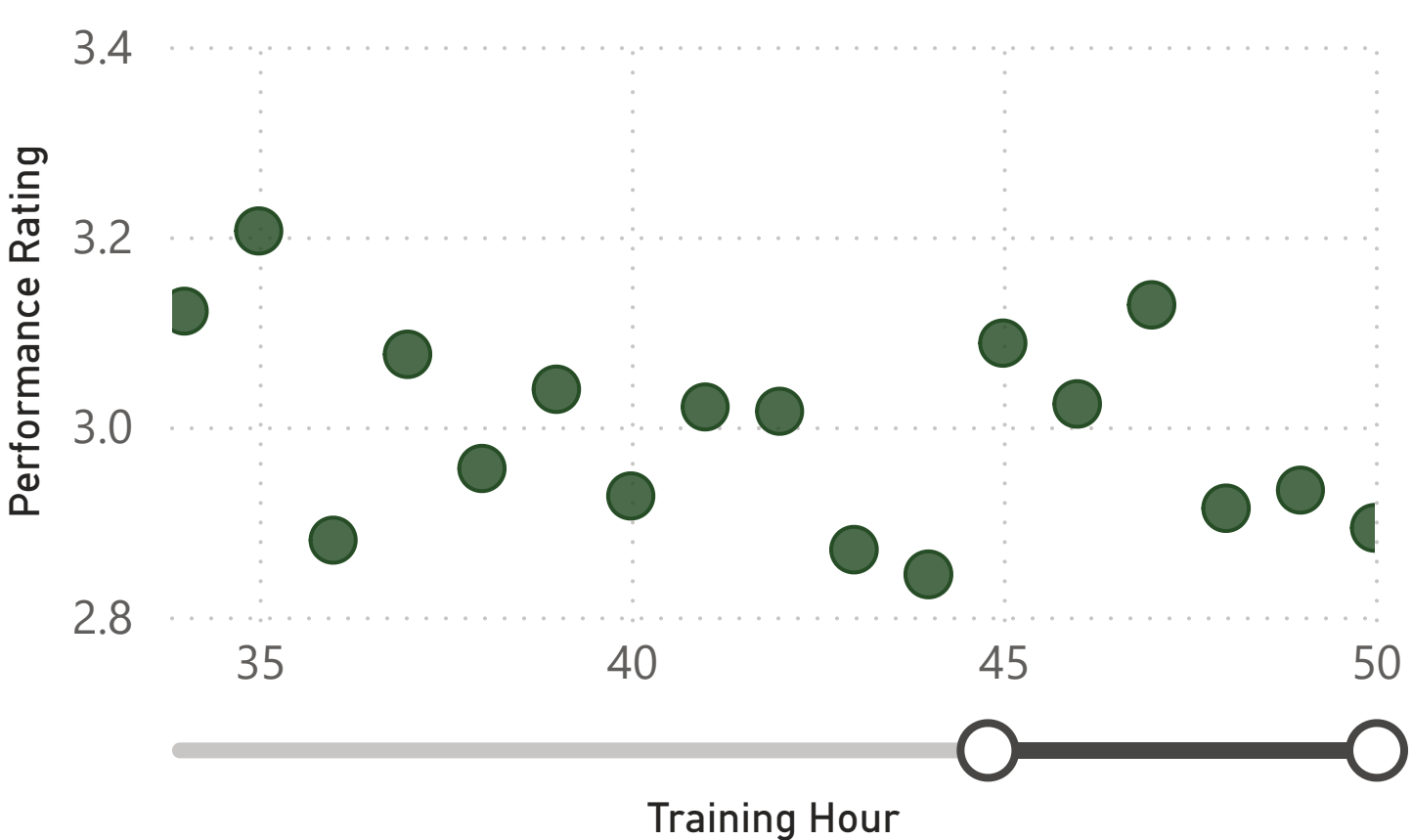**50.51%**

Gender

7.47K — 7.53K

Gender
- Male
- Female
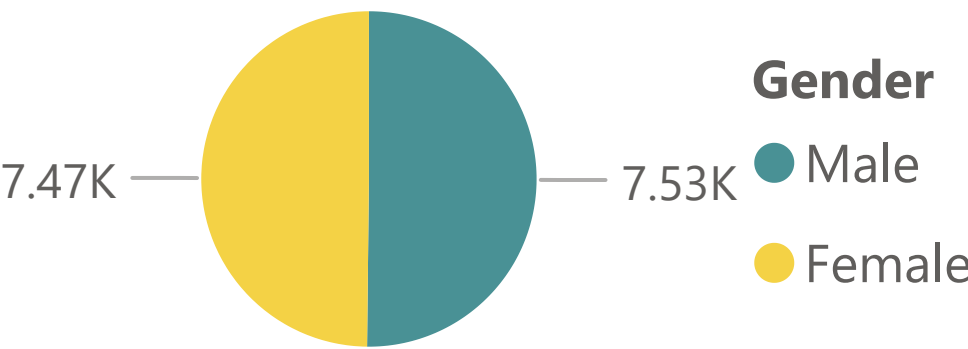
Training vs. Performance Impact

Engagement Score (y-axis): 79.8, 79.9, 80.0, 80.1, 80.2
Performance_Rating (x-axis): 1, 2, 3, 4, 5
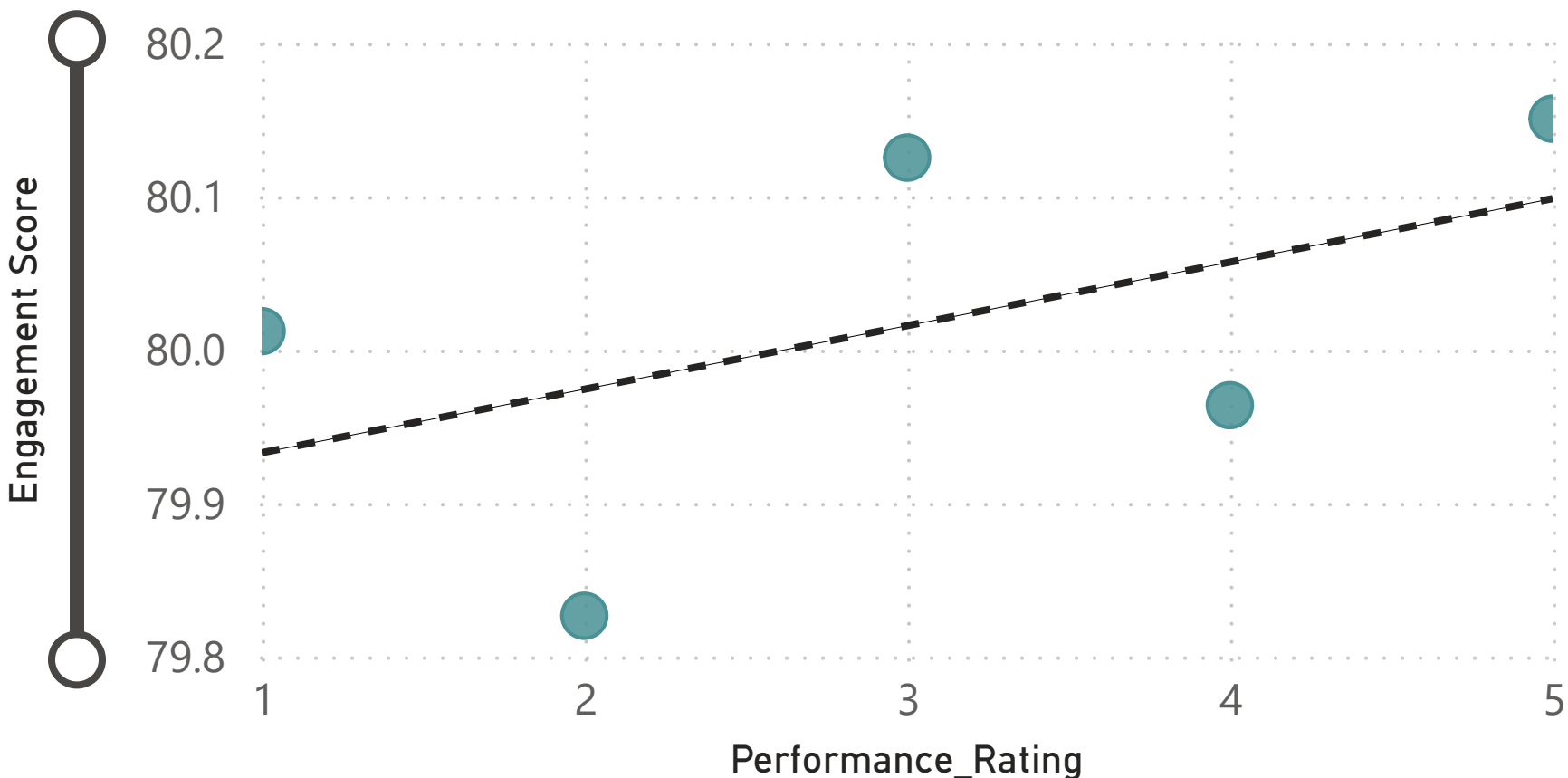
Performance vs. Training Hours

Performance Rating (y-axis): 2.8, 3.0, 3.2, 3.4
Training Hour (x-axis): 35, 40, 45, 50

Skill Gap

Department	Training Needed
Sales	1295
Marketing	1289
Operations	1288
IT	1267
Finance	1231
HR	1206

x-axis: 0, 500, 1000
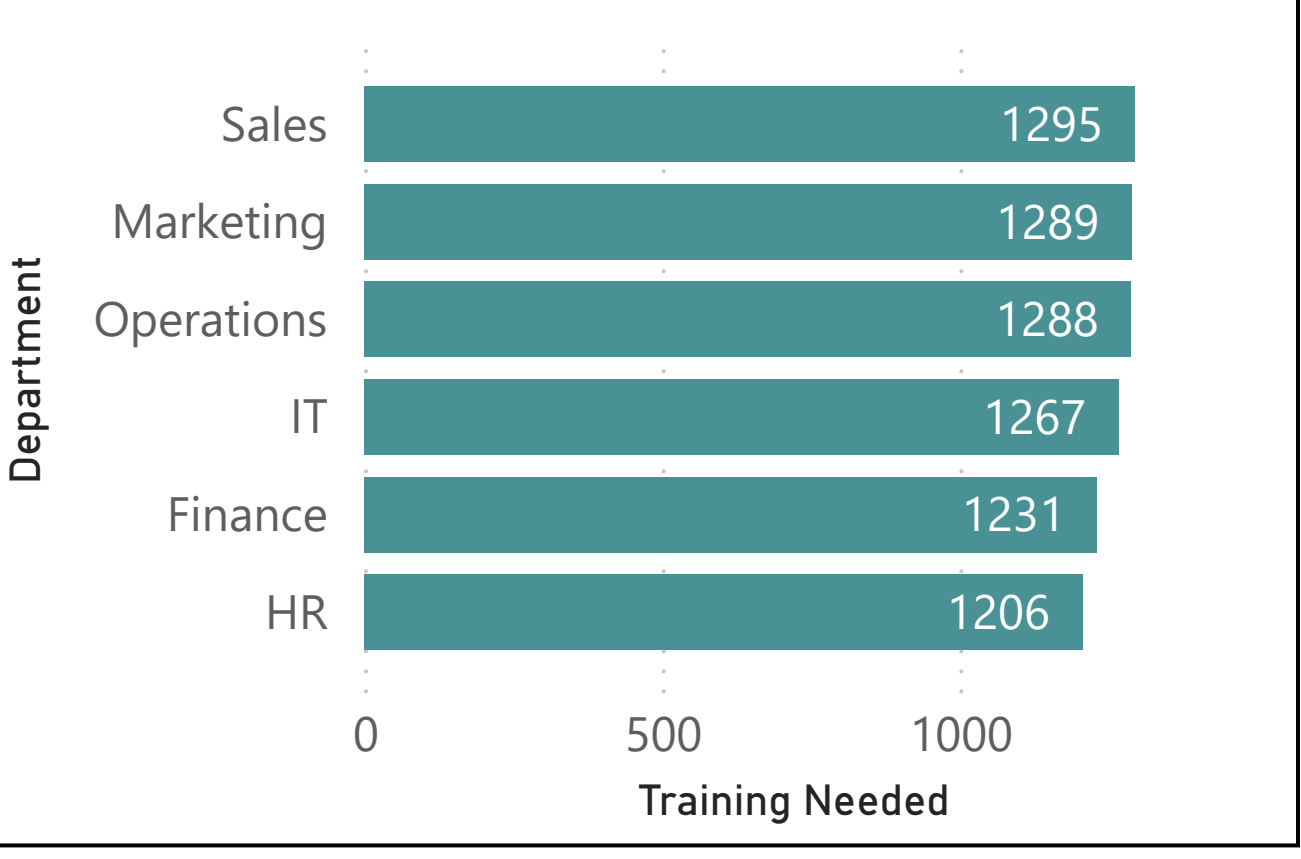
Training Trends Over Time

Average of Training_Hours (y-axis): 27.0, 27.5, 28.0
Year (x-axis): 2014, 2016, 2018, 2020, 2022, 2024
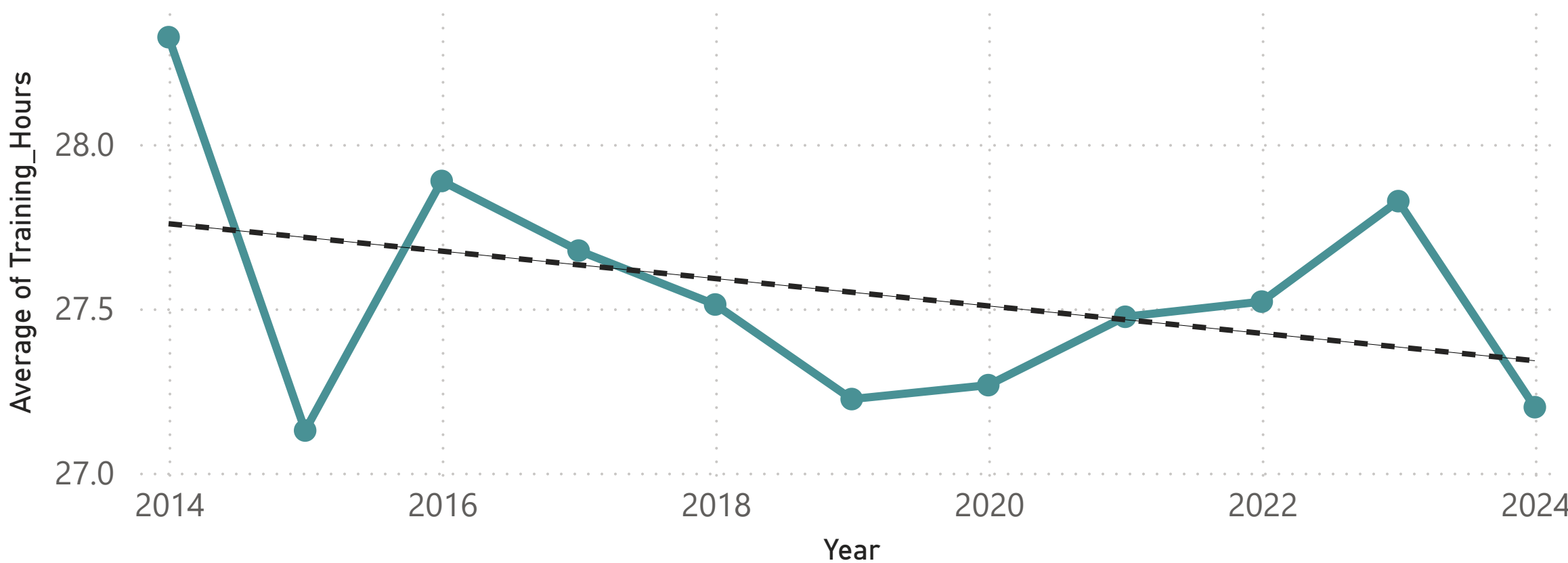
Tenure Impact on Satisfaction

Training_Need — No ● Yes

Satisfaction Score (y-axis): 70, 75
Tenure_Years (x-axis): 0, 2, 4, 6, 8, 10

Values: 75.36, 74.95, 75.08, 75.29, 74.56, 75.52, 74.48, 75.88, 75.70
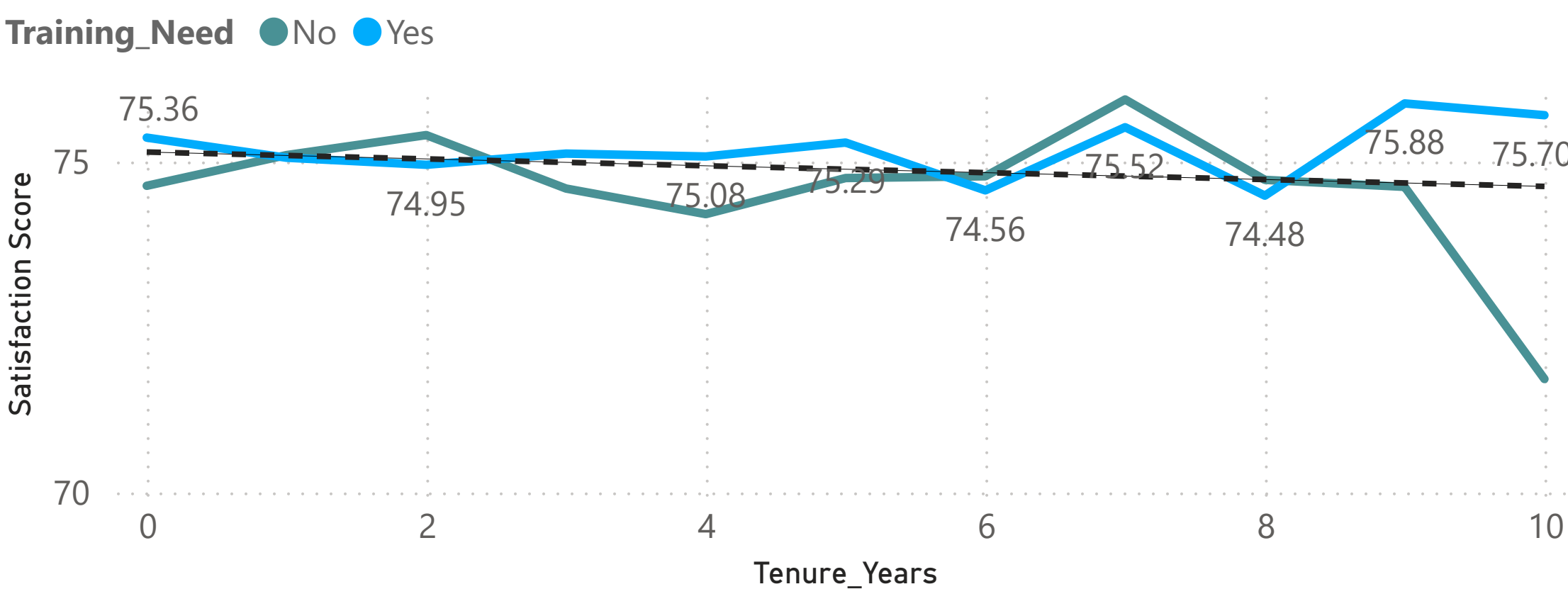
HR Analytics [Salary Distribution and Pay Equity]

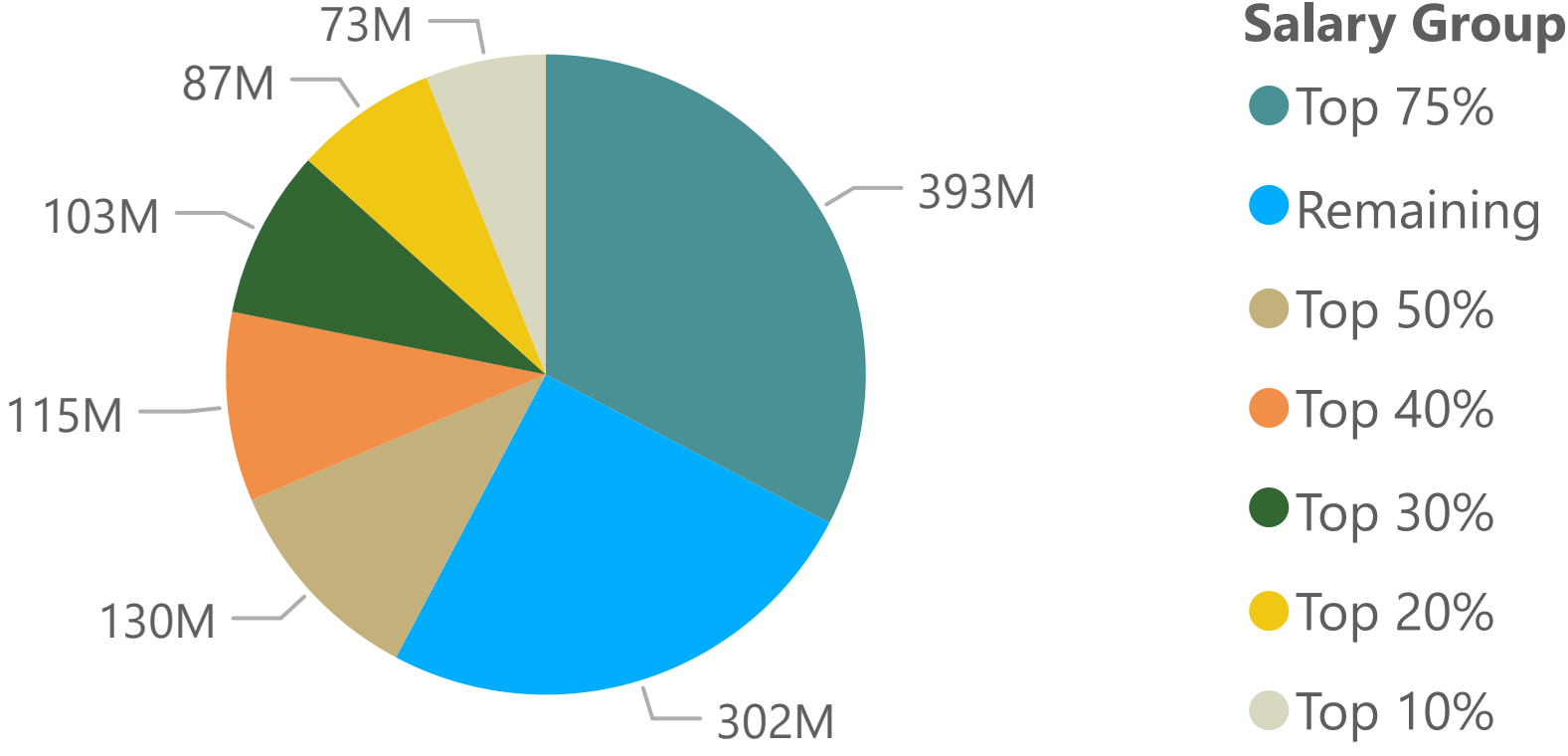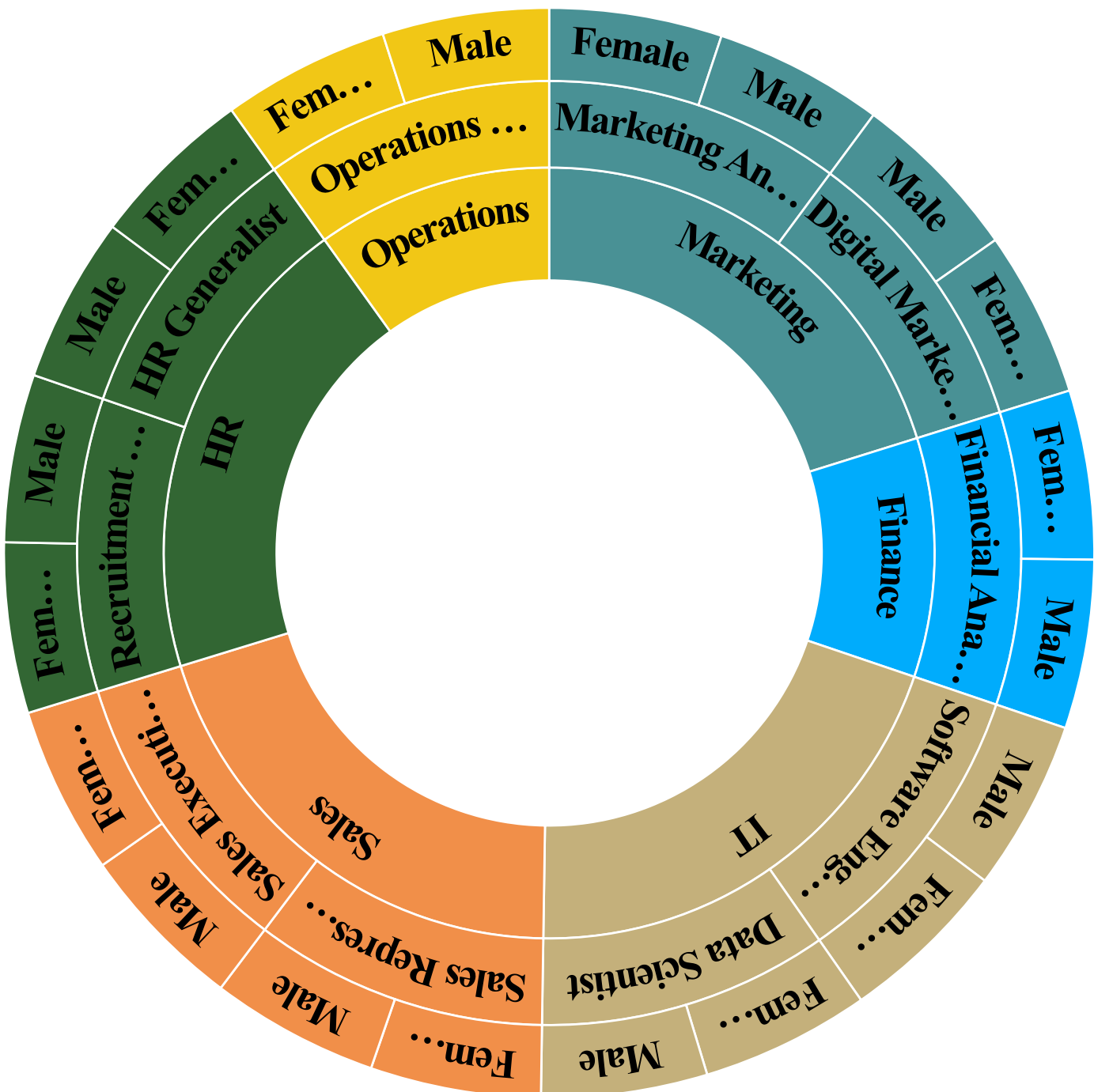| Highest Earner count	Employees	Highest Avg. Salary Department	Salary vs Benchmark
3753	**15.00K**	**80.94K**	**5.16K**

SalaryQuartile

Bar chart — Sum of Salary by SalaryQuartile:
- 25%: 0.19bn
- 25%-50%: 0.26bn
- 50%-75%: 0.34bn
- Top 25%: 0.41bn

Salary Grouping

Pie chart — Salary Group:
- Top 75%: 393M
- Remaining: 302M
- Top 50%: 130M
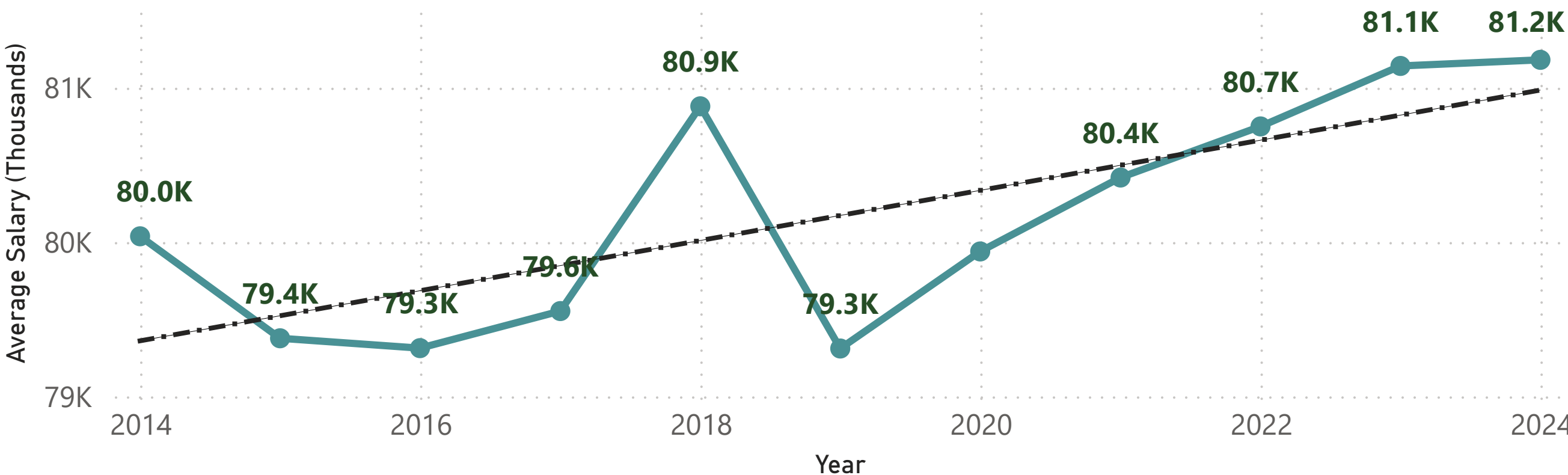- Top 40%: 115M
- Top 30%: 103M
- Top 20%: 87M
- Top 10%: 73M
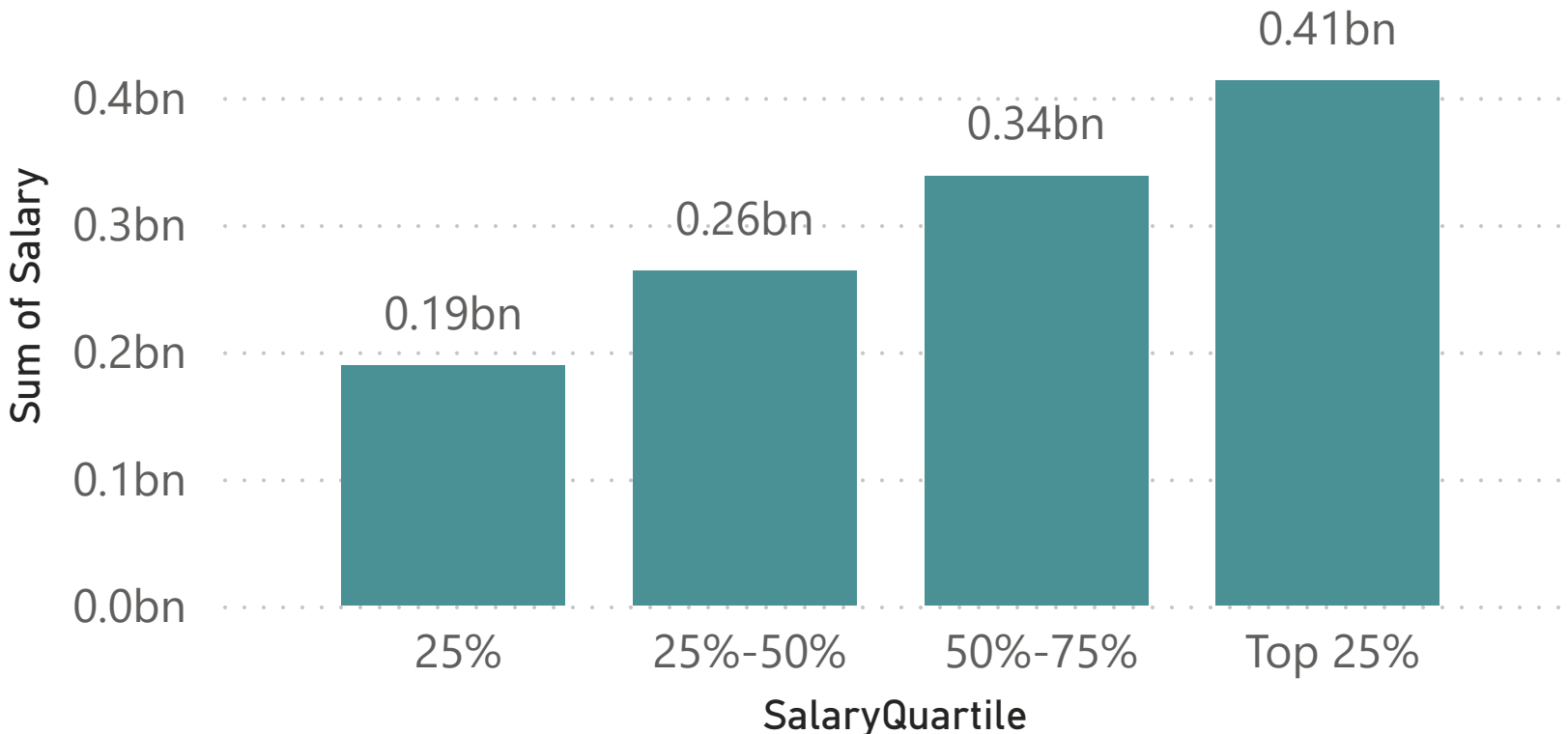
Salary Distributions by Department > Job Role > Gender

Avg Salary by Tenure Group

- 0-2 years: 80882.60
- 3-5 years: 79991.24
- 6-9 years: 79779.38
- lasted 10 years: 74151.82

Salary Progress Over Years

Average Salary (Thousands) by Year:
- 2014: 80.0K
- 2015: 79.4K
- 2016: 79.3K
- 2017: 79.6K
- 2018: 80.9K
- 2019: 79.3K
- 2020: 80.0K (approx)
- 2021: 80.4K
- 2022: 80.7K
- 2023: 81.1K
- 2024: 81.2K

HR Analytics [Strategic Workforce Planning]

Avg Tenure By Role

4.53

Turnover Rate by Year

20.08%

Employee Stage Pipeline

100%

Active
Turned Over — 5007

50.1%
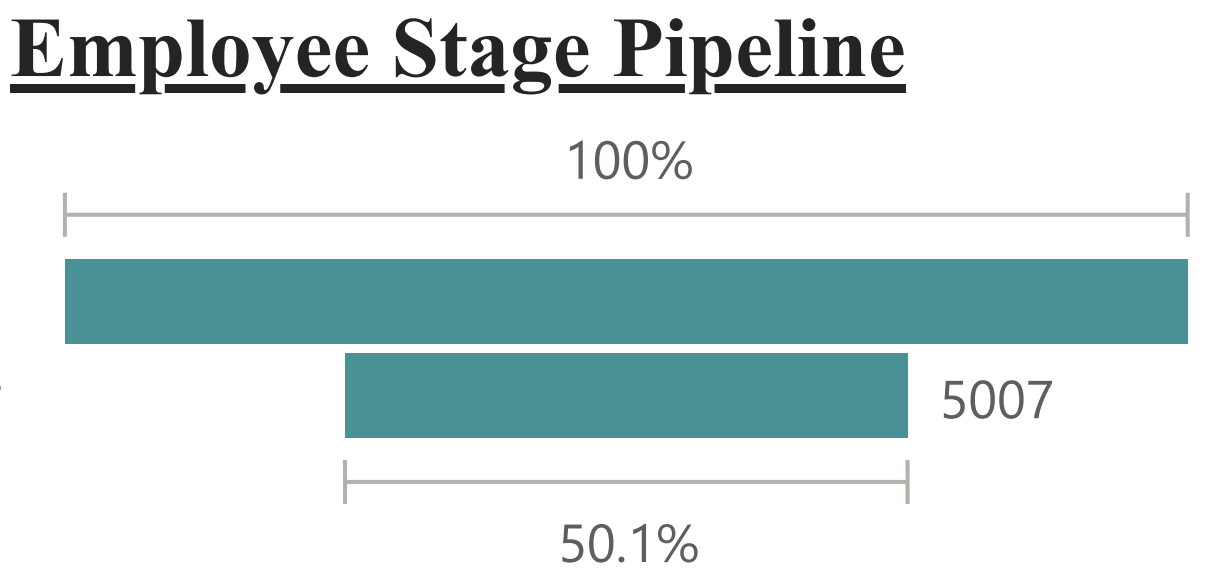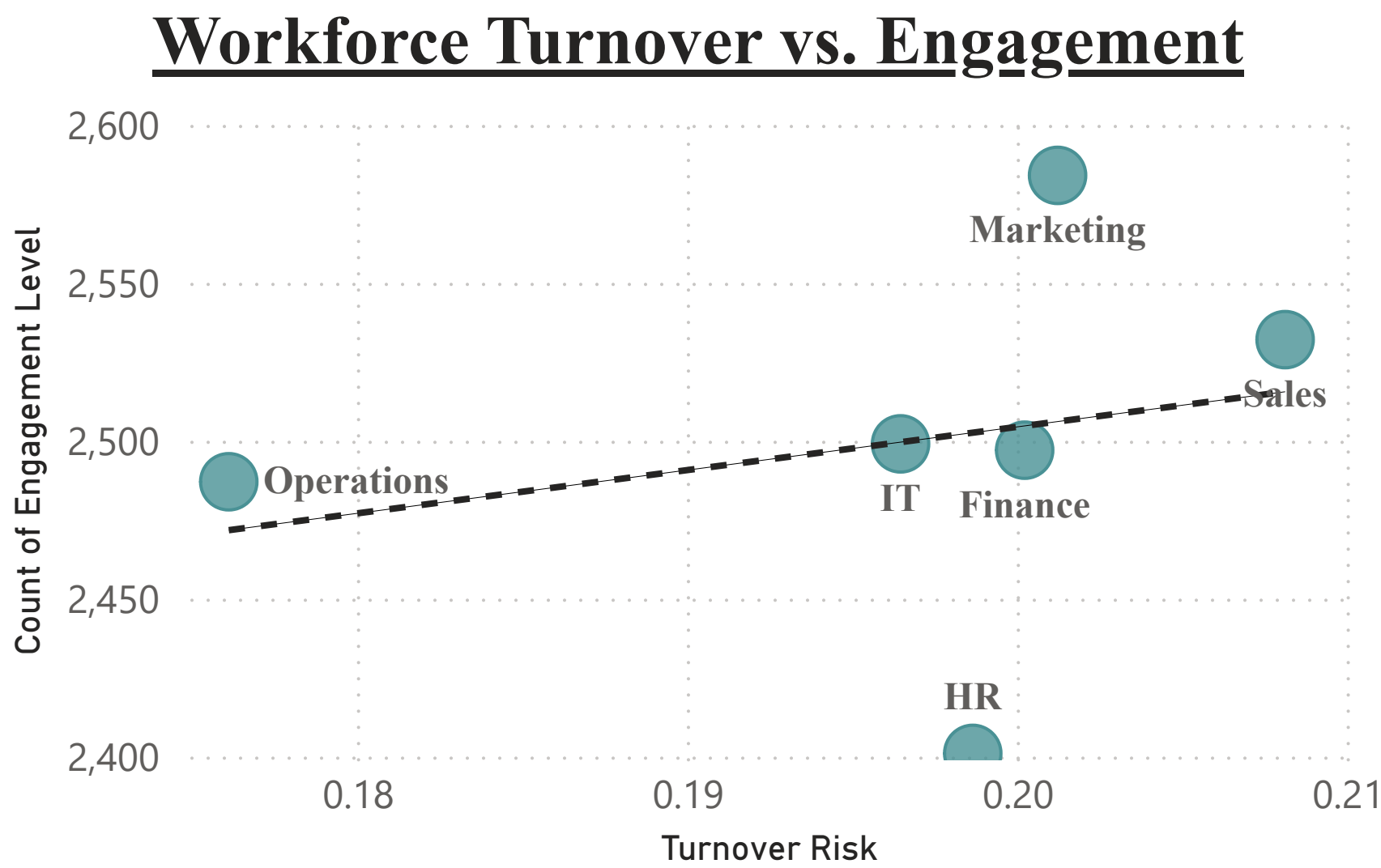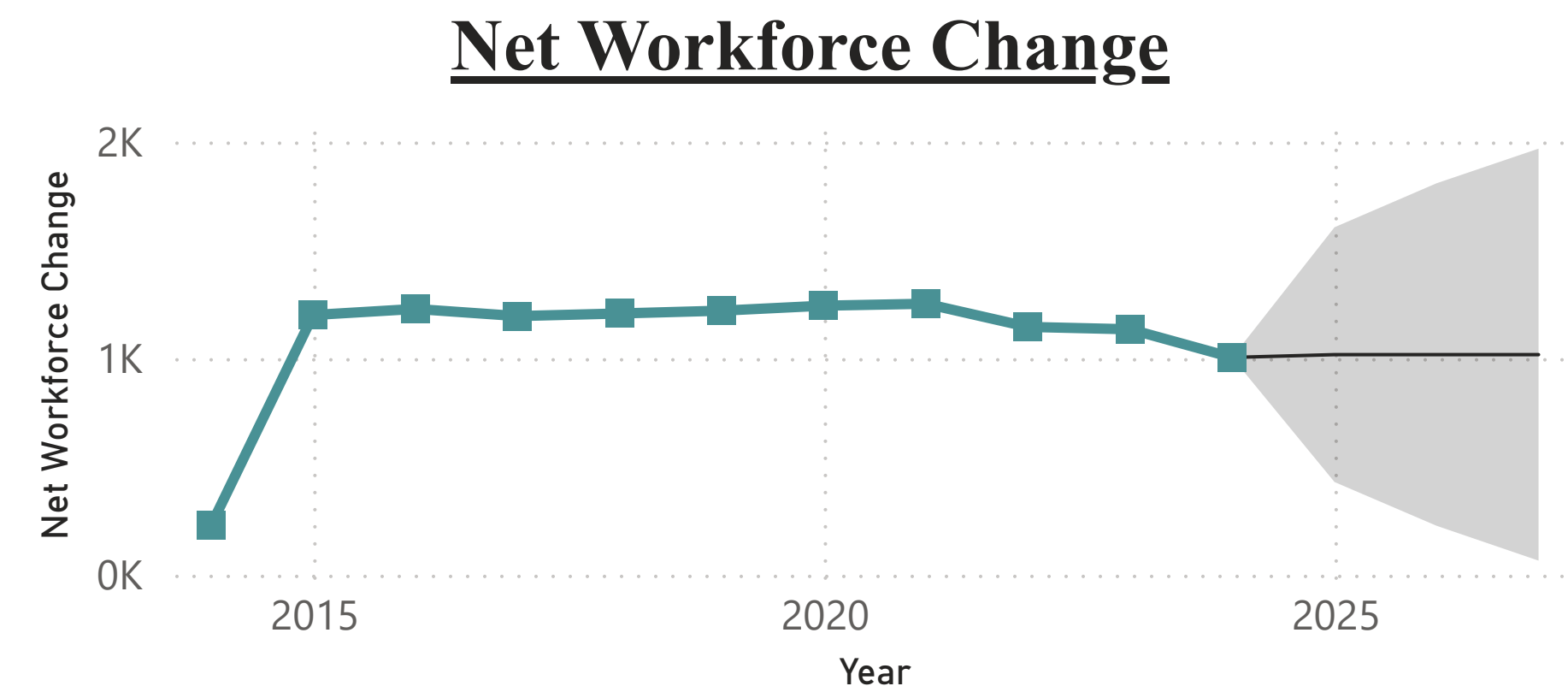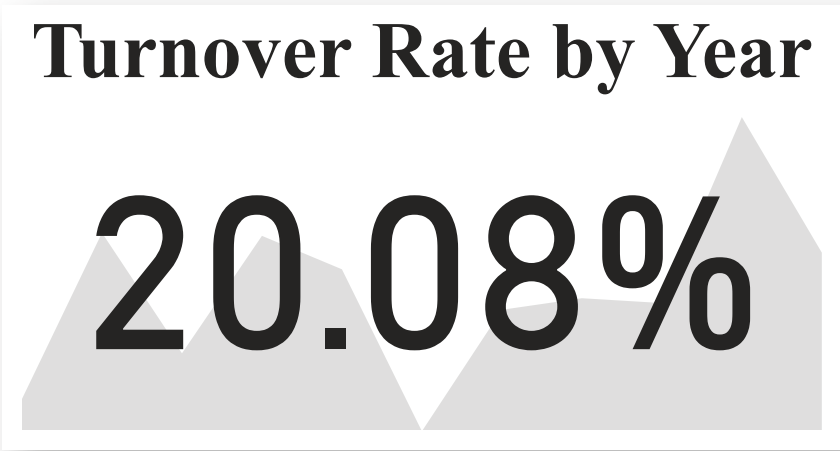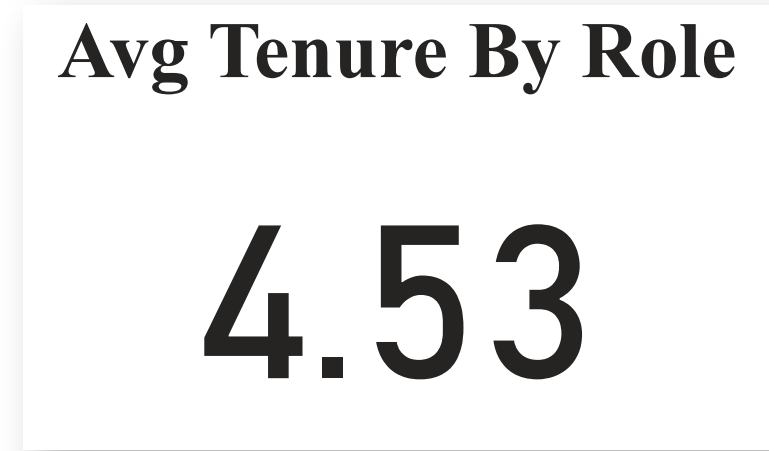
Job_Role	Count of Employee
Financial Analyst	2497
Operations Manager	2487
Sales Executive	1298
Marketing Analyst	1295
Digital Marketer	1289
Software Engineer	1255
Data Scientist	1244
Sales Representative	1234
HR Generalist	1232
Recruitment Manager	1169

Net Workforce Change

Workforce Turnover vs. Engagement

Role Importance and Turnover Risk

Job_Role ● Data Scie... ● Digital ... ● Financial ... ● HR Gener... ● Marketin... ▶

Role Distribution Timeline

level Role ● Senior-level ● Mid-level ● Entry-level