

# Employee Report

Gender



☐ Female

☐ Male

Total Annual Salary

113M

Total Employee

1000

Max Salary

258K

City by Department and Gender

Gender

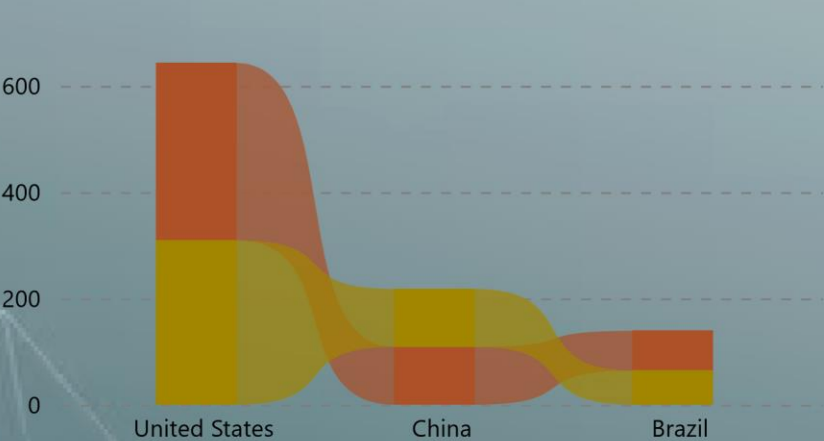
Female Male



No. of Employee by Country and Gender

Gender

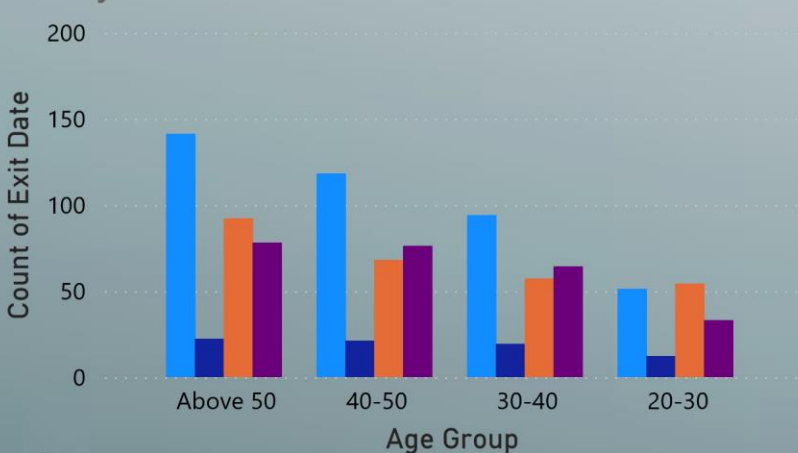
Female Male



Exit Date by Age Group and Ethnicity

Ethnicity

Asian Black Caucasian Latino



Total Compensation by Business Unit

Business Unit

Manufactu...

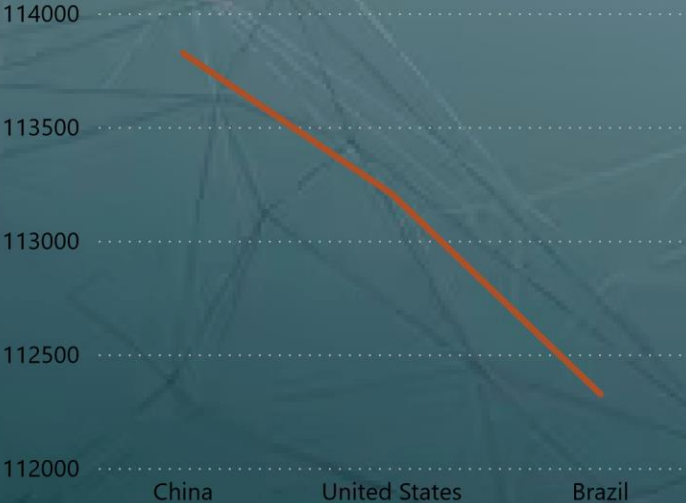
Speciality ...

Corporate

Research ...



Average of Annual Salary by Country



Department



Accounting

Engineering

Finance

Human Resou...

IT

Marketing

Sales

Annual Salary by Department



# Key Observations and Insights from the Employee Report

## Explanation of the Dashboard

- Employee Distribution (City by Department and Gender):**
  - This section illustrates the workforce distribution across departments and gender.
  - It identifies areas where there may be gender imbalances or disproportionate representation.
- Salary Trends (Annual Salary by Department):**
  - Depicts how salaries are allocated among various departments.
  - Highlights departments with higher or lower salary budgets.
- Compensation by Business Unit:**
  - Shows the total compensation expenses categorized by business units.
  - Useful for assessing which business units have the highest compensation expenditure.
- Employee Exits (Exit Date by Age Group and Ethnicity):**
  - Identifies trends in employee turnover.
  - Tracks exits by age group and ethnicity, revealing patterns like higher turnover among specific groups.
- Employee Distribution by Country and Gender:**
  - Summarizes employee representation across different countries and genders.
  - Allows assessment of diversity at a geographical level.
- Average Salary by Country:**
  - Highlights average salaries in different countries.
  - Reveals potential salary disparities geographically.
- Key Metrics:**
  - Total Annual Salary:** Indicates the organization's overall investment in employee salaries (\$113M).
  - Total Employees:** Confirms the organization employs 1,000 people.
  - Maximum Salary:** Shows the highest salary (\$258K), providing a benchmark for comparison.
- Filters:**
  - Offers flexibility to view data for specific departments or gender groups.

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## Key Insights

- Gender Imbalance:**
  - Departments like IT or Engineering might have a male-dominated workforce, whereas areas like Human Resources might lean towards females.
  - This indicates a potential opportunity to address gender diversity in certain functions.
- Salary Allocation:**
  - Departments like IT or Engineering likely have the highest salary budgets, reflecting their strategic importance or specialized roles.
  - Smaller departments like Marketing or Accounting might receive less funding, potentially due to fewer employees or lower average salaries.

3. **Turnover Trends:**
    - Younger age groups (20-30 and 30-40) appear to have a higher exit rate compared to older groups.
    - This suggests the need for retention strategies for younger employees, such as career growth opportunities or better engagement initiatives.
  4. **Diversity Challenges:**
    - Exit trends by ethnicity reveal potential challenges with inclusion or cultural alignment for specific groups.
    - For example, if one ethnicity shows disproportionately high exits, this could signal the need for targeted diversity and inclusion programs.
  5. **Country-Specific Insights:**
    - The United States seems to employ the most staff, with Brazil and China having smaller workforces.
    - The average salary differences among countries (e.g., \$113,000 in the U.S. vs. slightly lower averages elsewhere) might suggest differences in local market standards or roles.
  6. **Compensation Focus:**
    - The business unit with the highest total compensation likely represents the organization's strategic priority, such as Corporate or Research.
  7. **Performance Benchmark:**
    - The maximum salary (\$258K) indicates the upper limit of individual compensation, likely for highly specialized or leadership roles.
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## Recommendations

1. **Promote Diversity:**
  - Implement initiatives to balance gender representation in departments with noticeable imbalances, such as IT or Engineering.
  - Address high turnover rates among specific age or ethnic groups.
2. **Retention Strategies:**
  - Focus on younger employees with high turnover rates by offering mentorship, training programs, or clear career progression paths.
3. **Evaluate Compensation Strategies:**
  - Assess whether the average salary by country aligns with local cost of living and market rates.
  - Review salary allocation across departments to ensure fairness and alignment with organizational priorities.
4. **Geographical Analysis:**
  - Explore reasons for lower employee counts or salaries in specific countries and assess if additional resources or hiring efforts are needed.
5. **Analyze High Turnover Causes:**
  - Conduct exit interviews to identify and address root causes for high turnover in specific demographics or regions.