



## HR Analytics

Total Employees

9874

Resignation Rate

10.72%

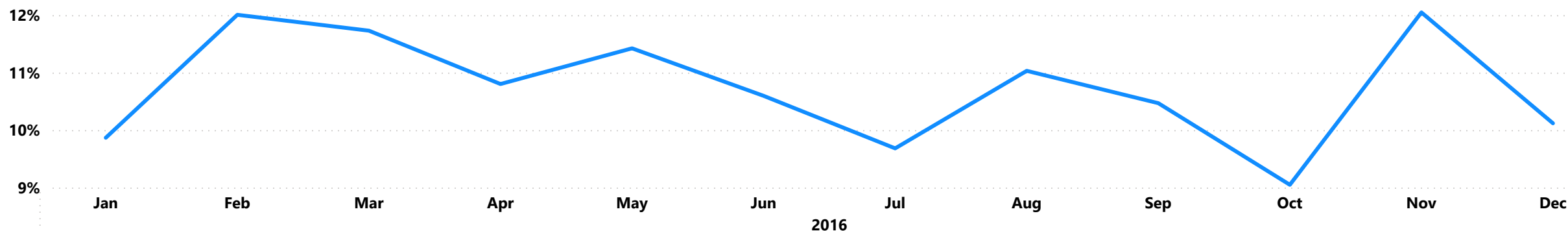
Avg Performance Rate

3.00

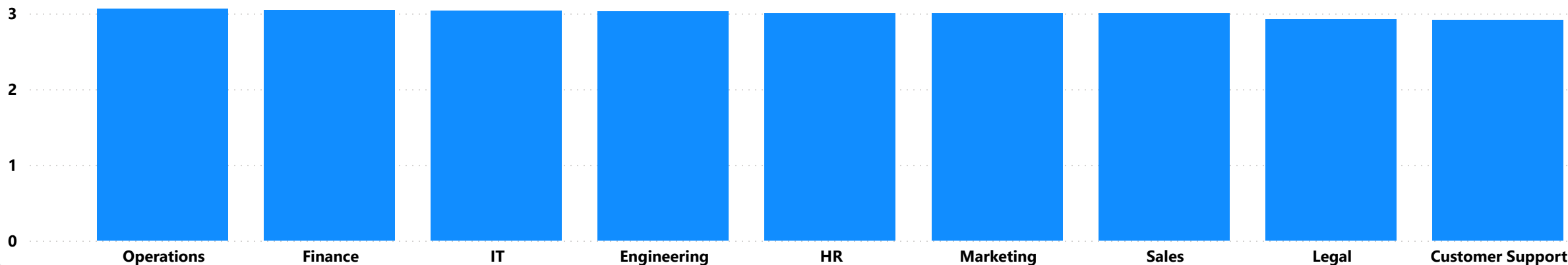
Average Salary

6.40K

Resignation Rate by Year and Month



Average Employee Satisfaction by Department



Heatmap: Avg. Salary vs Performance per Department

Department	3850	4200	4400	4550	4800	4900	4950	5200	5250	5400	5500	5600	5850	6000	6050	6300	6500	6600	6750	7000	7150	7200	7500	7700	7800	8250	8400	9000
Customer Support	1.00	2.00	1.00	3.00	2.00	4.00	1.00	3.00	5.00	2.00	1.00	4.00	3.00	3.49	1.00	4.00	3.00	1.33	5.00	4.00	3.00	2.00	5.00	4.00	3.00	5.00	4.00	5.00
Engineering	1.00	2.00	1.00	3.00	2.00	4.00	1.00	3.00	5.00	2.00	1.00	4.00	3.00	3.54	1.00	4.00	3.00	1.36	5.00	4.00	3.00	2.00	5.00	4.00	3.00	5.00	4.00	5.00
Finance	1.00	2.00	1.00	3.00	2.00	4.00	1.00	3.00	5.00	2.00	1.00	4.00	3.00	3.47	1.00	4.00	3.00	1.35	5.00	4.00	3.00	2.00	5.00	4.00	3.00	5.00	4.00	5.00
HR	1.00	2.00	1.00	3.00	2.00	4.00	1.00	3.00	5.00	2.00	1.00	4.00	3.00	3.49	1.00	4.00	3.00	1.30	5.00	4.00	3.00	2.00	5.00	4.00	3.00	5.00	4.00	5.00
IT	1.00	2.00	1.00	3.00	2.00	4.00	1.00	3.00	5.00	2.00	1.00	4.00	3.00	3.51	1.00	4.00	3.00	1.31	5.00	4.00	3.00	2.00	5.00	4.00	3.00	5.00	4.00	5.00
Legal	1.00	2.00	1.00	3.00	2.00	4.00	1.00	3.00	5.00	2.00	1.00	4.00	3.00	3.50	1.00	4.00	3.00	1.33	5.00	4.00	3.00	2.00	5.00	4.00	3.00	5.00	4.00	5.00
Marketing	1.00	2.00	1.00	3.00	2.00	4.00	1.00	3.00	5.00	2.00	1.00	4.00	3.00	3.56	1.00	4.00	3.00	1.33	5.00	4.00	3.00	2.00	5.00	4.00	3.00	5.00	4.00	5.00
Operations	1.00	2.00	1.00	3.00	2.00	4.00	1.00	3.00	5.00	2.00	1.00	4.00	3.00	3.50	1.00	4.00	3.00	1.31	5.00	4.00	3.00	2.00	5.00	4.00	3.00	5.00	4.00	5.00
Sales	1.00	2.00	1.00	3.00	2.00	4.00	1.00	3.00	5.00	2.00	1.00	4.00	3.00	3.42	1.00	4.00	3.00	1.33	5.00	4.00	3.00	2.00	5.00	4.00	3.00	5.00	4.00	5.00

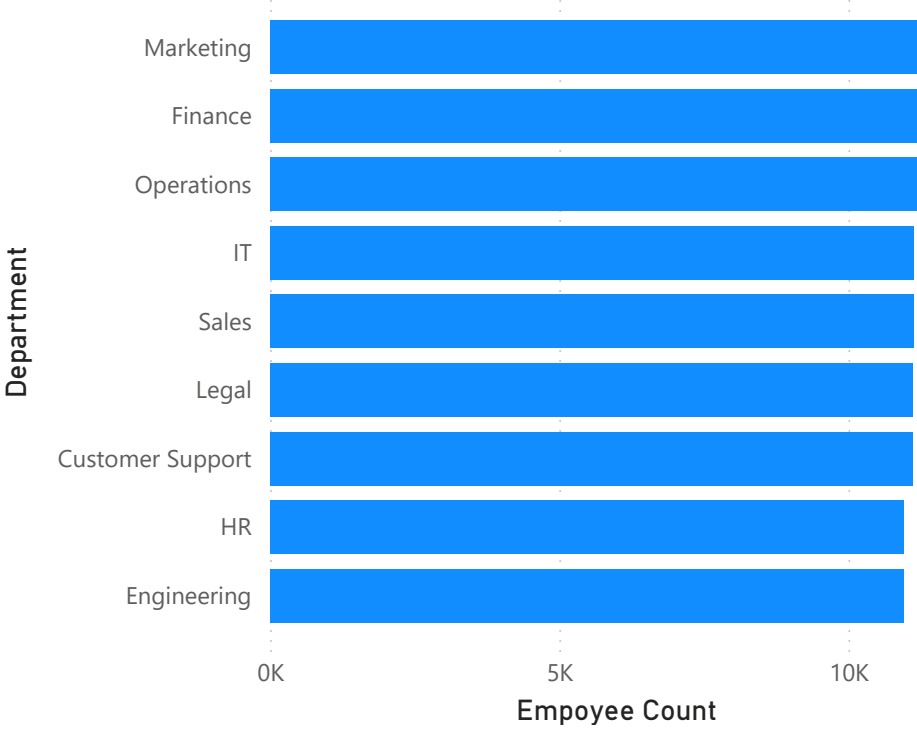
Average Tenure

4.48

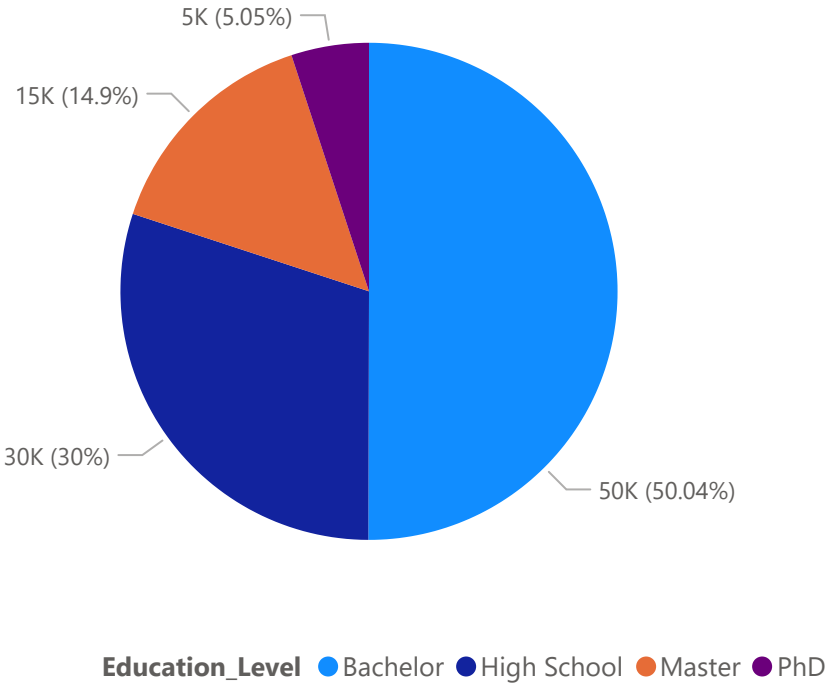
Customer Support	HR
Engineering	IT
Finance	Legal

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Employee Count by Department

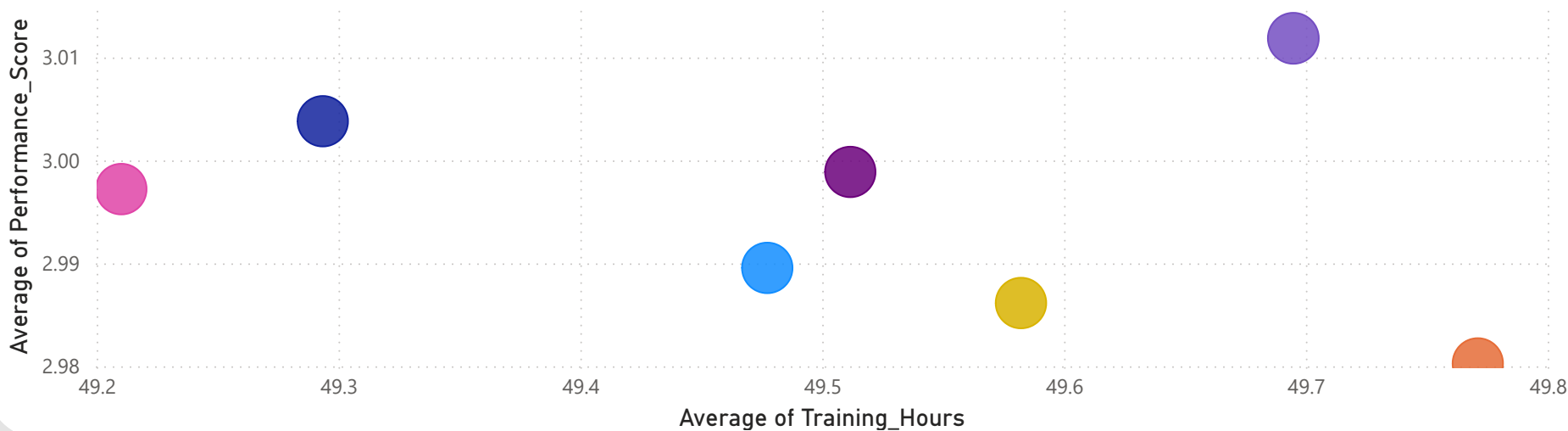


Employee Count by Education\_Level



Average of Training\_Hours, Average of Performance\_Score and Employee Count by Job\_Title

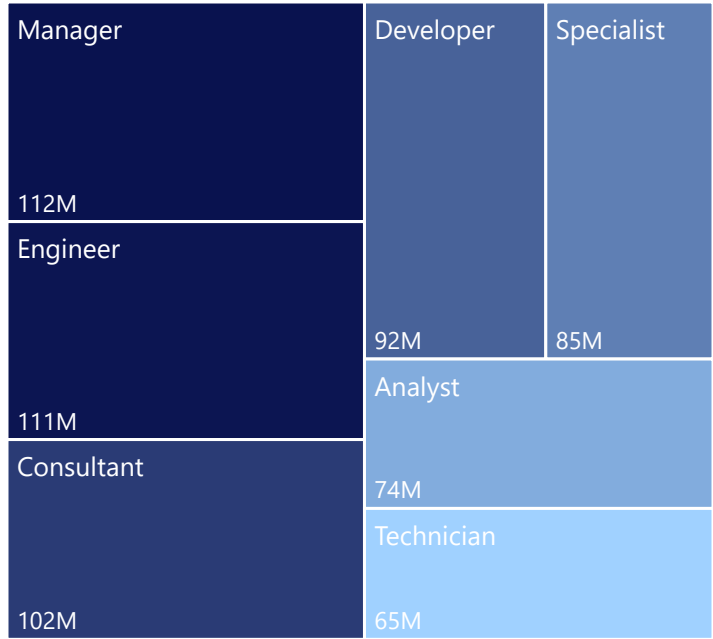
Job\_Title Analyst Consultant Developer Engineer Manager Specialist Technician



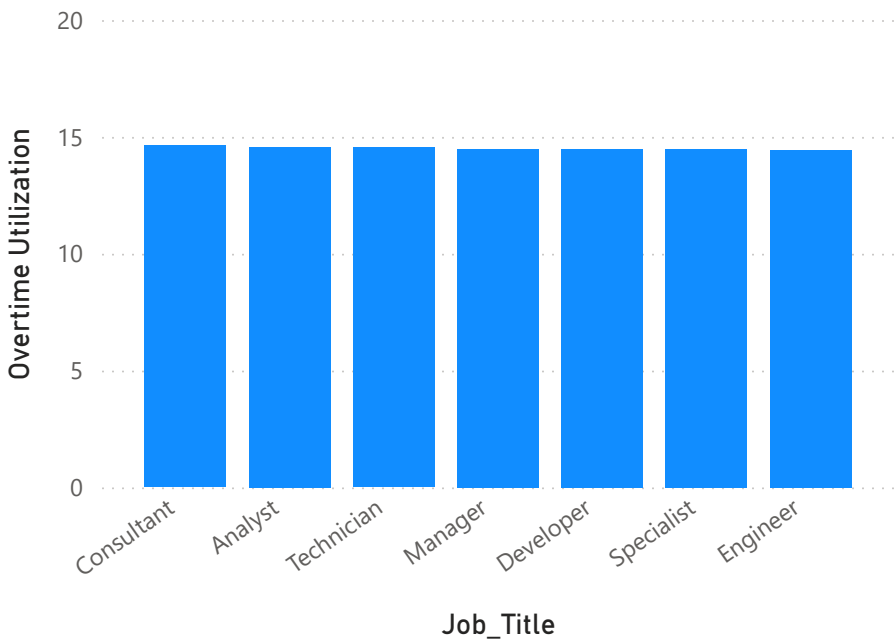
Avg Employee Satisfaction and Satisfaction Target



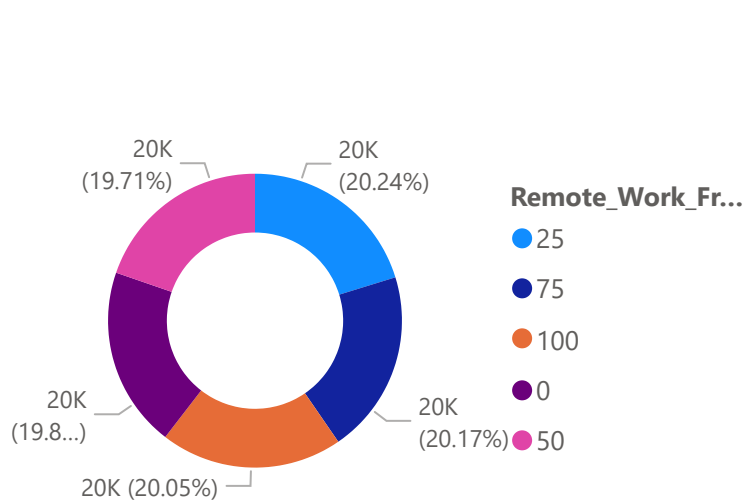
Total Salary by Job\_Title



Overtime Utilization by Job\_Title



Employee Count by Remote\_Work\_Frequency



66.79%

Promotion Rate

1.45K

Total Resigned

Analyst

Consultant

Developer

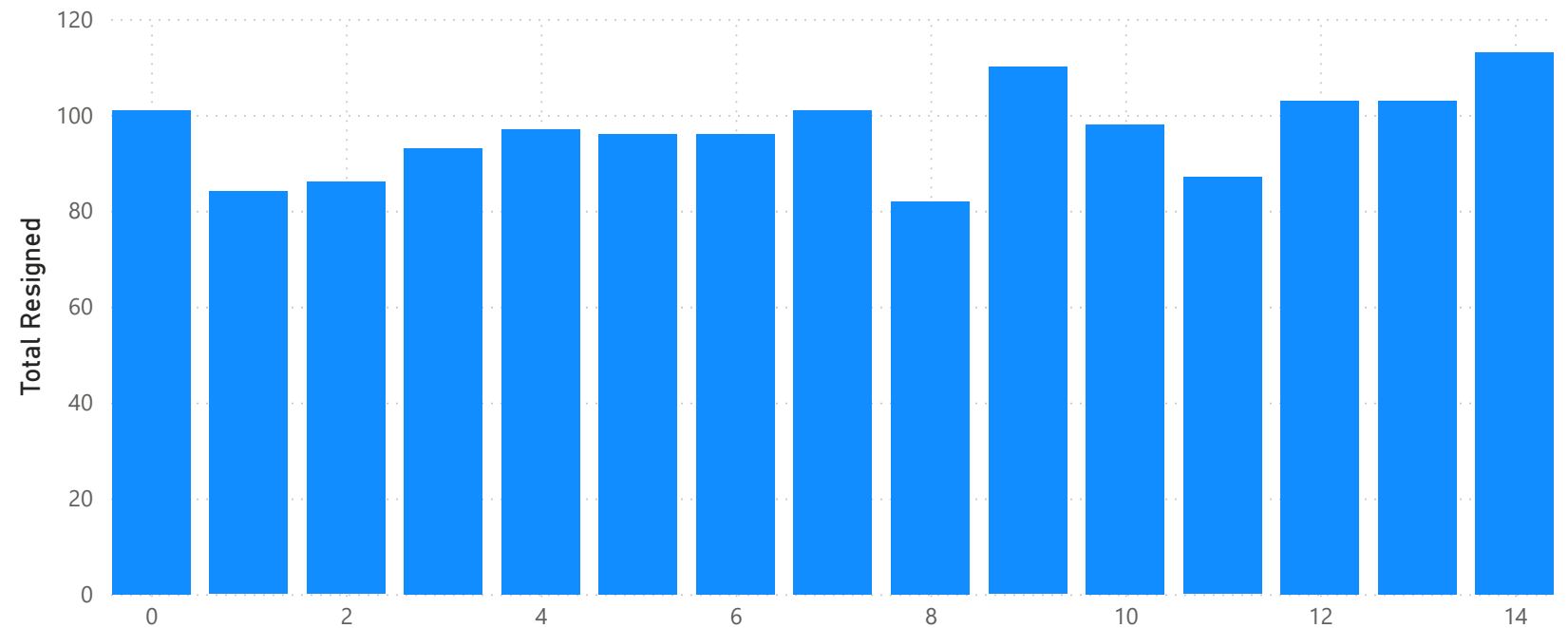
Engineer



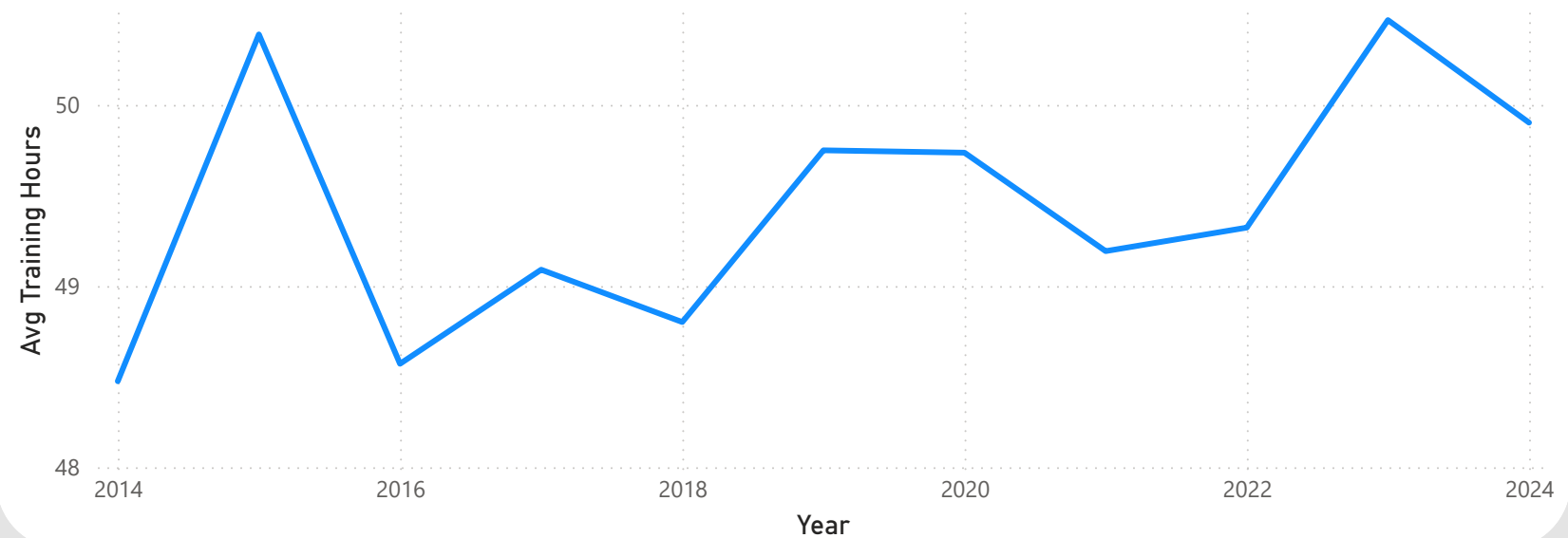
Department	Sum of Promotions	Promotion Rate
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Customer Support	1558	65.61%
Engineering	1547	66.37%
Finance	1607	67.88%
HR	1572	67.52%
IT	1607	66.25%
Legal	1645	67.16%
Marketing	1631	66.63%
Operations	1543	66.26%
Sales	1560	67.47%
Total	14270	66.79%

Total Resigned by Sick\_Days



Average Training Hours Trend by Year



Analyst	Consultant	Developer
Engineer	Manager	Specialist

ID	Department	Job_Title	Sum of Monthly_Salary
4	★ Customer Support	👤 Analyst	4800
11	★ Customer Support	👷 Engineer	7800
12	★ Customer Support	👷 Technician	5250
16	★ Customer Support	💻 Developer	6000
19	★ Customer Support	💻 Developer	5500
26	★ Customer Support	👨 Specialist	6750
31	★ Customer Support	👷 Consultant	6050
33	★ Customer Support	👤 Analyst	4800
43	★ Customer Support	👷 Engineer	7800
45	★ Customer Support	💻 Developer	6000
57	★ Customer Support	👨 Specialist	4950
60	★ Customer Support	👤 Manager	6600
77	★ Customer Support	👷 Technician	4550
80	★ Customer Support	👨 Specialist	4950
82	★ Customer Support	👨 Specialist	5850
90	★ Customer Support	👤 Manager	8400
Total			640321100

Tenure Category		
Mid	New	Veteran

Remote Work Frequency		
0	50	100
25	75	

Education Level	
Bachelor	Master
High School	PhD

Resigned	
false	true