HR DATA ANALYTICS

EMPLOYEE INSIGHTS I

Explore the organizational landscape on this page, delving into the gender distribution, job roles and branch wise representation of the workforce. Gain valuable insights into the diversity and distribution of employees within the company

EMPLOYEE INSIGHTS II

Navigate the financial and employee satisfaction landscape on this page showing total compensation, annual salary insights and a breakdown of leave reasons. Gain a holistic view of employee well-being and financial aspects

EMPLOYEE INSIGHTS III

Uncover managerial impact and performance metrics in this insightful page, featuring charts on turnover rates, year-over-year changes and salary comparison from 2014 to 2019, Explore the dynamics of employee performance and financial trends for a strategic view

EMPLOYEE INSIGHTS I

| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 |

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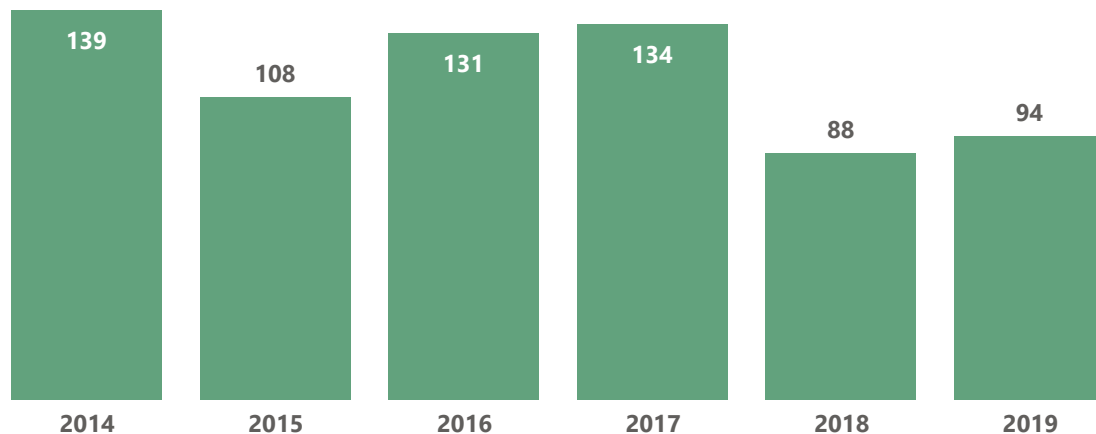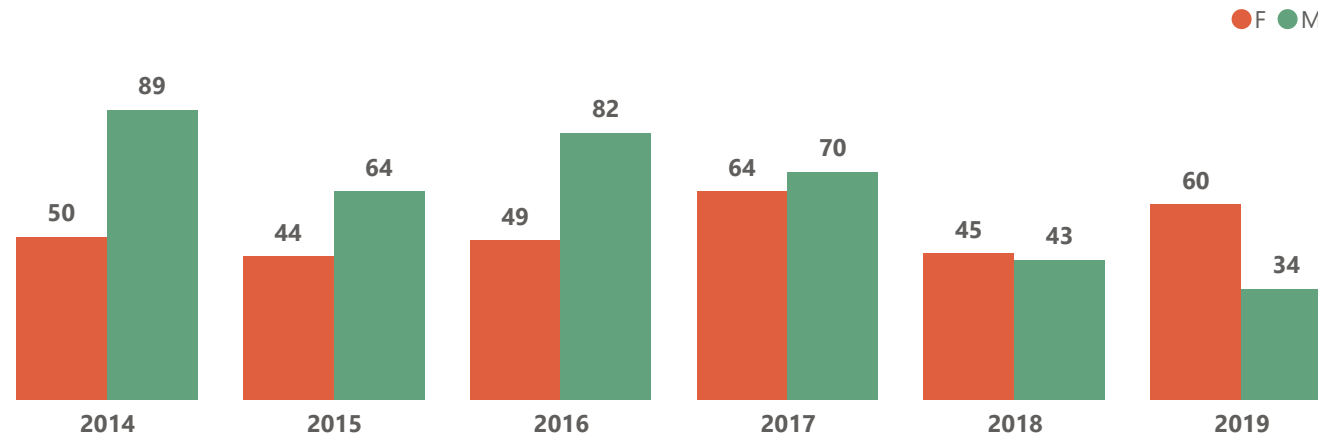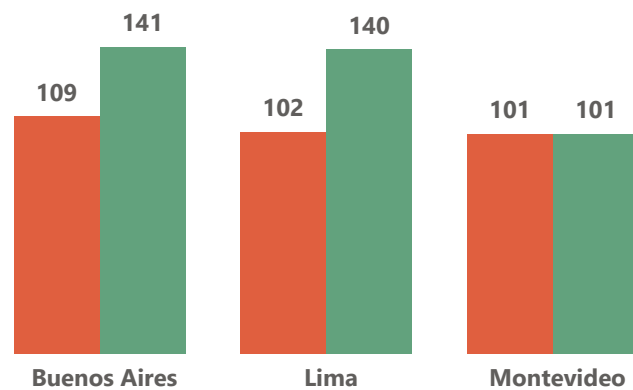| Total Employees	Active Employees	Average Salary	Average Bonus	Attrition Rate	Retention Rate
694	592	70.54K	9.87K	14.12	85.88

Employees

2014	2015	2016	2017	2018	2019
139	108	131	134	88	94

Male-Female Employees

● F ● M

	2014	2015	2016	2017	2018	2019
F	50	44	49	64	45	60
M	89	64	82	70	43	34

Employees | Branch

	Buenos Aires	Lima	Montevideo
F	109	102	101
M	141	140	101

Employee | Job Description

	Technician	Analyst	Manager	Expert	Director
F	217	44	19	32	
M	223	54	56	33	16

Employees | Department

	F	M
Z Management		16
Sales	22	45
Production	219	229
IT/IS	59	77
Administration	12	15
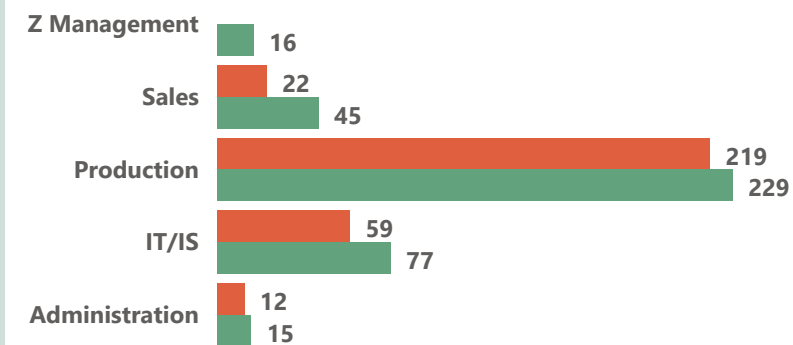
EMPLOYEE INSIGHTS II

| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | Reset | ↶ | → |

Total Employees	Active Employees	Average Salary	Average Bonus	Turnover Rate	Retention Rate
694	592	70.54K	9.87K	14.12	85.88

Employee Satisfaction | Branch

Legend: ● Buenos Aires ● Lima ● Montevideo

Year	Buenos Aires	Lima	Montevideo
2014	172	220	133
2015	231	146	49
2016	205	148	169
2017	190	121	202
2018	98	152	98
2019	92	125	129

Total Compensation | Job Description | Gender
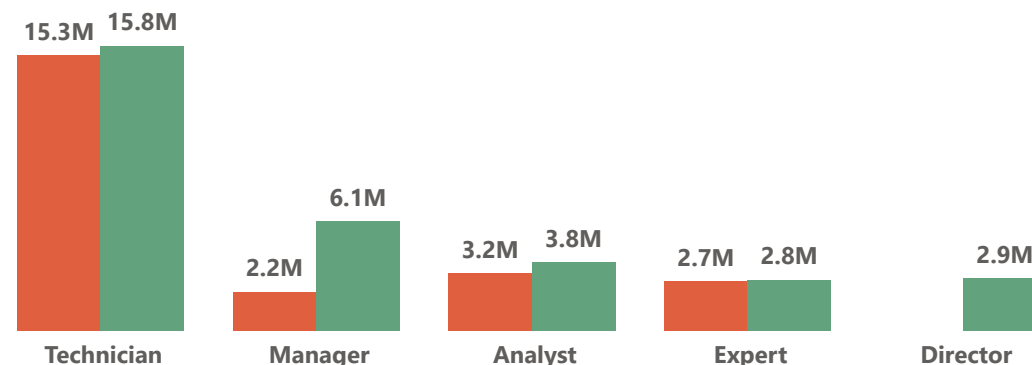
Legend: ● F ● M

Job Description	F	M
Technician	15.3M	15.8M
Manager	2.2M	6.1M
Analyst	3.2M	3.8M
Expert	2.7M	2.8M
Director		2.9M

Employees | Average Salary

Job Description	F	M
Analyst	63K	61K
Technician	63K	63K
Expert	73K	79K
Manager	101K	99K
Director		164K

Employee | Age | Gender

Age Group	F	M
Above 30	77	93
Above 40	80	96
Above 50	64	74
Above 60	91	119

Employees | Leave Reason

Leave Reason	Count
Performance	36
Higher Salary	25
Too much Work	7
Maternity	6
Unclear Duties	6
Absenteeism	4
Relocation	3
Retirement	3
Toxic Enviroment	3
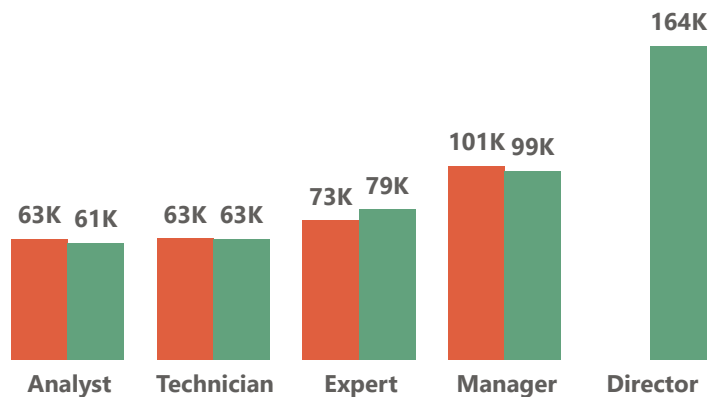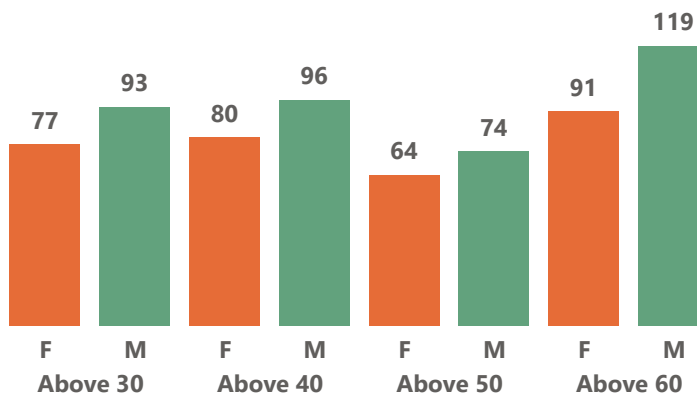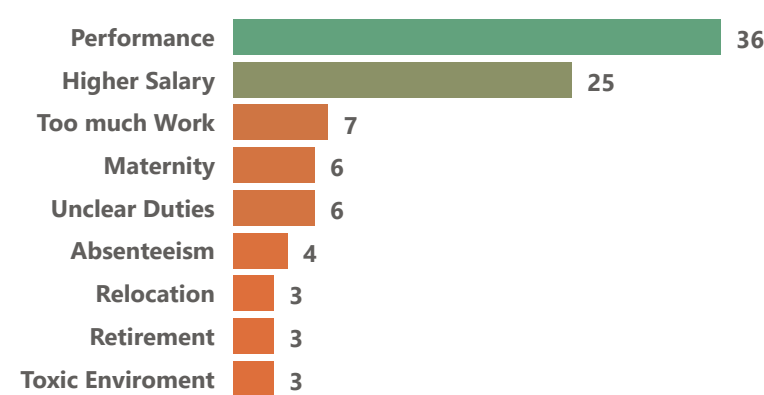
EMPLOYEE INSIGHTS III

| 2014 | 2015 | 2016 | 2017 | 2018 | 2019 |

Reset

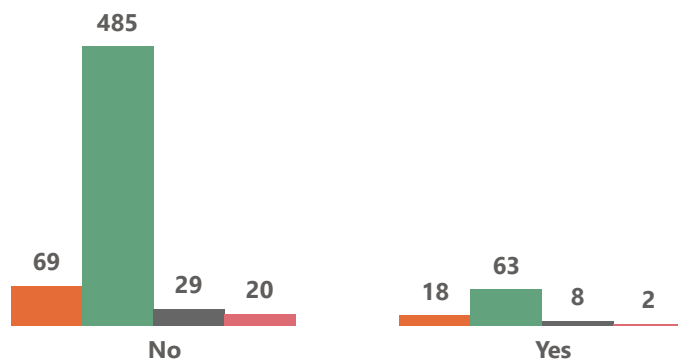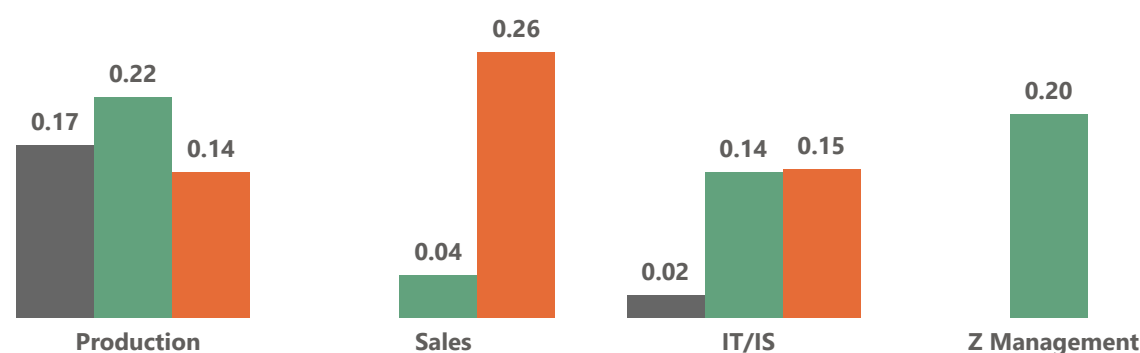| Total Departments	Active Employees	Average Salary	Average Bonus	Turnover Rate	YOY change
5	592	70.54K	9.87K	0.15	15.88%

Manager | Performace

- ● Exceeds ● Fully Meets ● Needs Improvement ● PIP

No
- 69
- 485
- 29
- 20

Yes
- 18
- 63
- 8
- 2

Turnover Rate | Branch | Department

- ● Buenos Aires ● Lima ● Montevideo

Production
- 0.17
- 0.22
- 0.14

Sales
- 0.04
- 0.26

IT/IS
- 0.02
- 0.14
- 0.15

Z Management
- 0.20

Year	Sum of Annual Salary ($)	LastYear_salary	YOY change
2014	10004456		
2015	7488672	10004456	-25.15%
2016	8706544	7488672	16.26%
2017	9284640	8706544	6.64%
2018	6759952	9284640	-27.19%
2019	6710362	6759952	-0.73%

Total Salary | LY_Salary | Year

2014
- 10.0M

2015
- 7.5M
- 10.0M

2016
- 8.7M
- 7.5M

2017
- 9.3M
- 8.7M

2018
- 6.8M
- 9.3M

2019
- 6.7M
- 6.8M