

Beyond the Numbers: Unveiling Workforce Trends & Insights

A Data-Driven Exploration of Workforce Dynamics, Salaries, and Attrition



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Employee Insights Report

Introduction

This report provides an in-depth analysis of the company's workforce, covering key aspects such as employee distribution, attrition rates, salary trends, performance reviews, and experience levels. The analysis is based on Power BI visualizations, uncovering critical insights that can inform strategic decision-making.



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Workforce Overview

- The company has a total of 90 employees, out of which 64 are active, while 26 have left (representing a 28.89% attrition rate).
- The average age of employees is 41.90 years, with an average tenure of 9.07 years in the company.
- The average salary across all departments is \$4,108.70.
- Vacation Overdue Status:
 - 15 employees (16.67%) have overdue vacations.
 - 75 employees (83.33%) do not have overdue vacations.

Employee Distribution

- **Geographic Distribution:**
 - The map visualization indicates that the highest employee concentrations are in Texas and Washington, both housing 9 employees each.
- **Departmental Breakdown:**
 - The Development department has the largest workforce, comprising 47 employees.
 - Other departments include Finance (13), Strategy (9), Sales (8), Technology and Equipment (8), Marketing (4), and Legal (1).
- **Salary Distribution:**
 - Employees are mostly concentrated in the \$4,000-\$4,199 salary range (23 employees), followed by \$4,200-\$4,399 (20 employees).

Attrition & Performance Analysis

- **Attrition Rate by Department:**
 - The Legal department has a 100% attrition rate.
 - The Sales department follows with 50% attrition.
 - Strategy (44.44%), Finance (30.77%), Marketing (25.00%), Development (23.40%), and Technology (12.50%) have lower but significant attrition rates.
- **Attrition Rate by Age Group & Gender:**
 - The 18-25 age group (males only) has a 50% attrition rate.
 - The 26-34 age group shows a 50% attrition rate for males and 20% for females.
 - The 35-44 age group has 15.79% attrition for males and 45.45% for females.
 - The 45-54 age group sees 38.46% attrition for males and 12.50% for females.
 - The 55+ age group has 10% attrition for males and 50% for females.
- **Performance vs. Salary Analysis:**
 - The scatterplot analysis suggests an inverse relationship between performance and salary, indicating that higher performance does not necessarily translate into higher salaries.

- Some departments, particularly Legal and Strategy, show low salaries despite high performance.



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Experience & Performance Analysis

- **Performance Trends by Year:**
 - Employees hired in 2015 have the highest average performance review of 6.33.
 - Employees hired in 2017 have higher average performance scores of 9.
 - Overall, employee performance ratings have fluctuated over time, but no clear trend of improvement or decline is evident.
- **Experience vs. Salary Analysis:**
 - Employees with longer tenure generally earn higher salaries.
 - However, the Legal and Sales departments show lower salary growth despite tenure.
- **Departmental Performance vs. Salary:**

- The Marketing department has the highest average salary (\$4,314), while Legal has the lowest (\$3,698).
- Performance and salary disparities suggest that salary increments may not be strictly performance-based.

Workforce and Salary Trends

- **Salary by Department:**

- Marketing offers the highest average salary (\$4,314), followed by Finance (\$4,248) and Development (\$4,091).
- Legal has the lowest salaries, highlighting a potential issue in compensation.

- **Salary Distribution:**

- A significant portion of employees earn between \$4,000-\$4,576, but very few earn below \$3,600 or above \$4,600.

- **Attrition vs. Salary Trends:**

- Higher salary bands do not necessarily correlate with lower attrition rates.
- Departments with lower salaries (Legal, Strategy, and Sales) show higher attrition.



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Key Takeaways & Recommendations

1. Addressing Attrition Issues:

- The Legal and Sales departments require an in-depth investigation to understand high attrition rates.
- Employee retention strategies, such as improved compensation and career development, should be implemented.

2. Improving Compensation Equity:

- There is no strong correlation between performance and salary, suggesting a potential salary inequity issue.
- A salary review policy based on performance should be established.

3. Evaluating Experience vs. Salary Impact:

- Tenure-based salary increments seem inconsistent, especially in Legal and Sales.
- A structured salary progression model should be considered.

4. Vacation & Employee Well-being:

- 16.67% of employees have overdue vacations, which may indicate workload concerns.
- Policies to encourage employees to take regular leave should be enforced.

Conclusion

This report highlights significant trends within the company's workforce. The findings indicate challenges related to attrition, salary distribution, and performance evaluation. Addressing these concerns can help improve employee satisfaction, retention, and overall organizational efficiency.