HR ANALYTICS

**Total Employee Count** :- 4410

* **Gender Ratio i.e. M:F** :- 3:2
* **Age Group Distribution** :-

|  |  |  |  |
| --- | --- | --- | --- |
| Age Group  (in Yrs.) | Group  Name | Employee  Count | Percentage |
| 18-25 | Youth | 369 | 8.37 % |
| 26-35 | Young Adult | 1818 | 41.22 % |
| 36-45 | Mid Aged Adult | 1404 | 31.84 % |
| 46-58 | Senior Adult | 774 | 17.55 % |
| 59+ | Senior Citizen | 45 | 1.02% |

* **Business Travel Analysis** :-

|  |  |  |
| --- | --- | --- |
| Travel Type | Employee Count | Percentage |
| Frequent Traveler | 831 | 18.8 % |
| Travel Rarely | 3129 | 71.0 % |
| Non-Traveler | 450 | 10.2 % |

* **Marital Analysis** :-

|  |  |  |
| --- | --- | --- |
| Marital Status | Employee Count | Percentage |
| Single | 1410 | 32.0 % |
| Married | 2019 | 45.8 % |
| Divorced | 981 | 22.2 % |

* **Departmental Analysis** :-

1. Human Resources

**Total Employees** :- 189

**Gender Ratio (M:F)** :- 6.2 : 3.8

**Job Level Analysis** :-

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Basis** | **Entry Level** | **Junior Level** | **Mid-Level** | **Senior Level** | **Executive** |
| Employee Count | 57  30.2 % | 72  38.1 % | 30  15.9 % | 12  6.3% | 18  9.5 % |
| Gender Ratio (M:F) | 2.9 : 2.1 | 7.1 : 2.9 | 1 : 1 | 3 : 1 | 1 : 1 |
| Avg Monthly Salary | 69,318.42 | 51,856.25 | 54,950.00 | 62,900.00 | 47,546.67 |
| Avg % Salary Hike | 13.6 % | 14.6 % | 15.2 % | 13.5 % | 19.0 % |
| Avg Promotion Gap | 1-1.3  Yrs. | 1.5-2  Yrs. | 1-1.5  Yrs. | 2-2.5  Yrs. | 2.5-3  Yrs. |
| Avg Training Time Last Year | 2-3  Sessions | 2-3  Sessions | 2-3  Sessions | 2-3  Sessions | 2-3  Sessions |
| Avg Total Working Year | 9.5-10 Yrs. | 11.5-12 Yrs. | 6-6.5  Yrs. | 12.5-13.5 Yrs. | 6.5-7.5  Yrs. |
| Avg Working Year in Current Company | 4.5-5  Yrs. | 6-6.5  Yrs. | 4-4.5  Yrs. | 6.5-7.5 Yrs. | 5.5-6  Yrs. |

**Business Travel Analysis** :-

|  |  |
| --- | --- |
| Travel Status | Percentage |
| Travel Frequently | 12.7 % |
| Travel Rarely | 82.5 % |
| Not Travel | 4.8 % |

Report

* Majority of employees approx. 39.7% in this department belong to young adult age group means their age lies between 26-35 Years, out of which approx. 50 % are at junior level.
* Most of the Frequent Travelers are from either entry level or junior level.
* On an average 2-3 training sessions are attended by employees on each job level.
* Average monthly salary of entry level is slightly higher than the other level, reason could be understanding of latest technology or any other practice which will increase overall work efficiency.
* Almost all employees in this department are working for approx. 4-6 years in the current company.
* With rise in job level promotion gap also rises because of

following reasons:

* + Less diversification of job role on higher level
  + Requirement of higher work experience

1. Research & Development

**Total Employees** :- 2883

**Gender Ratio (M:F)** :- 6 : 4

**Job Level Analysis** :-

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Basis** | **Entry Level** | **Junior Level** | **Mid-Level** | **Senior Level** | **Executive** |
| Employee Count | 1098  38.1 % | 1032  35.8 % | 435  15.1 % | 192  6.6 % | 126  4.4 % |
| Gender Ratio (M:F) | 6.3 : 3.7 | 5.8 : 4.2 | 6.1 : 3.9 | 5.2 : 4.8 | 5.5 : 4.5 |
| Avg Monthly Salary | 64,371.17 | 67,364.77 | 64,638.48 | 79,569.22 | 80,221.19 |
| Avg % Salary Hike | 15.1 % | 15.4 % | 15.6 % | 15.0 % | 15.4 % |
| Avg Promotion Gap | 2-2.5  Yrs. | 2-2.5  Yrs. | 1.5-2.0  Yrs. | 2.2-2.4 Yrs. | 1-1.5  Yrs. |
| Avg Training Time Last Year | 2-3 Sessions | 2-3 Sessions | 2-3  Sessions | 3-4  Sessions | 2-3 Sessions |
| Avg Total Working Year | 11-11.5  Yrs. | 12-12.5  Yrs. | 10.5-11 Yrs. | 11-11.5 Yrs. | 10.5-11  Yrs. |
| Avg Working Year in Current Company | 7-7.5  Yrs. | 7-8  Yrs. | 5.5-6.5  Yrs. | 7-7.5  Yrs. | 5-6  Yrs. |

**Business Travel Analysis** :-

|  |  |
| --- | --- |
| Travel Status | Percentage |
| Travel Frequently | 18.0 % |
| Travel Rarely | 70.6 % |
| Not Travel | * 1. % |

Report

* Out of Total 45 Senior Citizen in the company 36 of them are in Research & Development Department itself.
* Monetary Benefit Details –
* Monthly salary of mid-level is slightly lower than of the junior level which is then compensated by other monetary benefit like higher salary hike %age (highest %age among all level).
* Average Promotion Gap for entry level, junior level and senior level is 2-3 years & for mid-level & executive level it is 1-2 years.
* Practical Experience Details -
* On an average 2-3 sessions of training attended at each job level.
* Average total work experience is 10-13 years and 5-8 years working in current company

1. Sales

**Total Employees** :- 1338

**Gender Ratio (M:F)** :- 6 : 4

**Job Level Analysis** :-

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Basis** | **Entry Level** | **Junior Level** | **Mid-Level** | **Senior Level** | **Executive** |
| Employee Count | 474  35.4 % | 498  37.2 % | 189  14.1 % | 114  8.5 % | 63  4.7 % |
| Gender Ratio (M:F) | 5.9 : 4.1 | 5.7 : 4.2 | 6.8 : 3.2 | 6.8 : 3.2 | 5.7 : 4.3 |
| Avg Monthly Salary | 57955.32 | 63629.10 | 62398.65 | 76781.32 | 38553.33 |
| Avg % Salary Hike | 14.7 % | 15.8 % | 15 % | 14.6 % | 13.3 % |
| Avg Promotion Gap | 2.5-3  Yrs. | 1.5-2  Yrs. | 2:2.5  Yrs. | 1.5-2  Yrs. | 1.5-2  Yrs. |
| Avg Training Time Last Year | 2-3 Sessions | 2-3 Sessions | 2-3  Sessions | 2-3  Sessions | 3-4  Sessions |
| Avg Total Working Year | 11.5-12  Yrs. | 10-10.5  Yrs. | 10.5-11  Yrs. | 10-10.5  Yrs. | 9-10  Yrs. |
| Avg Working Year in Current Company | 7.5-8  Yrs. | 6-7  Yrs. | 7-7.5  Yrs. | 6.5-7  Yrs. | 4-5  Yrs. |

**Business Travel Analysis** :-

|  |  |
| --- | --- |
| Travel Status | Percentage |
| Travel Frequently | 21.5 % |
| Travel Rarely | 70.2 % |
| Not Travel | 8.3 % |

Report

* Monetary Benefit Details -
* Employees at junior level or senior level have higher monetary benefit than any other level because of higher monthly salary, higher salary hike %age and lower promotion gap period.
* On the other hand, entry level and mid-level have somewhat a standard monetary benefit.
* Practical Experience Details -
  + - On an average 2-3 sessions of training attended at each job level.
    - Average total work experience is 9-12 years and 4-8 years’ working in current company

SURVEY ANALYSIS

□ Employee Survey Analysis

Very High/Best: High/Better:

Medium/Good: Low/Bad :

1) Human Resources

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Category | Sub-Category | Employee Count (In %) | | | Count |
| Job Level | Age Group | Environment Satisfaction | Job Satisfaction | Work Life Balance | Emp  Count |
| Entry Level | Youth | 50 %  50 % | 50 %  50 % | 100 % | 6 |
| Young Adult | 60 %  20 %  20 % | 60 %  20 %  20 % | 80 %  20 % | 15 |
| Mid-Aged Adult | 40 %  30 %  20 %  10 % | 50 %  30 %  10 %  10 % | 50 %  20 %  20 %  10 % | 30 |
| Senior Adult | 100 % | 50 %  50 % | 50 %  50 % | 6 |
| Junior Level | Youth | 100 % | 50 %  50 % | 100 % | 6 |
| Young Adult | 33.3 %  33.3 %  25 %  8.4 % | 33.3 %  25 %  25 %  16.7 % | 58.3 %  41.7 % | 36 |
| Mid-Aged Adult | 40 %  20 %  20 %  20 % | 40 %  40 %  20 % | 80 %  20 % | 15 |
| Senior Adult | 40 %  40 %  20 % | 40 %  20 %  20 %  20 % | 60 %  40 % | 15 |
| Mid-Level | Youth | 66.7 %  33.3 % | 33.3 %  33.3 %  33.3 % | 33.3 %  33.3 %  33.3 % | 9 |
| Young Adult | 50 %  25 %  25 % | 50 %  25 %  25 % | 100 % | 12 |
| Mid-Aged Adult | 66.7 %  33.3 % | 66.7 %  33.3 % | 66.7 %  33.3 % | 9 |
| Senior  Level | Young Adult | 50 %  50 % | 50 %  50 % | 50 %  50 % | 6 |
| Senior Adult | 50 %  50 % | 50 %  50 % | 50 %  50 % | 6 |
| Executive | Young Adult | 50 %  50 % | 100 % | 100 % | 6 |
| Mid-Aged Adult | 33.3 %  33.3 %  33.3 % | 66.7 %  33.3 % | 33.3 %  33.3 %  33.3 % | 9 |
| Senior Adult | 100 % | 100 % | 100 % | 3 |

**Survey Analysis**:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Job Level | Age Group | Emp Count | Avg Salary | Salary Hike% | Promotion Gap |
| Training Time | Total  Working | Current Company |

Favorable Results

* Environment Satisfaction : Very High
* Job Satisfaction : Very High
* Work Life Balance : Best

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Entry  Level | Mid-Aged  Adult | 3 | 36730.0 | 14.0 % | 0 year |
| 3-4  Sessions | 19 yrs. | 1 year |
| Junior  Level | Youth | 3 | 82680.0 | 12.0 % | 5 yrs. |
| 3-4 Sessions | 7 yrs. | 7 yrs. |
| Executive | Mid-Aged  Adult | 3 | 47590.0 | 21.0 % | 1 year |
| 2-3  Sessions | 9 yrs. | 4 yrs. |

Unfavorable Results

* Environment Satisfaction : Low
* Job Satisfaction : Low
* Work Life Balance : Bad

There were no unfavorable emp survey results for HR Department.

2) Research & Development

Very High/Best: High/Better:

Medium/Good: Low/Bad :

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Category | Sub-Category | Employee Count (In %) | | | Count |
| Job Level | Age Group | Environment Satisfaction | Job Satisfaction | Work Life Balance | Emp  Count |
| Entry Level | Youth | 30.3 %  27.3 %  21.2 %  21.2 % | 36.4 %  27.3 %  21.2 %  15.1 % | 52.5 %  24.2 %  20.2 %  3.1 % | 99 |
| Young Adult | 38.3 %  25.5 %  21.9 %  14.3 % | 34.9 %  29.4 %  19.5 %  16.2 % | 58.0 %  24.0 %  12.1 %  5.9 % | 462 |
| Mid-Aged Adult | 32.2 %  27.8 %  22.0 %  17.9 % | 34.7 %  30.6 %  21.5 %  13.2 % | 62.8 %  20.4 %  13.5 %  3.3 % | 363 |
| Senior Adult | 33.3 %  29.6 %  22.2 %  14.8 % | 30.2 %  27.8 %  23.5 %  18.5 % | 49.4 %  30.2 %  11.1 %  9.3 % | 162 |
| Senior Citizen | 50 %  25 %  25 % | 50 %  25 %  25 % | 50 %  25 %  25 % | 12 |
| Junior Level | Youth | 33.3 %  28.9 %  27.8 %  10 % | 33.3 %  33.3 %  20.0 %  13.3 % | 54.4 %  33.3 %  12.2 % | 90 |
| Junior Level | Young Adult | 36.0 %  29.1 %  20.2 %  14.7 % | 34.3 %  31.0 %  19.7 %  15.0 % | 61.1 %  23.1 %  7.9 %  7.9 % | 381 |
| Mid-Aged Adult | 27.8 %  25.9 %  24.1 %  22.2 % | 32.4 %  25.9 %  23.2 %  18.5 % | 67.6 %  20.4 %  6.5 %  5.5 % | 324 |
| Senior Adult | 40.8 %  36.8 %  15.8 %  6.6 % | 35.5 %  27.6 %  19.7 %  17.1 % | 67.5 %  19.7 %  7.4 %  4.8 % | 228 |
| Senior Citizen | 33.3 %  33.3 %  33.3 % | 100 % | 33.3 %  33.3 %  33.3 % | 9 |
| Mid-Level | Youth | 37.5 %  25.0 %  25.0 %  12.5 % | 62.5 %  25.0 %  12.5 % | 62.5 %  25.0 %  12.5 % | 24 |
| Young Adult | 32.3 %  27.7 %  23.1 %  16.9 % | 29.2 %  24.6 %  23.1 %  23.1 % | 64.1 %  22.1 %  9.2 %  4.6 % | 195 |
| Mid-Aged Adult | 31.8 %  26.5 %  21.2 %  20.5 % | 33.3 %  26.5 %  20.5 %  19.7 % | 59.1 %  22.7 %  13.6 %  4.6 % | 132 |
| Senior Adult | 42.3 %  23.1 %  19.2 %  15.4 % | 30.8 %  30.8 %  23 %  15.4 % | 53.8 %  30.8 %  15.4 % | 78 |
| Senior  Citizen | 50 %  50 % | 50 %  50 % | 50 %  50 % | 6 |
| Senior  Level | Youth | 33.3 %  33.3 %  16.7 %  16.7 % | 33.3 %  33.3 %  16.7 %  16.7 % | 50.0 %  33.3 %  16.7 % | 18 |
| Young Adult | 30.8 %  26.9 %  23.1 %  19.2 % | 34.6 %  26.9 %  19.4 %  19.3 % | 61.5 %  19.2 %  11.5 %  7.7 % | 78 |
| Mid-Aged Adult | 45.5 %  27.3 %  22.7 %  4.5 % | 36.4 %  36.3 %  18.2 %  9.1 % | 50.0 %  27.3 %  18.2 %  4.5 % | 66 |
| Senior Adult | 44.4 %  33.3 %  22.2 % | 44.4 %  33.3 %  11.1 %  11.1 % | 55.6 %  44.4 % | 27 |
| Senior Citizen | 100 % | 100 % | 100 % | 3 |
| Executive | Youth | 60 %  20 %  20 % | 80 %  20 % | 40 %  40 %  20 % | 15 |
| Young Adult | 33.3 %  26.7 %  20.0 %  20.0 % | 40.0 %  26.7 %  20.0 %  13.3 % | 53.3 %  40.0 %  6.7 % | 45 |
| Mid-Aged Adult | 40 %  30 %  20 %  10 % | 30 %  30 %  20 %  20 % | 50 %  30 %  20 % | 30 |
| Senior Adult | 60 %  30 %  10 % | 40 %  30 %  20 %  10 % | 80 %  10 %  10 % | 30 |
| Senior Citizen | 50 %  50 % | 50 %  50 % | 100 % | 6 |

**Survey Analysis**:

Favorable Results

* Environment Satisfaction : Very High
* Job Satisfaction : Very High
* Work Life Balance : Best

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Entry  Level | Young Adult | 9 | 49056.7 | 11.0 % | 3-3.5 yrs. |
| 2-3 Sessions | 10+ yrs. | 8+ yrs. |
| Entry  Level | Mid-Aged  Adult | 10 | 89550.0 | 15.2 % | 5 yrs. |
| 2-3  Sessions | 23+ yrs. | 10+ yrs. |
| Junior Level | Youth | 5 | 126002.0 | 15.4 % | 0.5+ yrs. |
| 2-3  Sessions | 3 yrs. | 3 yrs. |
| Junior Level | Young Adult | 3 | 22580.0 | 11.0 % | 2 yrs. |
| 2-3  Sessions | 2 yrs. | 2 yrs. |
| Junior Level | Mid-Aged  Adult | 3 | 24510.0 | 12.0 % | 2 yrs. |
| 3-4 Sessions | 19 yrs. | 13 yrs. |
| Senior Level | Mid-Aged  Adult | 3 | 132060 | 13.0 % | 0 yrs. |
| 2-3  Sessions | 7+ yrs. | 6 yrs. |

Unfavorable Results

* Environment Satisfaction : Low
* Job Satisfaction : Low
* Work Life Balance : Bad

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Entry  Level | Young Adult | 3 | 76420.0 | 20.0 % | 2 yrs. |
| 2-3 Sessions | 8+ yrs. | 2 yrs. |
| Entry  Level | Senior Citizen | 3 | 22690.9 | 18.0 % | 11 yrs. |
| 4-5  Sessions | 33+ yrs. | 29+ yrs. |
| Junior Level | Mid-Aged Adult | 3 | 195660.0 | 16.0 % | 0 yrs. |
| 2-3  Sessions | 5 yrs. | 1 yrs. |
| Junior Level | Young Adult | 3 | 109340.0 | 17.0 % | 0 yrs. |
| 2-3  Sessions | 11+ yrs. | 9 yrs. |

3) Sales

Very High/Best: High/Better:

Medium/Good: Low/Bad :

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Category | Sub-Category | Employee Count (In %) | | | Count |
| Job Level | Age Group | Environment Satisfaction | Job Satisfaction | Work Life Balance | Emp  Count |
| Entry Level | Youth | 45.5 %  36.4 %  9.1 %  9.0 % | 36.3 %  27.3 %  18.2 %  18.2 % | 100 % | 33 |
| Young Adult | 41.2 %  26.6 %  18.6 %  13.6 % | 33.9 %  30.5 %  18.6 %  17.0 % | 59.9 %  24.8 %  10.2 %  5.1 % | 177 |
| Mid-Aged Adult | 31.2 %  29.5 %  21.3 %  18.0 % | 30.6 %  29.0 %  21.3 %  19.1 % | 69.4 %  14.7 %  11.5 %  4.4 % | 183 |
| Senior Adult | 50.0 %  23.1 %  15.4 %  11.5 % | 34.6 %  30.8 %  19.2 %  15.4 % | 51.3 %  37.2 %  7.7 %  3.8 % | 78 |
| Senior Citizen | 100 % | 100 % | 100 % | 3 |
| Junior Level | Youth | 33.3 %  22.3 %  22.2 %  22.2 % | 33.3 %  33.3 %  22.2 %  11.1 % | 77.8 %  22.2 % | 27 |
| Junior Level | Young Adult | 40.2 %  21.8 %  19.2 %  18.8 % | 34.6 %  29.9 %  18.0 %  17.5 % | 54.3 %  29.1 %  12.8 %  3.8 % | 234 |
| Mid-Aged Adult | 30.7 %  28.0 %  27.3 %  14.0 % | 34.0 %  34.0 %  18.0 %  14.0 % | 70.0 %  22.0 %  6.0 %  2.0 % | 150 |
| Senior Adult | 32.1 %  28.6 %  21.4 %  17.9 % | 35.6 %  28.6 %  17.9 %  17.9 % | 66.7 %  17.8 %  11.9 %  3.6 % | 84 |
| Senior Citizen | 100 % | 100 % | 100 % | 3 |
| Mid-Level | Youth | 33.3 %  22.2 %  22.2 %  22.2 % | 44.4 %  22.2 %  22.2 %  11.1 % | 66.7 %  11.1 %  11.1 %  11.1 % | 27 |
| Young Adult | 50.0 %  23.1 %  15.4 %  11.5 % | 30.8 %  26.9 %  23.1 %  19.2 % | 73.1 %  11.5 %  7.7 %  7.7 % | 78 |
| Mid-Aged Adult | 36.8 %  26.3 %  21.1 %  15.8 % | 31.6 %  26.3 %  26.3 %  15.8 % | 63.1 %  26.3 %  5.3 %  5.3 % | 57 |
| Senior Adult | 44.4 %  22.2 %  22.2 %  11.1 % | 44.4 %  22.2 %  22.2 %  11.1 % | 55.6 %  33.3 %  11.1 % | 27 |
| Senior  Level | Youth | 66.7 %  33.3 % | 66.7 %  33.3 % | 66.7 %  33.3 % | 9 |
| Young Adult | 31.6 %  26.3 %  21.1 %  21.0 % | 56.2 %  17.5 %  15.8 %  10.5 % | 73.7 %  15.8 %  5.3 %  5.2 % | 57 |
| Mid-Aged Adult | 40.0 %  30.0 %  20.0 %  10.0 % | 50.0 %  30.0 %  10.0 %  10.0 % | 50.0 %  20.0 %  20.0 %  10.0 % | 30 |
| Senior Adult | 33.3 %  33.3 %  16.7 %  16.7 % | 50.0 %  33.3 %  16.7 % | 66.7 %  16.7 %  16.6 % | 18 |
| Executive | Youth | 100 % | 50 %  50 % | 50 %  50 % | 6 |
| Young Adult | 41.7 %  33.3 %  16.7 %  8.3 % | 58.3 %  25.0 %  8.3 %  8.3 % | 66.7 %  33.3 % | 36 |
| Mid-Aged Adult | 100 % | 50 %  50 % | 100 % | 6 |
| Senior Adult | 50 %  25 %  25 % | 75 %  25 % | 50 %  25 %  25 % | 12 |
| Senior Citizen | 100 % | 100 % | 100 % | 3 |

**Survey Analysis**:

Favorable Results

* Environment Satisfaction : Very High
* Job Satisfaction : Very High
* Work Life Balance : Best

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Entry Level | Senior Adult | 3 | 47280.0 | 11.0 % | 0 yrs. |
| 4-5 Sessions | 8 yrs. | 5 yrs. |
| Junior Level | Senior Adult | 3 | 74060.0 | 14.0 % | 0 yrs. |
| 2-3  Sessions | 25+ yrs. | 1 year |
| Mid-Level Level | Young Adult | 3 | 77560.0 | 21.0 % | 0 yrs. |
| 3-4  Sessions | 9+ yrs. | 8 yrs. |
| Senior Level | Young Adult | 3 | 43270.0 | 13.0 % | 0 yrs. |
| 3-4 Sessions | 4+ yrs. | 0 yrs. |

Unfavorable Results

* Environment Satisfaction : Low
* Job Satisfaction : Low
* Work Life Balance : Bad

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Entry  Level | Mid-Aged  Adult | 3 | 36330 | 16.0 % | 0 yrs. |
| Nil | 10+ yrs. | 4 yrs. |

□ Manager Survey Analysis

Very High/Outstanding:

High/Excellent : Medium/Good: Low :

1) Human Resources

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Category | Sub-Category | Employee Count (In %) | | Count |
| Job Level | Age Group | Job Involvement | Performance Rating | Emp  Count |
| Entry Level | Youth | 50 %  50 % | 100 % | 6 |
| Young Adult | 80 %  20 % | 100 % | 15 |
| Mid-Aged Adult | 50 %  30 %  10 %  10 % | 100 % | 30 |
| Senior Adult | 50 %  50 % | 50 %  50 % | 6 |
| Junior Level | Youth | 50 %  50 % | 100 % | 6 |
| Young Adult | 91.7 %  8.3 % | 100 % | 36 |
| Mid-Aged Adult | 60 %  20 %  20 % | 60 %  40 % | 15 |
| Senior Adult | 80 %  20 % | 80 %  20 % | 15 |
| Mid-Level | Youth | 66.7 %  33.3 % | 100 % | 9 |
| Young Adult | 75 %  25 % | 80 %  20 % | 12 |
| Mid-Aged Adult | 66.7 %  33.3 % | 100 % | 9 |
| Senior  Level | Young Adult | 100 % | 100 % | 6 |
| Senior Adult | 50 %  50 % | 100 % | 6 |
| Executive | Young Adult | 50 %  50 % | 50 %  50 % | 6 |
| Mid-Aged Adult | 100 % | 66.7 %  33.3 % | 9 |
| Senior Adult | 100 % | 100 % | 3 |

**Survey Analysis**:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Job Level | Age Group | Emp Count | Avg Salary | Salary Hike% | Promotion Gap |
| Training Time | Total  Working | Current Company |

Favorable Results

* Job Involvement : Very High
* Performance Rating : Outstanding

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Junior Level | Mid-Aged  Adult | 3 | 31170.0 | 21.0 % | 0 |
| 2-3  Sessions | 7+ yrs. | 3 yrs. |

Unfavorable Results

* Job Involvement : Low
* Performance Rating : Low

There were no unfavorable manager survey results for HR Department.

2) Research & Development

Very High/Outstanding:

High/Excellent : Medium/Good: Low :

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Category | Sub-Category | Employee Count (In %) | | Count |
| Job Level | Age Group | Job Involvement | Performance  Rating | Emp  Count |
| Entry Level | Youth | 42.4 %  42.4 %  9.1 %  6.1 % | 78.8 %  21.2 % | 99 |
| Young Adult | 61.0 %  26.6 %  7.8 %  4.6 % | 83.8 %  16.2 % | 462 |
| Mid-Aged Adult | 65.3 %  19.8 %  9.9 %  5.0 % | 86 %  14 % | 363 |
| Senior Adult | 61.1 %  25.9 %  7.4 %  5.6 % | 85.2 %  14.8 % | 162 |
| Senior Citizen | 75 %  25 % | 100 % | 12 |
| Junior Level | Youth | 76.7 %  16.7 %  6.6 % | 66.7 %  33.3 % | 90 |
| Young Adult | 58.3 %  25.2 %  11.0 %  5.5 % | 81.9 %  18.1 % | 381 |
| Junior Level | Mid-Aged Adult | 61.1 %  25.0 %  7.4 %  6.5 % | 89.8 %  10.2 % | 324 |
| Senior Adult | 52.6 %  22.4 %  17.1 %  7.9 % | 85.5 %  14.5 % | 228 |
| Senior Citizen | 100 % | 66.7 %  33.3 % | 9 |
| Mid-Level | Youth | 62.5 %  25.0 %  12.5 % | 87.5 %  12.5 % | 24 |
| Young Adult | 66.1 %  23.1 %  7.7 %  3.1 % | 76.9 %  23.1 % | 195 |
| Mid-Aged Adult | 47.7 %  36.4 %  9.1 %  6.8 % | 84.1 %  15.9 % | 132 |
| Senior Adult | 73.1 %  23.1 %  3.8 % | 84.6 %  15.4 % | 78 |
| Senior  Citizen | 50 %  50 % | 100 % | 6 |
| Senior  Level | Youth | 83.3 %  16.7 % | 100 % | 18 |
| Young Adult | 69.2 %  19.2 %  11.6 % | 73.1 %  26.9 % | 78 |
| Mid-Aged Adult | 45.5 %  31.8 %  13.6 %  9.1 % | 86.4 %  13.6 % | 66 |
| Senior Adult | 44.4 %  44.4 %  11.2 % | 100 % | 27 |
| Senior Citizen | 100 % | 100 % | 3 |
| Executive | Youth | 60 %  40 % | 100 % | 15 |
| Young Adult | 60.0 %  33.3 %  6.7 % | 93.3 %  6.7 % | 45 |
| Mid-Aged Adult | 60 %  30 %  10 % | 80 %  20 % | 30 |
| Senior Adult | 60 %  30 %  10 % | 90 %  10 % | 30 |
| Senior Citizen | 50 %  50 % | 50 %  50 % | 6 |

**Survey Analysis**:

Favorable Results

* Job Involvement : Very High
* Performance Rating : Outstanding

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Entry Level | Young Adult | 6 | 82360.0 | 22.5 % | 1 year |
| 1-2  Sessions | 11+ yrs. | 7+ yrs. |
| Entry  Level | Mid-Aged Adult | 6 | 106910 | 23.5 % | 0 yrs. |
| 1-2  Sessions | 6+ yrs. | 4+ yrs. |
| Entry Level | Senior Adult | 3 | 44250 | 22.0 % | 3 yrs. |
| 2-3 Sessions | 30+ yrs. | 12+ yrs. |
| Junior Level | Young Adult | 3 | 20960 | 22.0 % | 0 yrs. |
| 2-3 Sessions | 6+ yrs. | 5+ yrs. |
| Junior Level | Senior Adult | 12 | 49505 | 23.75 % | 3-4 yrs. |
| 2-3 Sessions | 25+ yrs. | 12-13 yrs. |
| Mid-Level | Mid-Aged Adult | 3 | 118360 | 22.0 % | 7 yrs. |
| 2-3  Sessions | 10 yrs. | 10 yrs. |
| Senior Level | Young Adult | 3 | 24360 | 24.0 % | 0 yrs. |
| 2-3 Sessions | 3+ yrs. | 3 yrs. |

Unfavorable Results

* Job Involvement : Low
* Performance Rating : Low

There were no unfavorable manager survey results for Research & Development.

3) Sales

Very High/Outstanding:

High/Excellent : Medium/Good: Low :

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Category | Sub-Category | Employee Count (In %) | | Count |
| Job Level | Age Group | Job Involvement | Performance  Rating | Emp  Count |
| Entry Level | Youth | 72.7 %  18.2 %  9.1 % | 100 % | 33 |
| Young Adult | 57.6 %  23.7 %  13.6 %  5.1 % | 84.8 %  15.2 % | 177 |
| Mid-Aged Adult | 55.7 %  21.3 %  19.7 %  3.3 % | 90.2 %  9.8 % | 183 |
| Senior Adult | 46.1 %  30.8 %  15.4 %  7.7 % | 80.8 %  19.2 % | 78 |
| Senior Citizen | 100 % | 100% | 3 |
| Junior Level | Youth | 55.6 %  44.4 % | 77.8 %  22.2 % | 27 |
| Young Adult | 55.1 %  28.2 %  9.0 %  7.7 % | 82 %  18 % | 234 |
| Junior Level | Mid-Aged Adult | 56 %  28 %  12 %  4 % | 88 %  12 % | 150 |
| Senior Adult | 53.6 %  25 %  21.4 % | 71.4 %  28.6 % | 84 |
| Senior Citizen | 100 % | 100 % | 3 |
| Mid-Level | Youth | 55.6 %  33.3 %  11.1 % | 77.8 %  22.2 % | 27 |
| Young Adult | 50.0 %  38.5 %  7.7 %  3.8 % | 80.8 %  19.2 % | 78 |
| Mid-Aged Adult | 52.6 %  42.1 %  5.3 % | 89.5 %  10.5 % | 57 |
| Senior Adult | 77.8 %  22.2 % | 100 % | 27 |
| Senior  Level | Youth | 66.7 %  33.3 % | 100 % | 9 |
| Young Adult | 63.2 %  26.3 %  10.5 % | 94.7 %  5.3 % | 57 |
| Mid-Aged Adult | 60 %  30 %  10 % | 100 % | 30 |
| Senior Adult | 33.3 %  33.3 %  16.7 %  16.7 % | 100% | 18 |
| Executive | Youth | 50.0 %  50.0 % | 100 % | 6 |
| Young Adult | 66.7 %  16.7 %  8.3 %  8.3 % | 100 % | 36 |
| Mid-Aged Adult | 100 % | 100 % | 6 |
| Senior Adult | 50.0 %  50.0 % | 75 %  25 % | 12 |
| Senior Citizen | 100 % | 100 % | 3 |

**Survey Analysis**:

Favorable Results

* Job Involvement : Very High
* Performance Rating : Outstanding

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Entry Level | Young Adult | 6 | 41965.0 | 21.5 % | 5 yrs. |
| 4-5 Sessions | 11 yrs. | 7+ yrs. |
| Entry Level | Mid-Aged Adult | 3 | 41710.0 | 23.0 % | 7 yrs. |
| 4-5 Sessions | 10+ yrs. | 9+ yrs. |
| Junior Level | Mid-Aged Adult | 3 | 19510.0 | 22.0 % | 0 year |
| 4-5 Sessions | 10+ yrs. | 2+ yrs. |
| Junior Level | Senior Adult | 9 | 58976.7 | 22.3 % | 2+ yrs. |
| 2-3 Sessions | 14+ yrs. | 6+ Yrs. |
| Mid-Level | Young Adult | 3 | 182130.0 | 21.0 % | 2+ yrs. |
| 3-4 Sessions | 4+ yrs. | 2+ yrs. |

Unfavorable Results

* Job Involvement : Low
* Performance Rating : Low

There were no unfavorable manager survey results for Sales Department.