

Analysis - Employee Details

Active/Inactive Employees Filter

Filter by Sexual-Orientation of Employees

Active

Inactive

Bisexual

Gay

Heterosexual

Lesbian

Other

851

Total_Employees

227

Married_Employees

157

Onsite_Employees

694

Remote_Employees

836

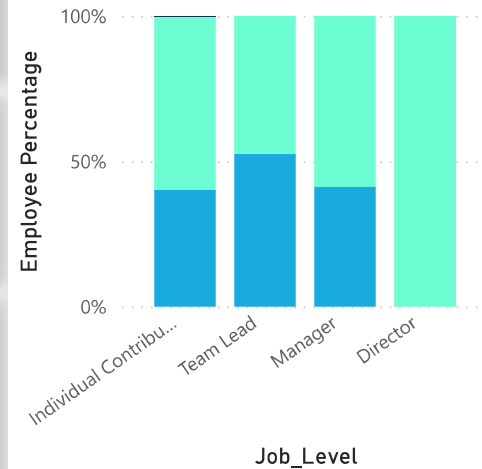
FullTime_Employees

15

Contract_Employees

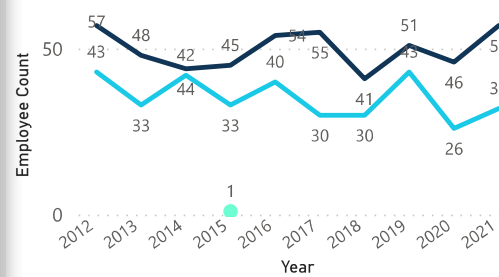
Employee %Age by Gender in each Job-Role

Gender ● Female ● Male ● Other



Employees Hired by Gender in each Year

Gender ● Female ● Male ● Other

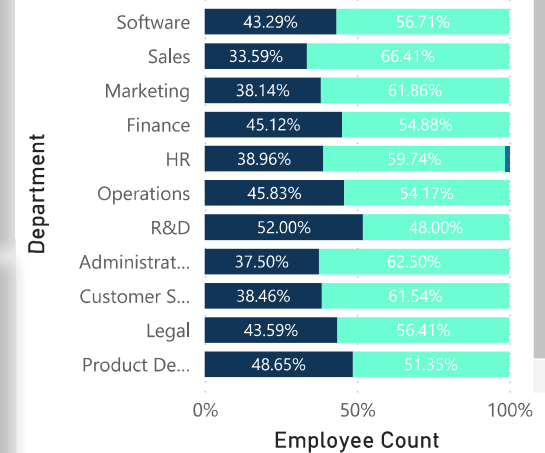


Insights:

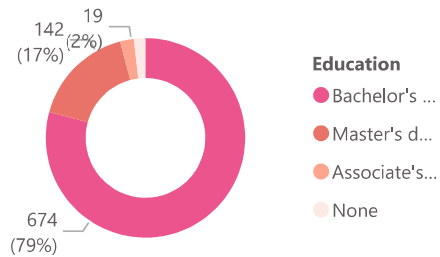
- There is **no female employee** in director job-role.
- Manager job-role have only **30%** of female employees.
- **Over 90%** of employees belong to Caucasian race.
- The female percentage is **8-15%** less in every dept.
- The percentage of female hires varies by year.

Employee %Age by Gender in each Department

Gender ● Female ● Male ● Other

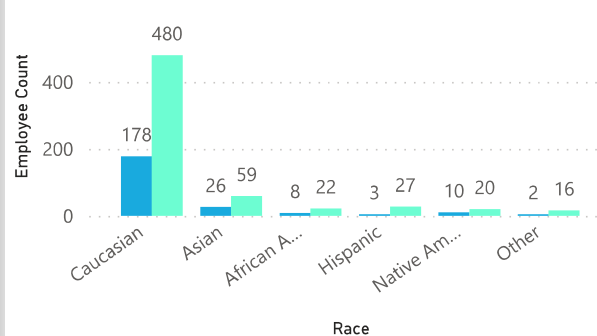


Educational Background of Employees



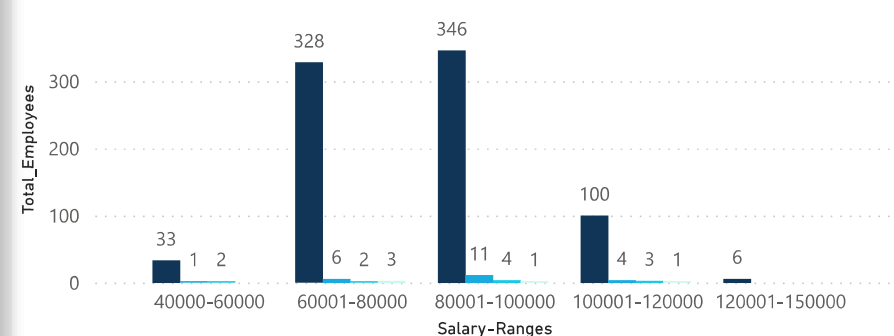
Employee Count by Race and Marital_Status

Marital_Status ● Married ● Single



Total_Employees by Salary-Ranges and Tenure-Groups

Tenure-Groups ● 0-30 ● 31-50 ● 51-70 ● 71-90



Analysis - Employee Salaries

851
Total_Employees

71M
Total Salary

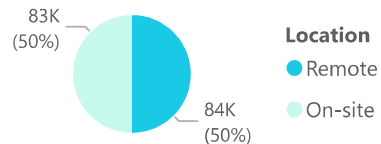
83.54K
Average of salary

Active/Inactive Employees Filter

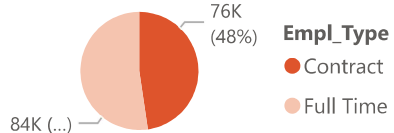
Active

Inactive

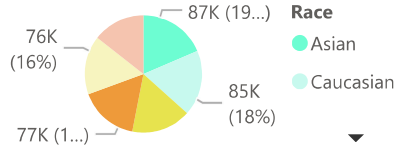
Average Salary by Location



Average Salary by Empl_Type

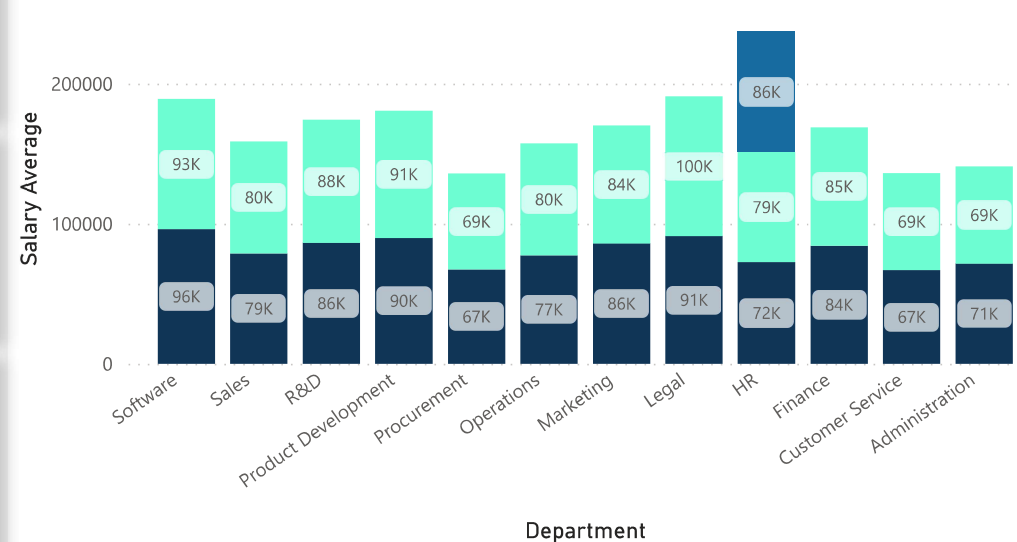


Average Salary by Race



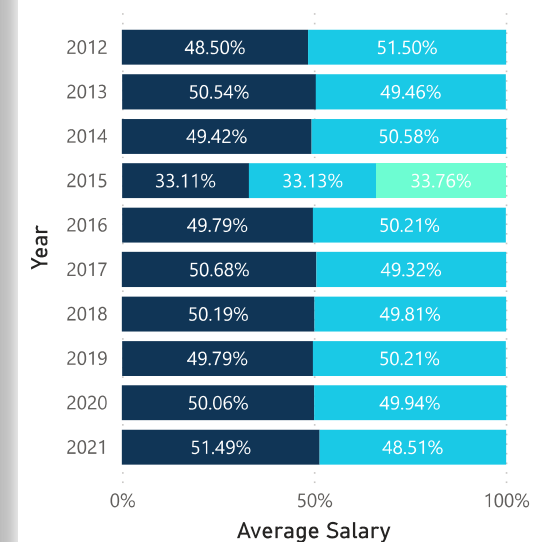
Average Salary by Gender in each Department

Gender ● Female ● Male ● Other



Average Salary by Gender in each Year

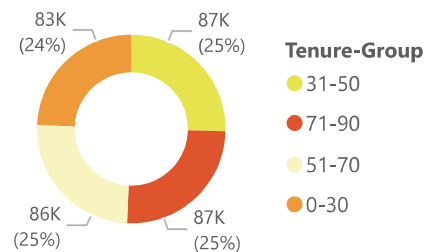
Gender ● Female ● Male ● Other



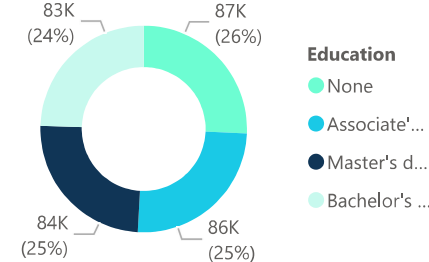
Insights:

- An amount of **329 million** is being distributed among active employees across all departments as salaries.
- Average salary among active employees is **82.57K**
- There is **no substantial disparity** in the average salary earned by male and female employees.
- The role of director is the highest paying job, accounting for nearly **30% of the total salary distribution**, although they make up only **3% of the total workforce**.
- The difference between the average salaries of director and individual contractor job role is almost 25K.
- The average salary difference between a director and an individual contractor role is around **25000** and between the Asian and African American race is around **20000**.

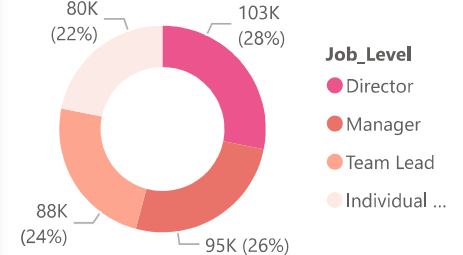
Average Salary by Tenure-Group



Average Salary by Education



Average Salary in each Department



Analysis - Employee Terminations

4831

Total_Employees

851

Employees Terminated

18%

Termination Percentage

19.32%

Employee_Turnover_Rate

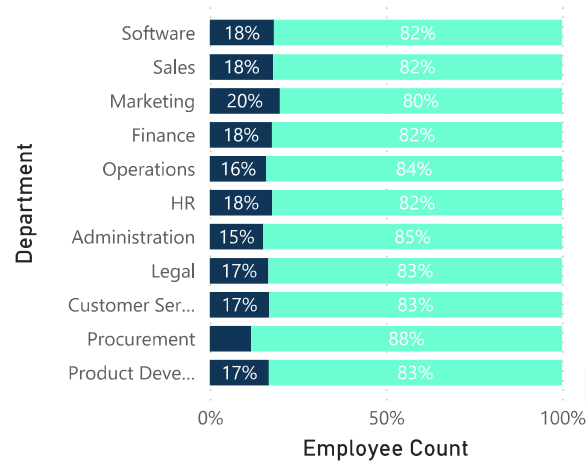
Sexual-Orientation Filter

☐ Bisexual

☐ Gay

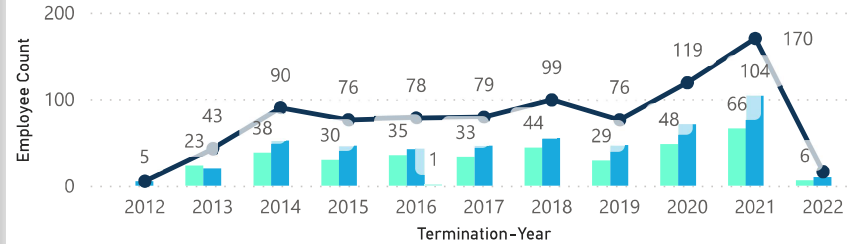
Percentage of Employees Leaving in each Department

Active_Status ● 0 ● 1

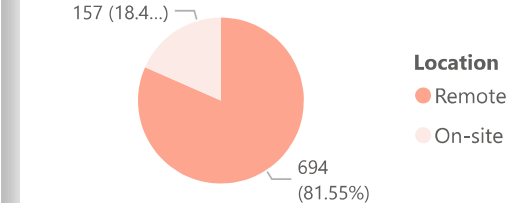


Count of Inactive Male & Female Employees

Gender ● Female ● Male ● Other ● Employee Count



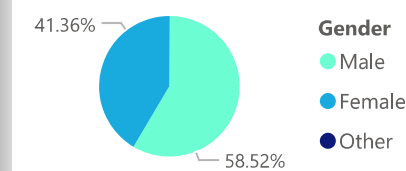
Terminated Employees by Location



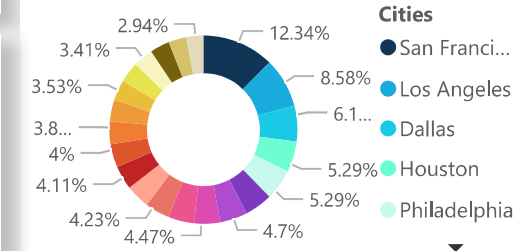
Insights

- Termination rates are **similar across departments** but **single employees** are more likely to leave than married ones.
- Termination rate was increasing since **2012** but dropped significantly in **2022**.
- Over 65%** of employees leave for better opportunities, flexibility, and pay.

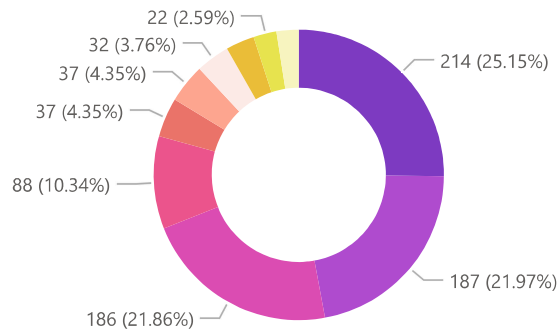
Termination %Age by Gender



Termination Percentage by Cities



Termination Reason of Inactive Employees



Termination Reason

- Found a better opportunity
- More flexible benefits
- Better salary
- Performance
- Personal reasons
- Relocation
- Career change
- Company restructuring

Married & Single Employees Leaving Percentage

Marital_Status ● Married ● Single

