The Drive for **Improvement**

Employee Analytic Report

Quote that reflects this approach... " It's a small step towards progress, but a significant leap for overall performance. "
.

quote

ACTION

- The employee satisfaction and performance is below the company's average rating
- We have identified the drive for improvement to elevate it to a higher level

FACTS

Objectives
Summary
Age
Department
Gender
Performance
Satisfaction
Attrition
Salary
Average Years of Service

INSIGHT

Demographic
Performance
Satisfaction
Attrition
Salary
Years of Service

RECOMMENDATION

Objectives

- Understand Employee Demographics: Analyse age, gender, and department distribution
- Performance and Satisfaction Analysis: Examine how performance ratings correlate with satisfaction scores.
- Attrition Patterns: Identify factors contributing to employee attrition.
- Salary Insights: Investigate salary distribution on and its relationship with job roles and departments.
- Years of Service: Assess the impact of years of service on performance, satisfaction, and attrition

The total number of Employee

780

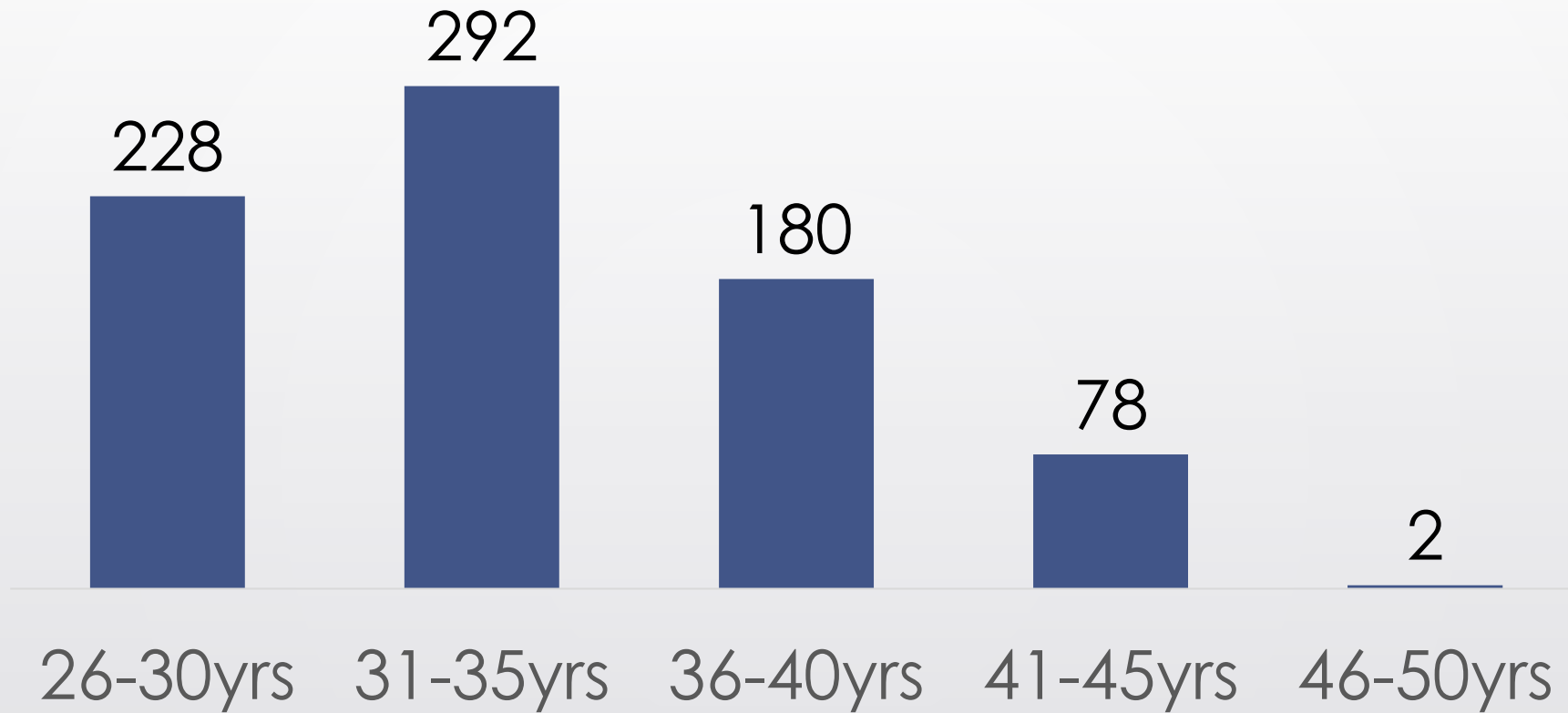The total number of Active Employee

546
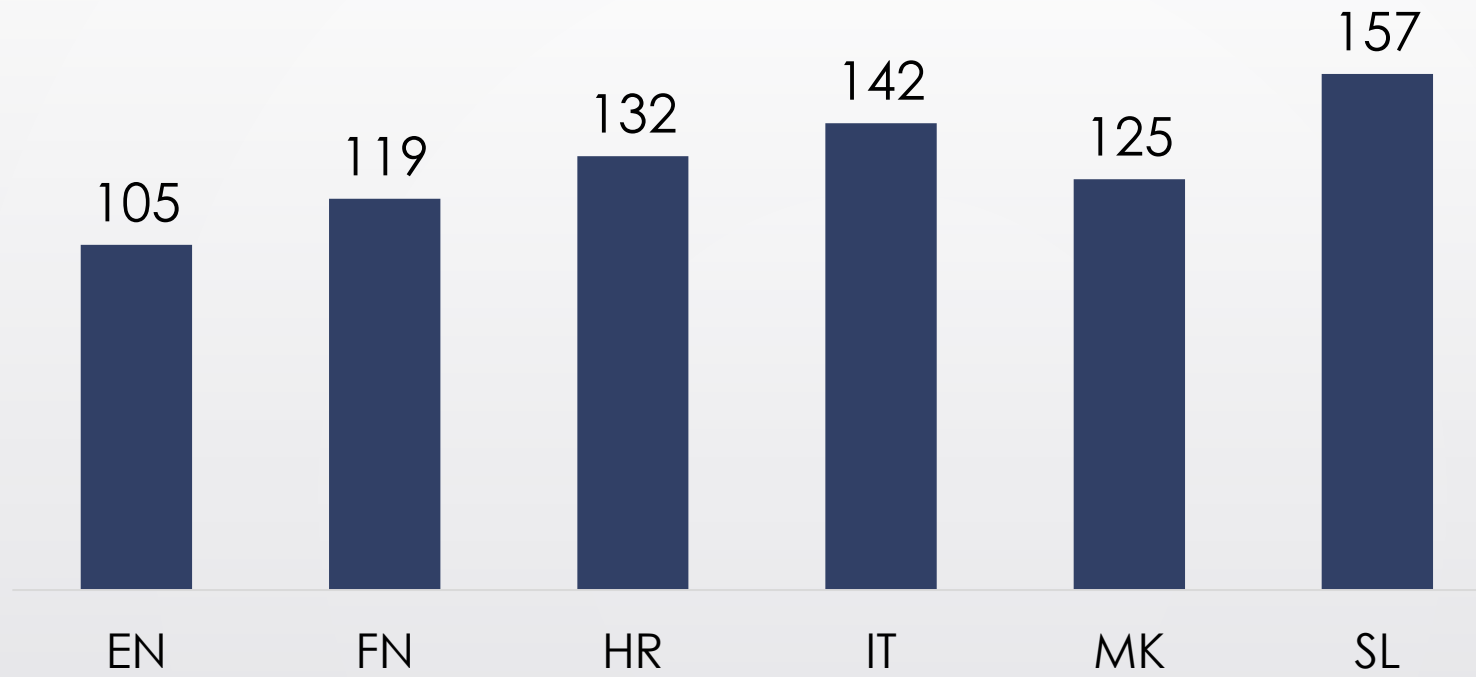
The total number of Attrition

264

Attrition

30%

Age

26-30yrs	31-35yrs	36-40yrs	41-45yrs	46-50yrs
228	292	180	78	2

The highest number of employee are within **31– 35yrs**

Gender

325, 42%

455, 58%
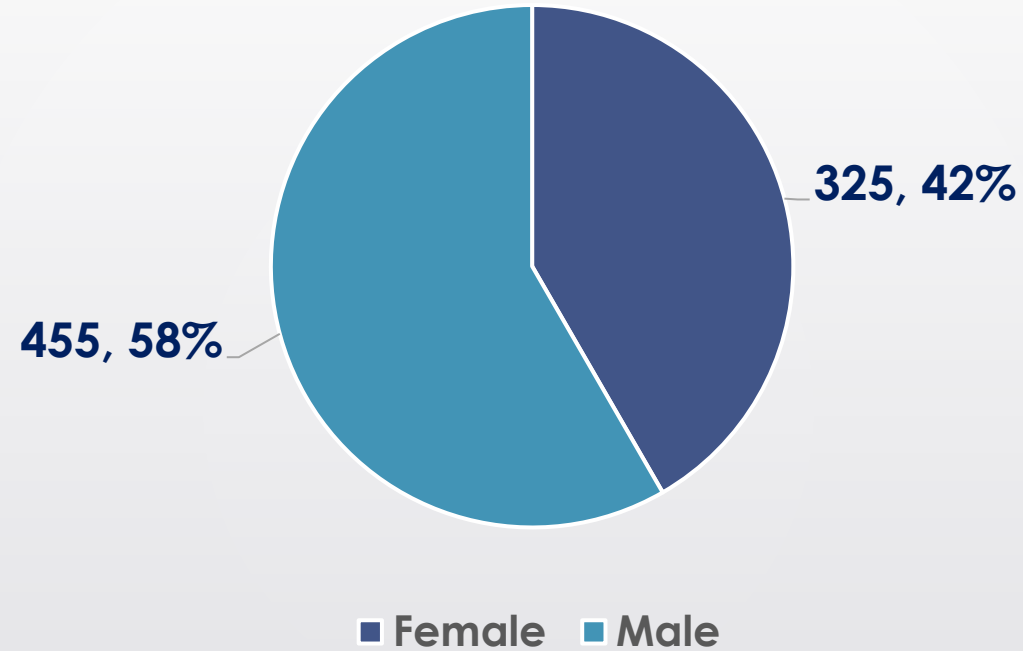
■ Female ■ Male

The company has more males (58%) than females (42%).

Performance

Performance	Value
Above Average	158
Average	246
Below Average	176
Good	65
Poor	135
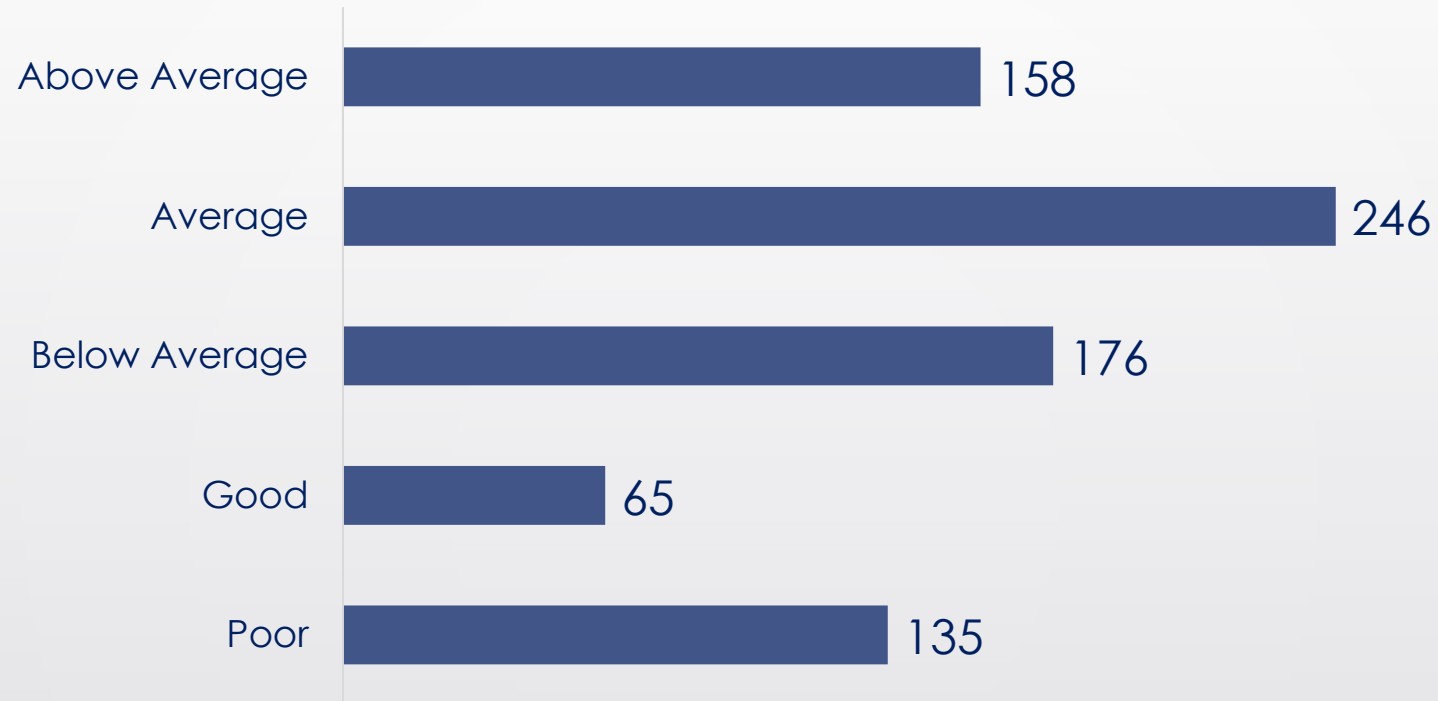
The highest number of 246 staffs performed average

Satisfaction
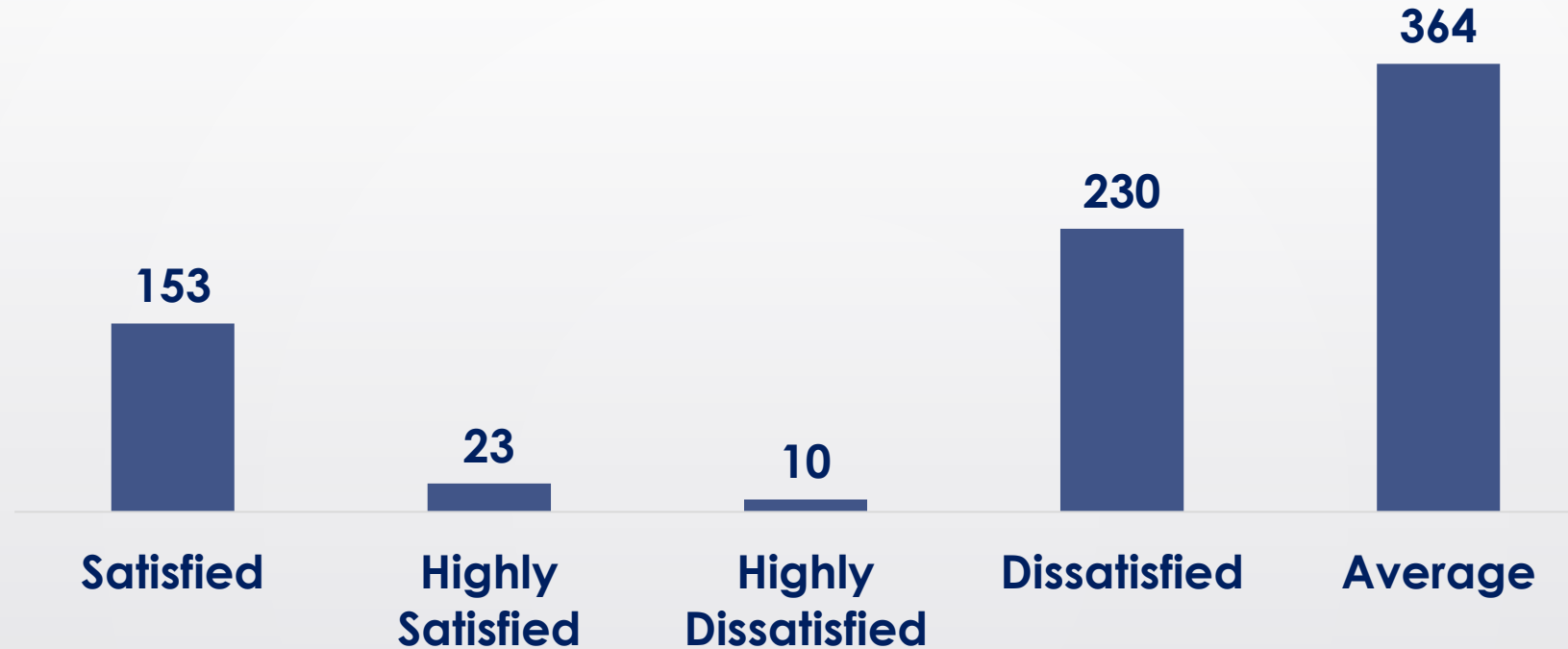
The highest satisfaction among employee is average with 364 staffs

Attrition

234, 30%

546, 70%

■ No ■ Yes
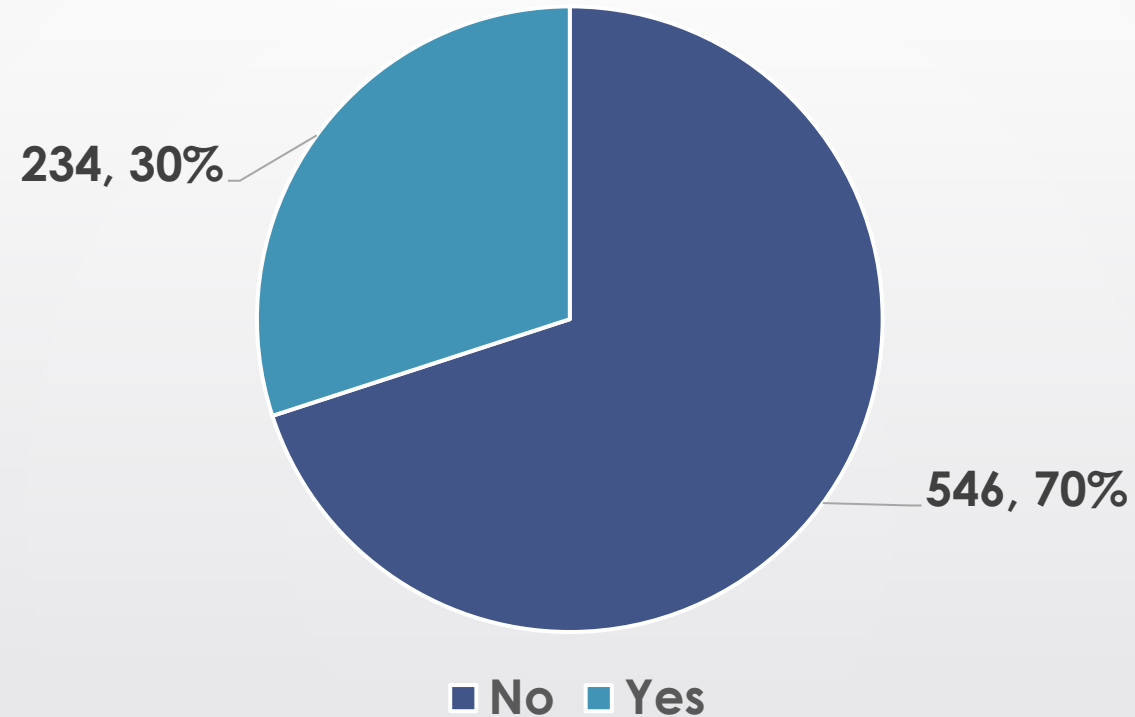
The attrition rate is 30% which represent 234 employees

Salary by department

The Marketing department has the highest average salary of 63,224

Salary by role

The specialist role has the highest average salary of 64,341

Average year of service by average year of rating
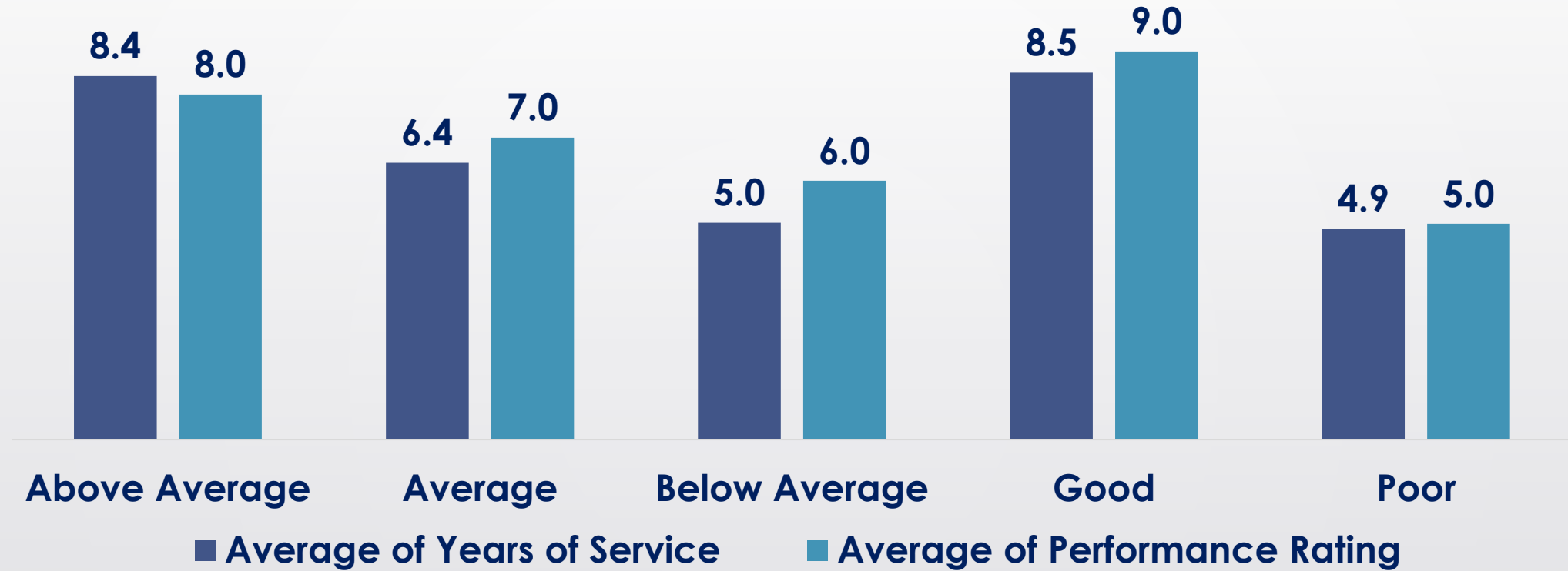
The highest is good with 8.5 and 9.0 for average year of service and year of rating

Demography – Age

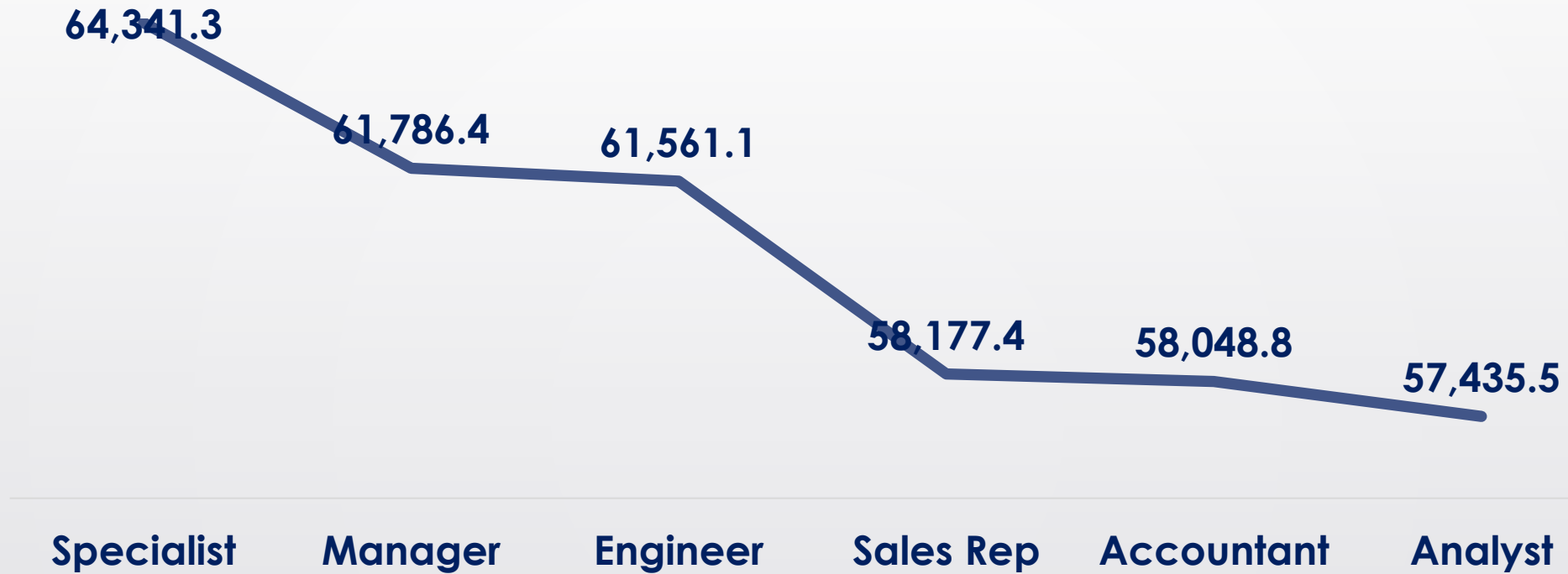| Row Labels	Total Employee	Total Employee %
26-30yrs	228	29.2%
31-35yrs	292	37.4%
36-40yrs	180	23.1%
Grand Total	**700**	**89.7%**

- **Approx. 90% of the workforce are between ages 26-40.**
- **The employees are mostly young people and young adult, up to midlife ages.**
- **Mostly married, career and income minded.**
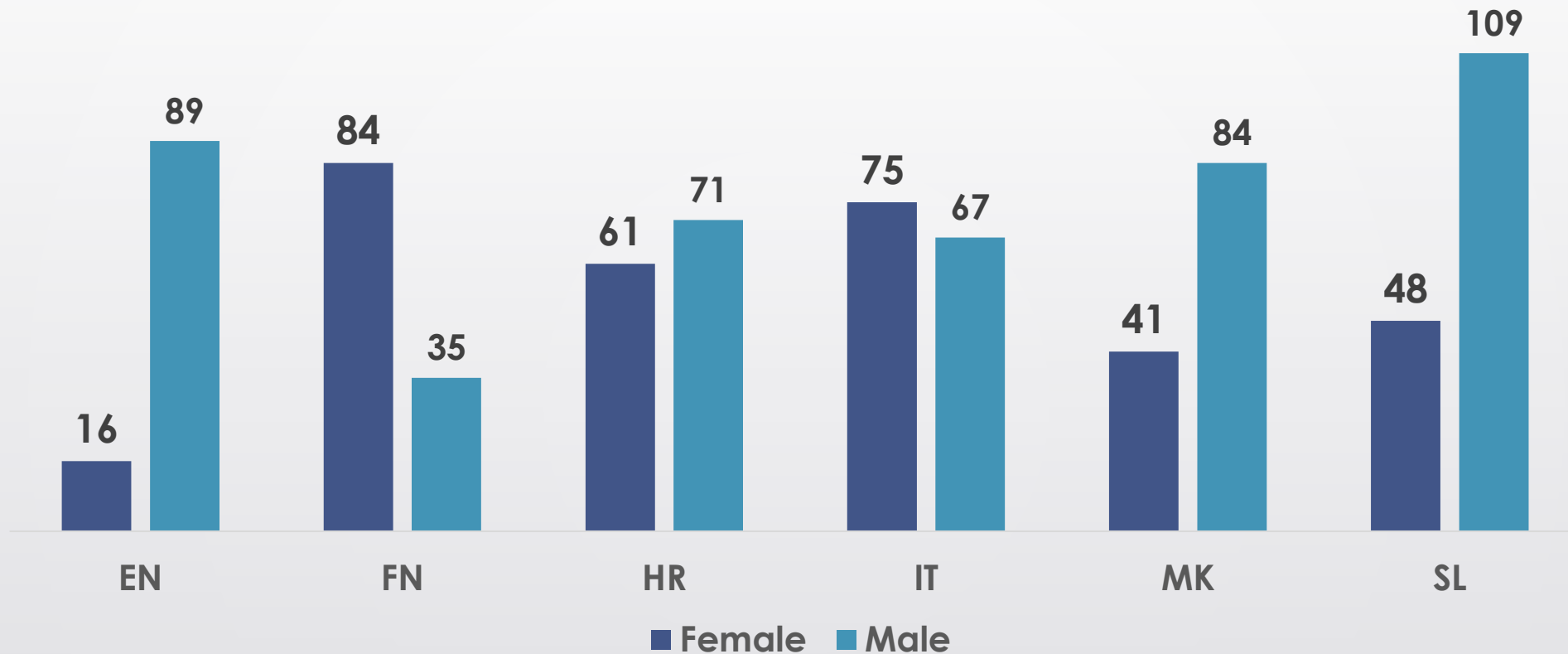
Performance

Row Labels	Count Of Employee	Performance Range %
Poor	135	17.3%
Below Average	176	22.6%
Average	246	31.5%
Grand Total	557	71.4%

Approximately 71% of Employees Performed Below Average
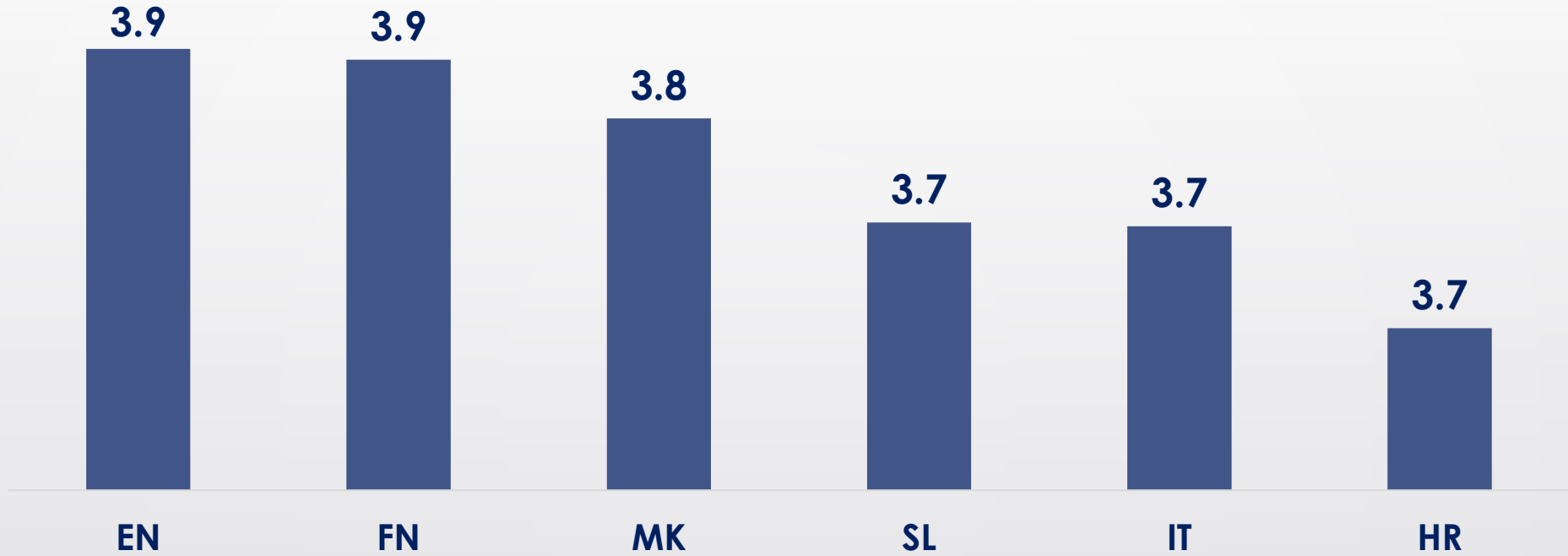
Row Labels	Average of Performance Rating	Average of Satisfaction Score
EN	7.3	3.9
FN	6.7	3.9
HR	6.6	3.7
IT	6.8	3.7
MK	6.7	3.8
SL	6.8	3.7

	Average of Performance Rating	Average of Satisfaction Score
Average of Performance Rating	1	
Average of Satisfaction Score	0.627195655	1

Satisfaction

There is a strong positive correlation of 0.63 between performance ratings and performance scores. This implies that both have strong relationship together and as performances scores increases, the performance rating may increases
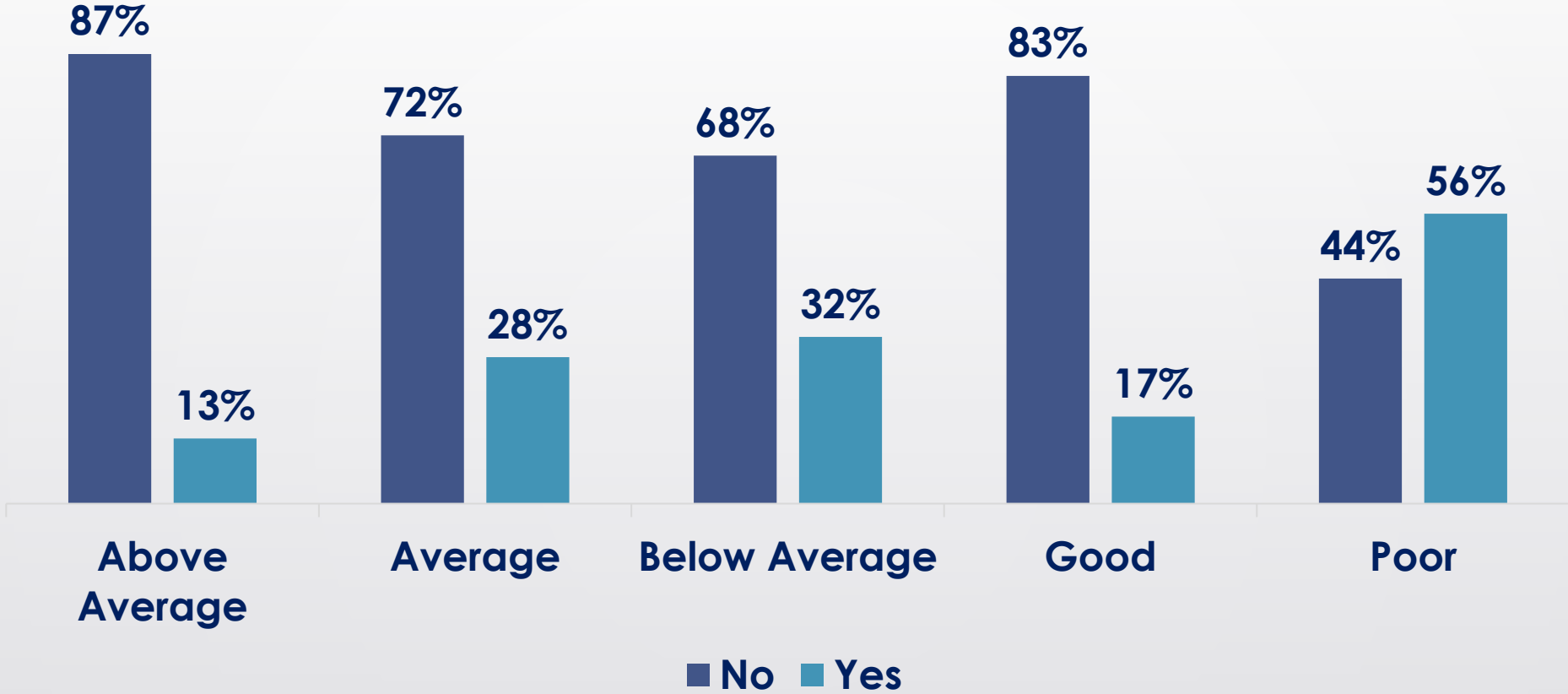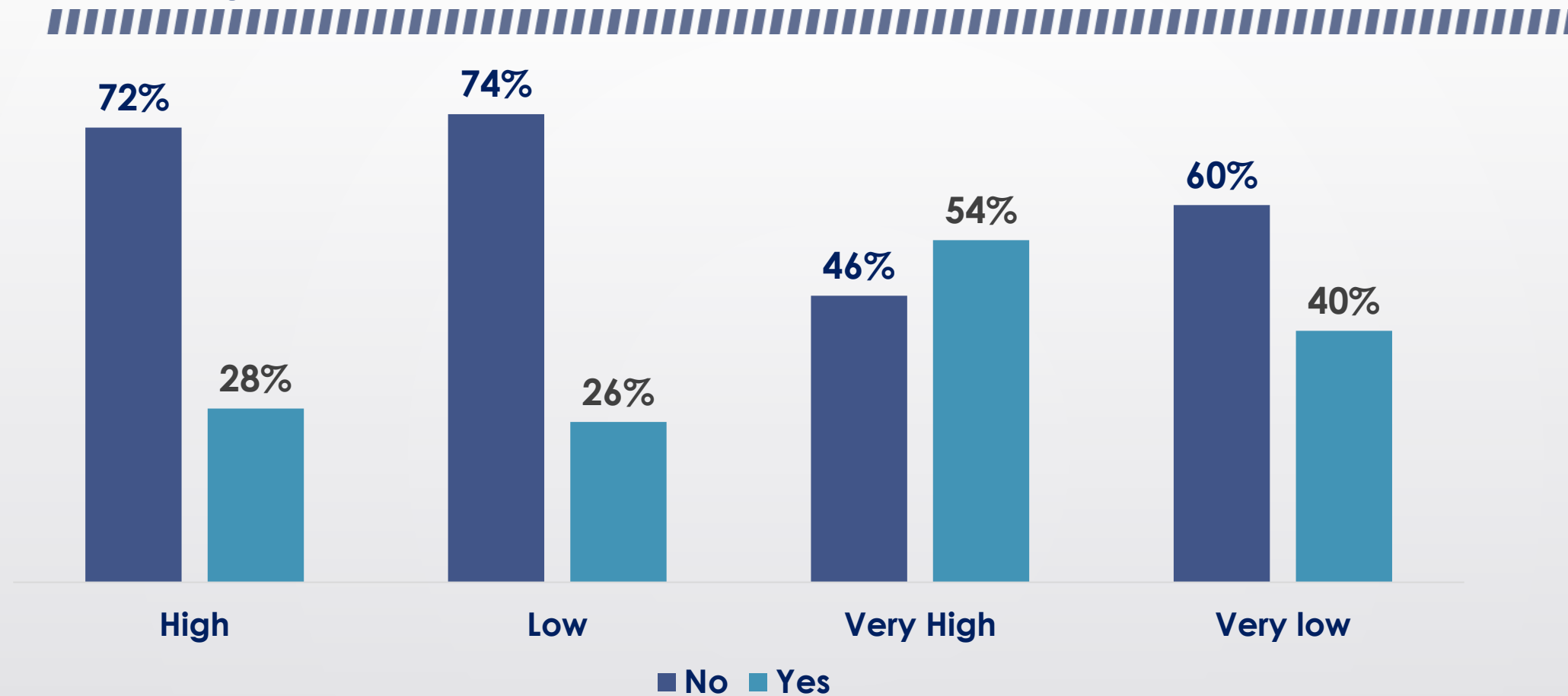
Salary

Row Labels	Average of Salary	Average of Years of Service
Specialist	64,341.3	6.1
Manager	61,786.4	7.6
Engineer	61,561.1	6.8
Sales Rep	58,177.4	5.7
Accountant	58,048.8	7.0
Analyst	57,435.5	6.0
Grand Total	60,953.8	6.4

	Average of Salary	Average of Years of Service
Average of Salary	1	
Average of Years of Service	0.235340538	1

	Average of Salary	Average of Years of Service
Average of Salary	1	
Average of Years of Service	0.235340538	1

There is a weak positive correlation of 0.25 between average salary and average year of service. This implies although salary tends to increase as year of experience increases but the relationship is not very strong

Year of service

Row Labels	Average of Years of Service	Average of Performance Rating
Above Average	8.4	8.0
Average	6.4	7.0
Below Average	5.0	6.0
Good	8.5	9.0
Poor	4.9	5.0
Grand Total	6.4	6.8

	Average of Years of Service	Average of Performance Rating
Average of Years of Service	1	
Average of Performance Rating	0.955381643	1

Year of service

	Average of Years of Service	Average of Performance Rating
Average of Years of Service	1	
Average of Performance Rating	0.955381643	1

Average of Performance Rating

There is a very strong positive correlation of 0.96 between average years of service and performing rating. This implies that as years of services increases then the performing rating may increases

HR Attrition Dashboard

Total Staff
780

Total Attrition
234

Active Staff
546

Attrition
30.0%

Job Details

Attrition By Year of Service

Average YOS
6.2

Demographic

Attrition By Age Range

Average Age
33.9

Age Range	Count
26-30yrs	228
31-35yrs	292
36-40yrs	180
41-45yrs	78
46-50yrs	2

Ratings

Attrition By Perfomance Rating

Average Perfomance Rating
6.3

Rating	Count
Average	246
Below Average	176
Above Average	158
Poor	135
Good	65

Attrition By Salary Range

Average Salary
₦62,145.3

Low	High	Very High	Very low
34	31	68	60

Filter By Job Role

Accountant	Analyst	Engineer
Manager	Sales Rep	Specialist

Filter By Gender

| Female | Male |

Attrition By Age Gender

Female | Male
325 | 455

Attrition By Satisfaction Rating

Average Satisfaction Rating
33.9

Satisfaction	Count
Average	364
Dissatisfied	23
Satisfied	15
Highly	2
Highly	1

Attrition By Department

SL	IT	HR	MK	FN	EN
157	142	132	125	119	105

Attrition By JobRole

Job Role	Count
Specialist	208
Engineer	180
Sales Rep	124
Analyst	124
Manager	103
Accountant	41

Dashboard HR | Dashboard Employee | Attrition | KPI | Age | Gender | Dept | Job Ro

Recommendation

- **Implement succession planning to ensure smooth leadership transitions and future readiness.**
- **Promote age diversity across all departments to foster innovation and inclusivity.**
- **Enhance workforce engagement by involving employees in decision-making and recognizing their contributions.**
- **Address potential gaps in skills, leadership, and resources through proactive planning and analysis.**
- **Review hiring practices to ensure they align with gender balance and attract top talent.**
- **Establish support and development programs to help employees grow and advance in their careers.**
- **Introduce performance improvement programs to elevate productivity and address underperformance.**

Recommendation

- **Provide ongoing training and development to keep employees' skills current and relevant.**
- **Analyse and address root causes of issues to prevent recurring problems and improve processes.**
- **Promote best practices across departments to ensure consistency and efficiency.**
- **Conduct regular salary benchmarks to maintain competitive and fair compensation structures**
- **Conduct exit interviews to gather valuable feedback and identify areas for improvement.**
- **Foster cross-training and job rotation to increase versatility and employee satisfaction.**

Q/A

Presented By Taiwo Ige

08067201865

Thank You