

2024/07

# HUMAN RESOURCE REPORT

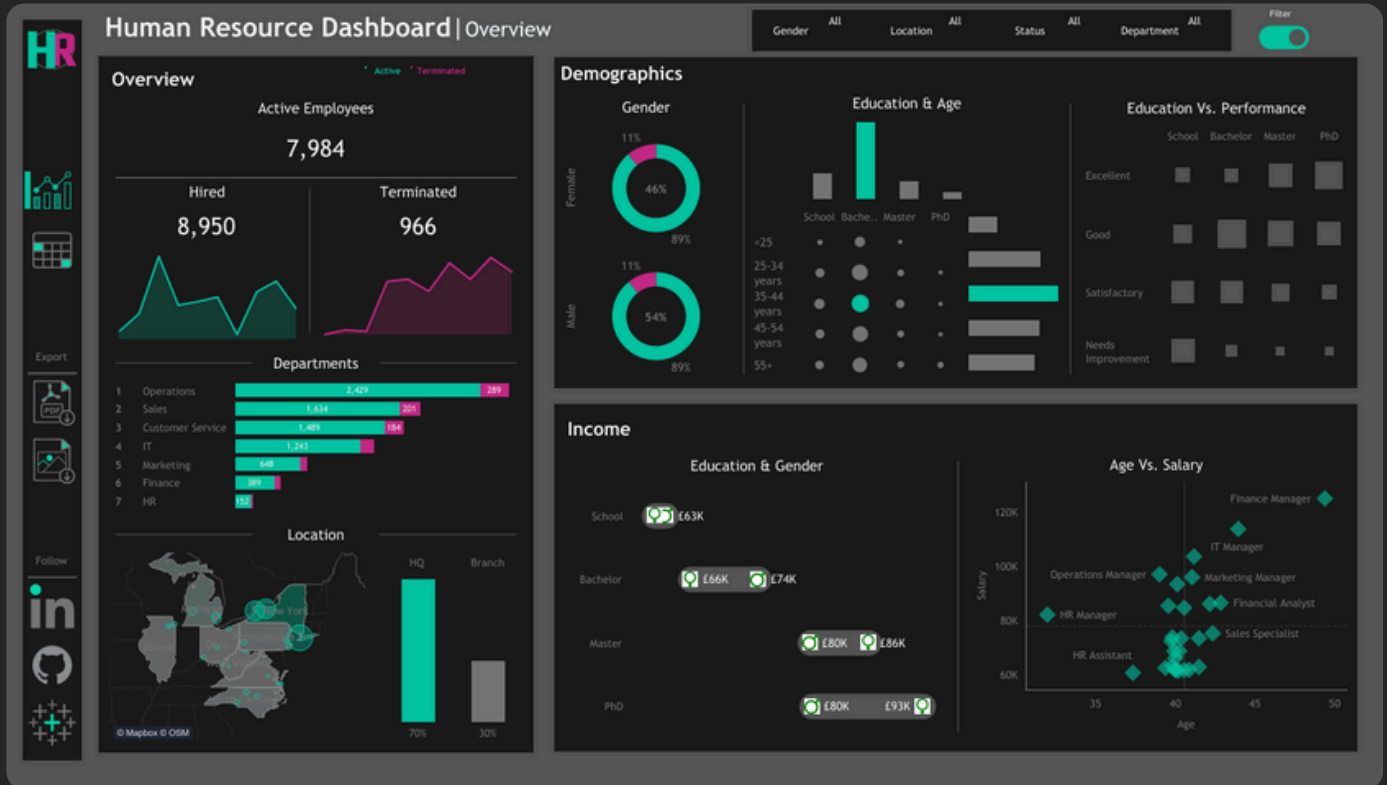
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# EMPLOYEE REPORT

**46%  
FEMALE AND  
54% MALE**

indicating a  
balanced workforce.



**8,950**

hired employees, reflecting  
effective recruitment  
strategies.

**152**

employees in HR,  
while Operations has  
2,429, suggesting  
potential workload  
imbalances.

**966**

terminated  
employees, signal  
issues with employee  
retention

# EMPLOYEE DETAILS

3,500 EMPLOYEES HAVE  
BACHELOR'S DEGREES,  
AND 2,000 HAVE  
MASTER'S DEGREES

hold advanced  
degrees

Human Resource Dashboard   Details							
Employee List   Apply Filter by clicking on the icons							
ID	Demographics		Job Title	Location	Salary	Status	Employment Duration
Employee ID	Name	Gender	Department	Location	Salary	Status	Employment Duration
	Age Group		Job Title	City	51,835 to 149,377	Hiredate	0 to 9
	Education Level						
00-10001272	Samuel Burgess	49   Bachelor	Help Desk Technician	West Virginia	\$67K	Active	6 years
00-10006914	Ethan Case	48   Bachelor	Inventory Specialist	Michigan	\$64K	Active	2 years
00-10008169	Barbara Blair	45   Bachelor	Operations Analyst	Michigan	\$89K	Active	2 years
00-10012470	Amy Davidson	46   Bachelor	Accountant	Michigan	\$63K	Active	5 years
00-10017850	Ricky Serrano	34   Bachelor	Sales Specialist	New York	\$92K	Active	8 years
00-10033114	Kathryn Scott	23   Bachelor	Logistics Coordinator	New York	\$65K	Active	7 years
00-10047461	Steven Armstrong	32   Bachelor	Accountant	Illinois	\$71K	Active	8 years
00-10076576	Erica Kelly	25   Bachelor	Inventory Specialist	New York	\$64K	Active	4 years
00-10076959	Mark Stewart	41   Bachelor	Marketing Coordinator	New York	\$77K	Active	7 years
00-10080009	Gabrielle Crane	47   Bachelor	Sales Representative	New York	\$59K	Active	1 years
00-10113173	Carol Smith	37   School	Content Creator	Michigan	\$60K	Active	2 years
00-10113880	Brad Hobbs	38   School	Content Creator	New York	\$55K	Active	7 years
00-10122731	Travis Aguirre	39   Master	Operations Analyst	Ohio	\$79K	Active	8 years
00-10137666	Ralph Sanford	47   Bachelor	Marketing Coordinator	New York	\$75K	Active	3 years
00-10146265	Melanie Rodriguez		Accountant	New York		Active	

The HR dashboard reveals that the company has been robust in hiring, bringing on board 8,950 new employees and maintaining a diverse workforce with competitive salaries. However, challenges persist, such as a high termination rate of 966 employees and imbalances in departmental staffing, particularly in HR and Finance. While educational attainment among employees is high, performance levels do not always align with qualifications, hinting at possible areas for development in training and role alignment. Additionally, younger employees seem to have fewer opportunities for high-paying roles, which could impact retention and satisfaction in the long term.

# RECOMMENDED STRATEGIES

01

## **BALANCE DEPARTMENTAL STAFFING**

Conduction of workload analysis across departments to identify imbalances and redistribute resources accordingly

02

## **TARGETED HIRING**

Focus on recruiting more staff in under-resourced departments like HR and Finance to ensure even distribution of workload.

03

## **MENTORSHIP PROGRAMS**

Mentorship programs to support younger employees in their career development and prepare them for higher-paying roles.

04

## **PERFORMANCE REVIEWS**

Conduction of detailed performance reviews to ensure that employees' roles align with their qualifications and skills.