

Overview

Demographic & Diversity

Hiring Channel Effectiveness

Performance Analysis

Pay Equity

Attrition

Attrition Risk Prediction

Year

All

Department

- ☐ Select all
- ☐ Admin Offices
- ☐ Executive Office
- ☐ IT/IS
- ☐ Production
- ☐ Sales
- ☐ Software Engineering

Position Level

- ☐ Select all
- ☐ Director
- ☐ Executive
- ☐ Manager
- ☐ Officer
- ☐ Specialist

Total

311

Active

207

Termination

104

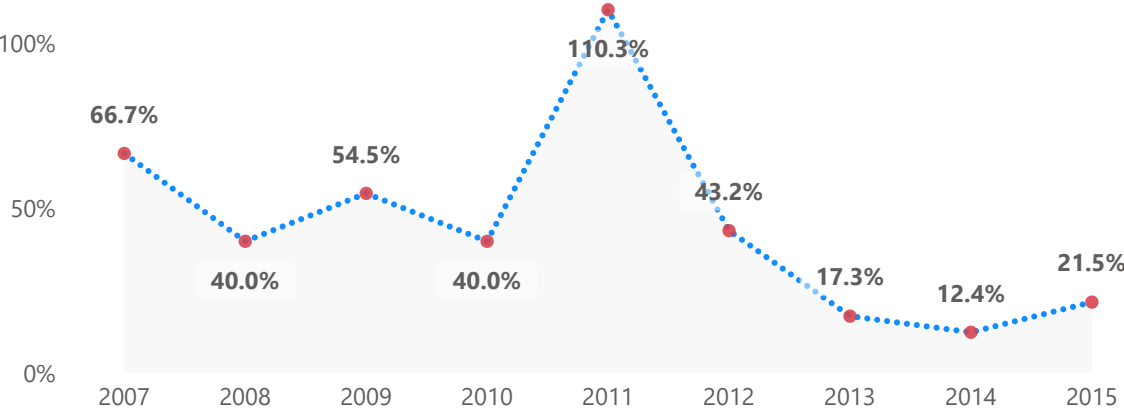
Overall Satisfaction

58.2%

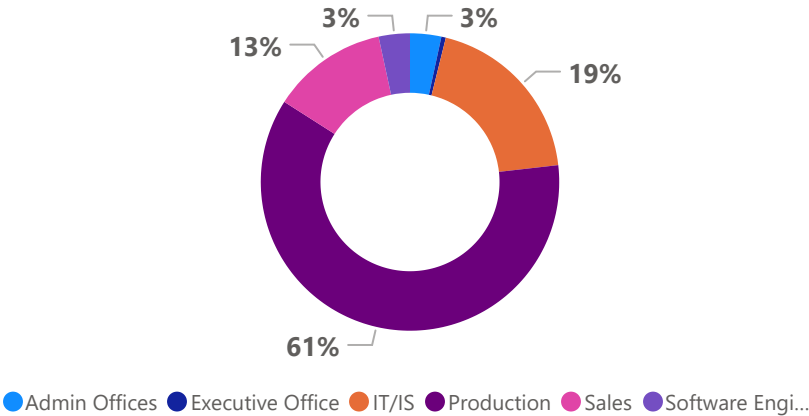
Avg Salary

69.02K

Yearly Attrition Trend



Employee Distribution



Demographic



43.4%

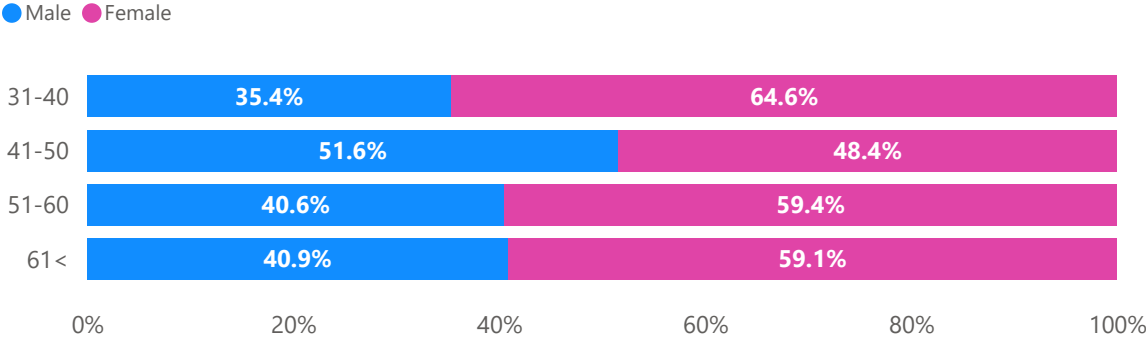


56.6%

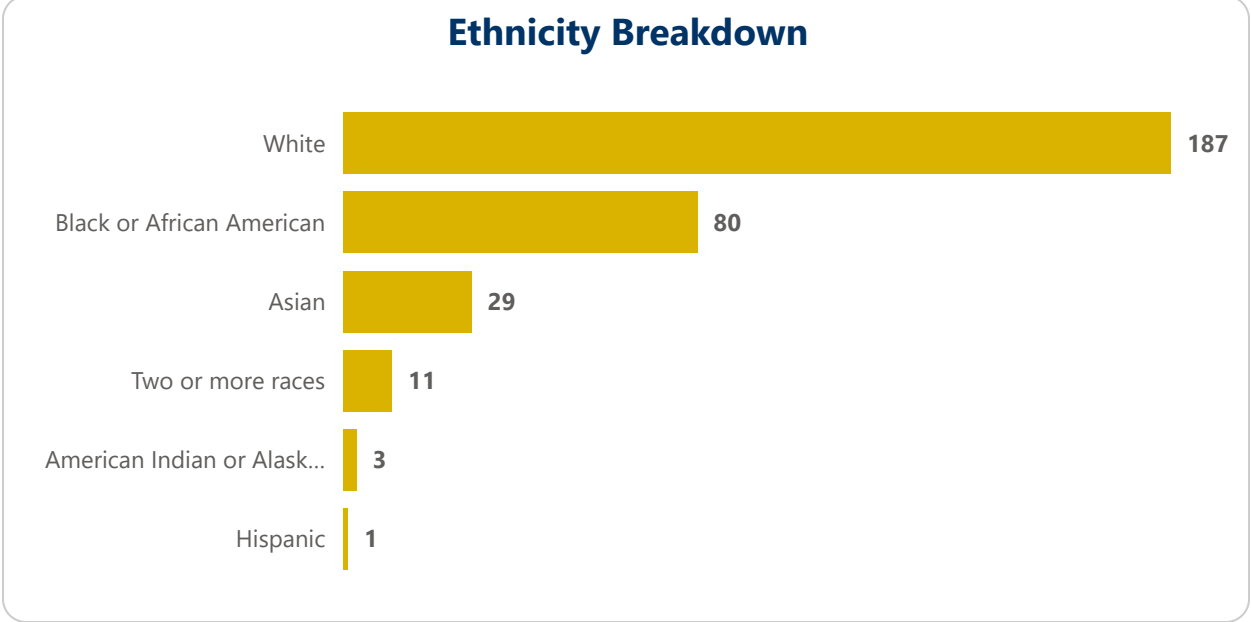
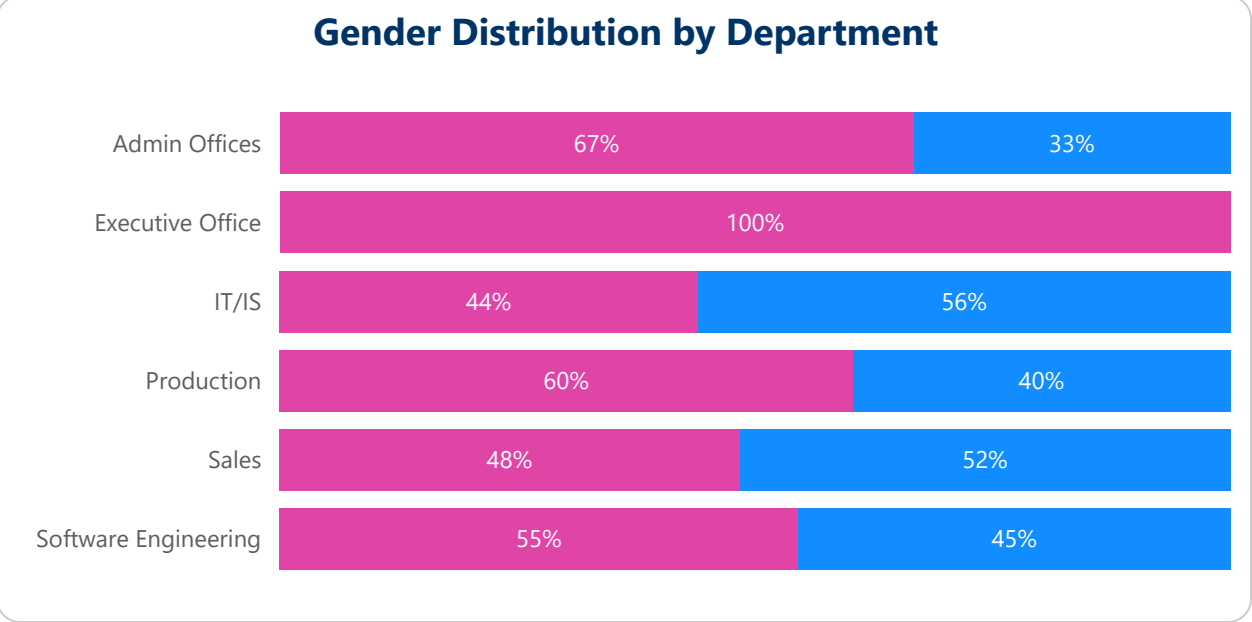
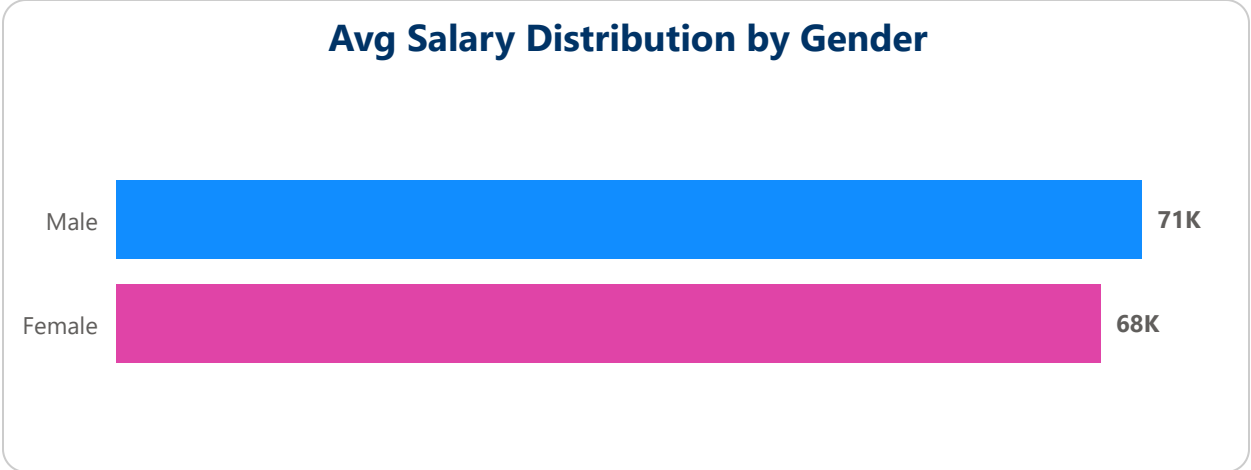
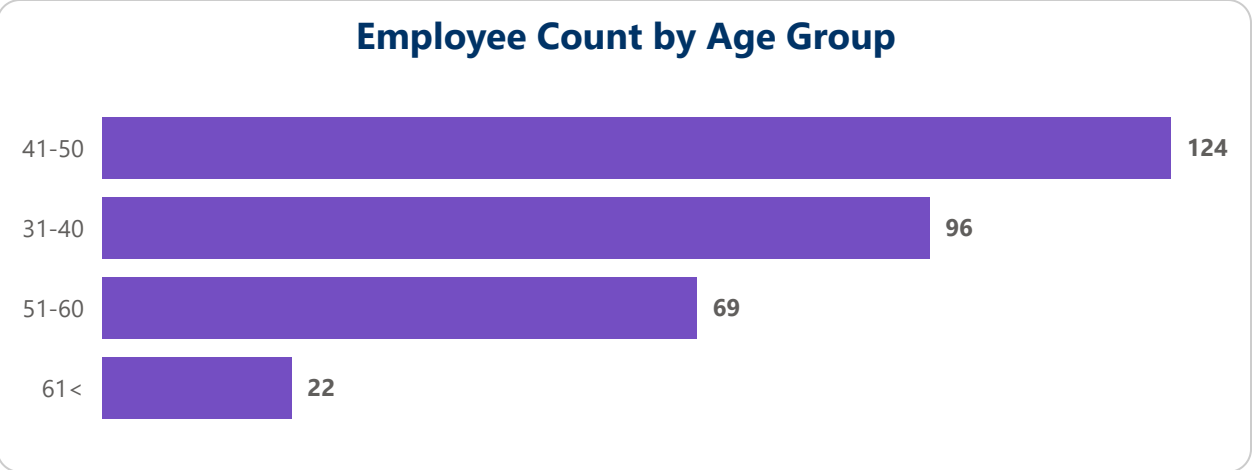
Avg Age

46

Gender Distribution by Age Group



Select all	Director	Executive	Manager	Officer	Specialist
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☐ Sales

☐ Software Engineering

Position Level

☐ Select all

☐ Director

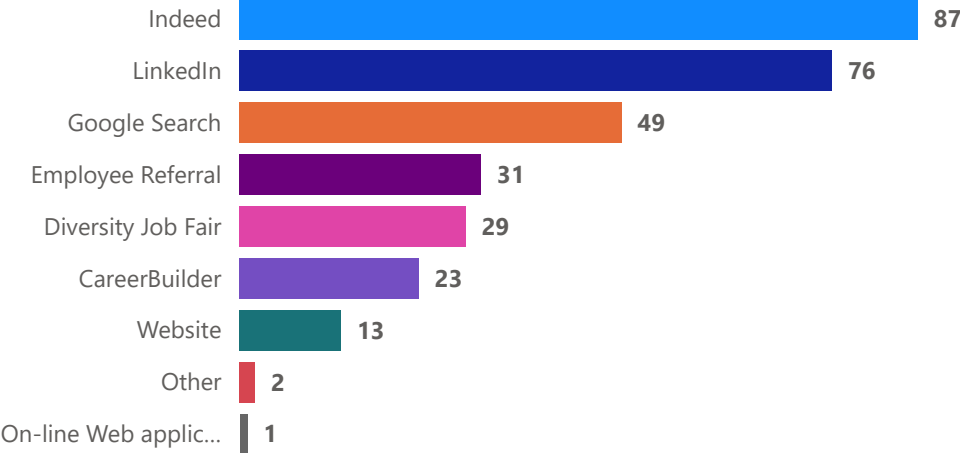
☐ Executive

☐ Manager

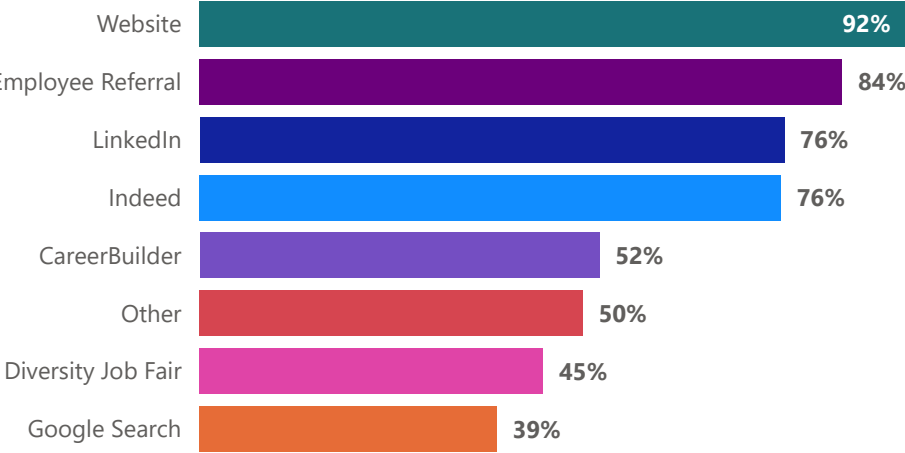
☐ Officer

☐ Specialist

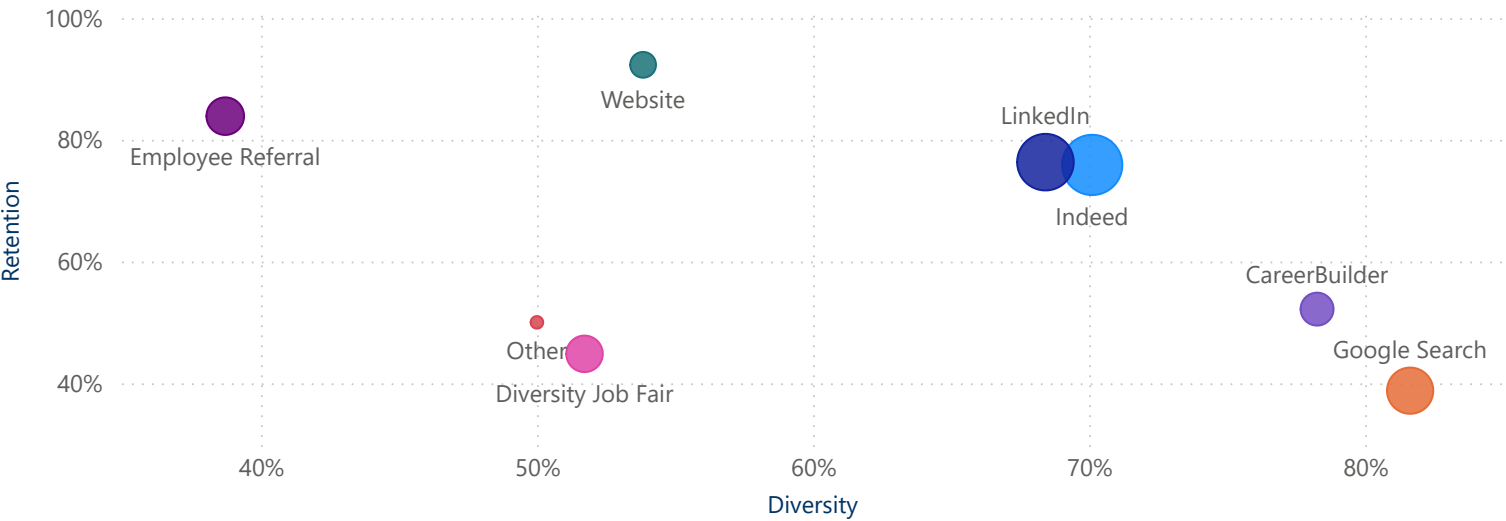
Number of Hire by Recruitment Source



Retention by Recruitment Source



Diversity vs Retention by Recruitment Source



Indeed is among the top-performing recruitment sources in terms of attracting a talent pool.

Google Search (82%) is the most diverse hired source.

Employee Referral (39%) has lowest diversity index.

Website source have highest retention **(92%)**, indicating stronger long-term outcomes.

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- ☐ Sales
- ☐ Software Engineer...

Position Level

☐ Select all

☐ Director

☐ Executive

☐ Manager

☐ Officer

☐ Specialist

Key Performance Department

Software Engineering

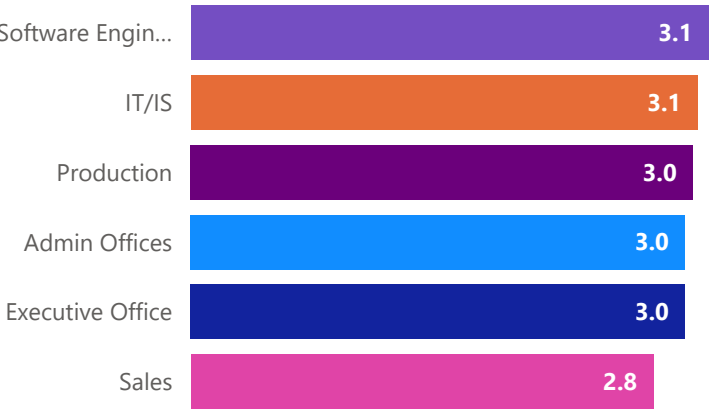
Avg Performance Score

3.0

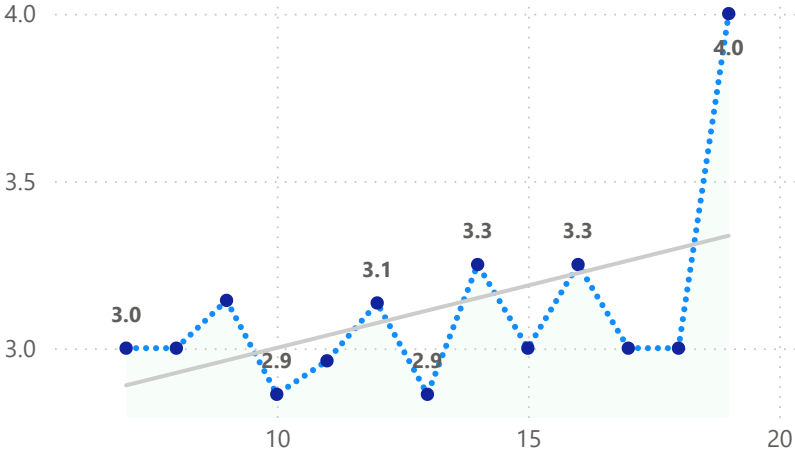
High Performer Percent

14.0%

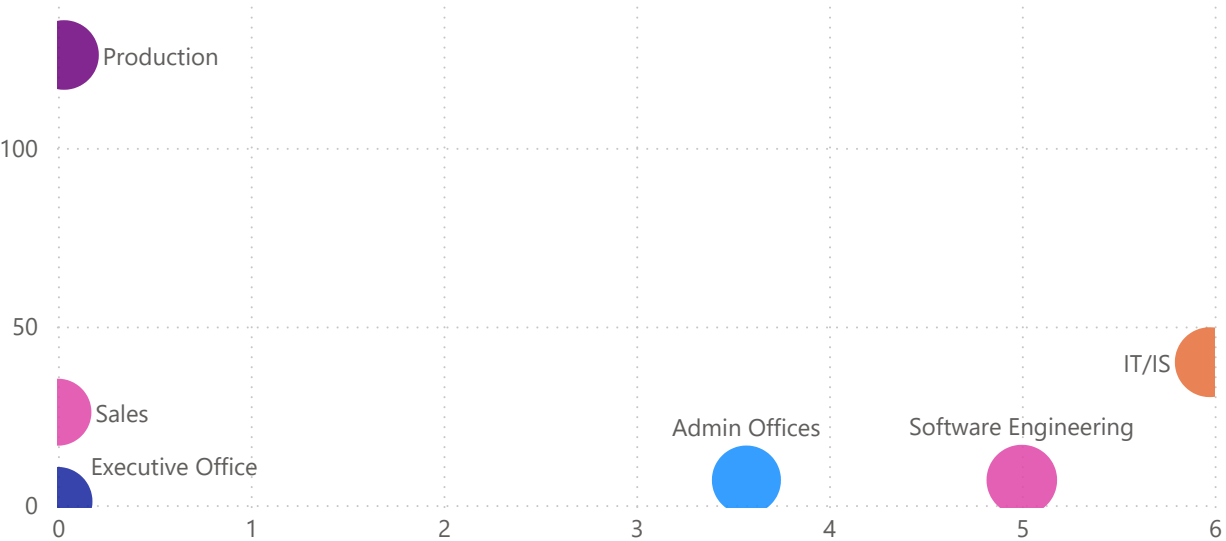
Avg Performance Score by Department



Performance Trend by Year of Service



Performance vs Project Count



- Performance scores increase with project count up to a point, then **flattens**, suggesting that additional workload does not lead to further performance improvement.



Department

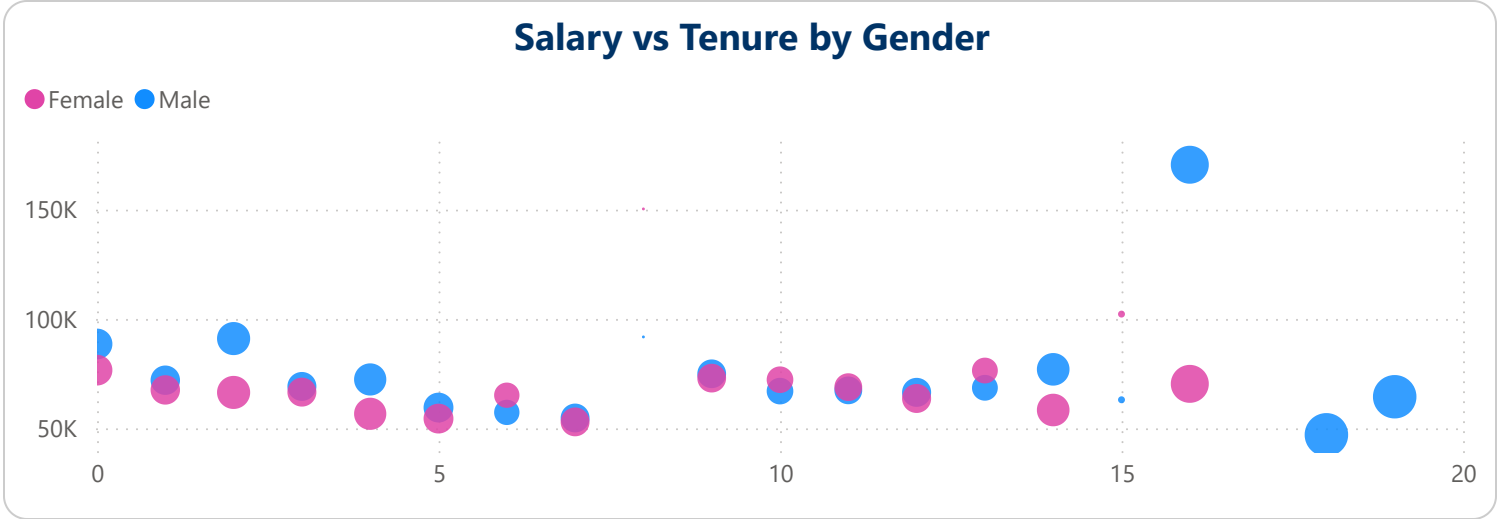
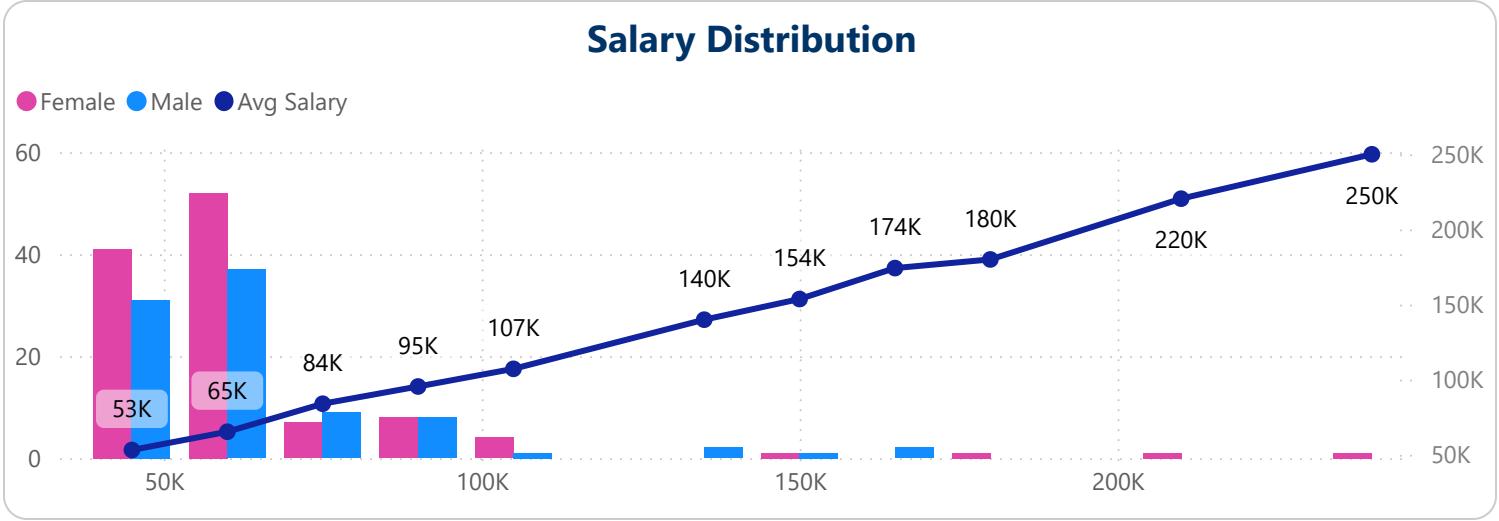
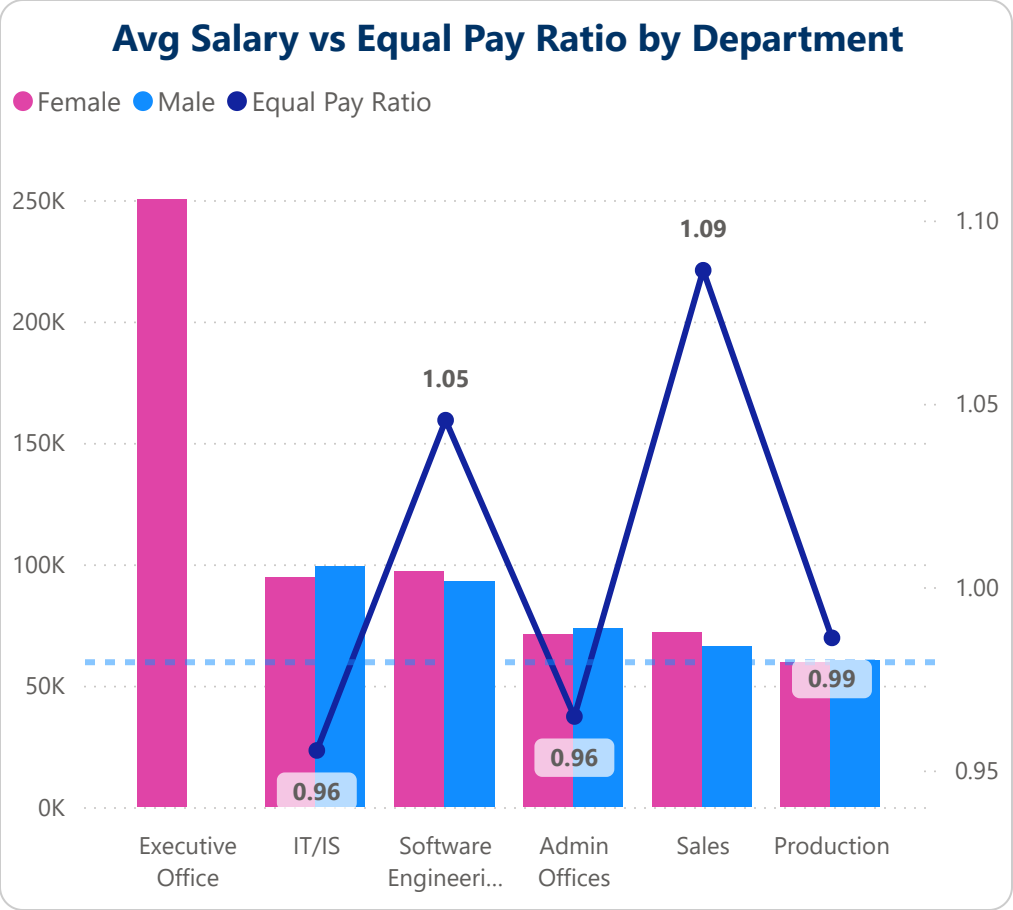
Position Level

Year of Service

All

All

All



Year

All

Department

☐ Select all

☐ Admin Offices

☐ Executive Office

☐ IT/IS

☐ Production

☐ Sales

☐ Software Engineer...

Position Level

☐ Select all

☐ Director

☐ Executive

☐ Manager

☐ Officer

☐ Specialist

Attrition Rate

40.2%

Avg Tenure Rate

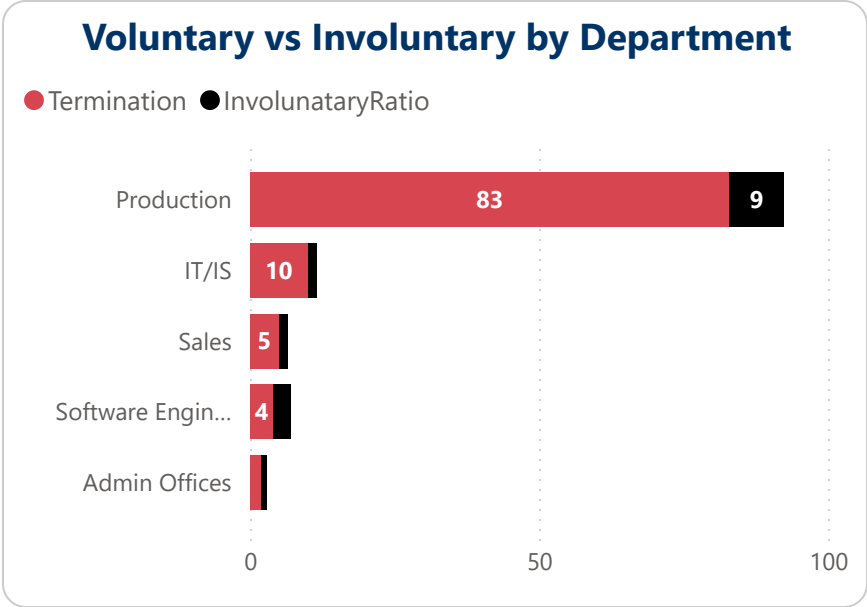
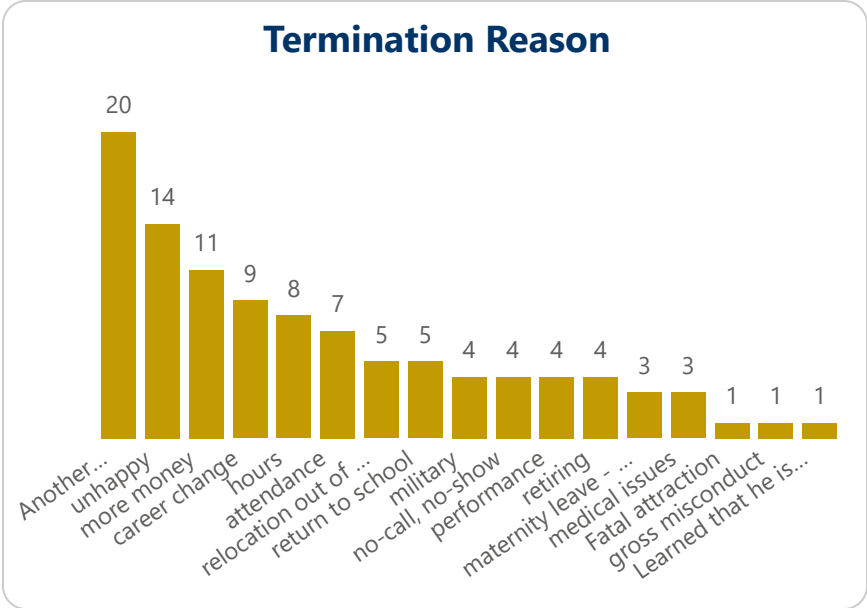
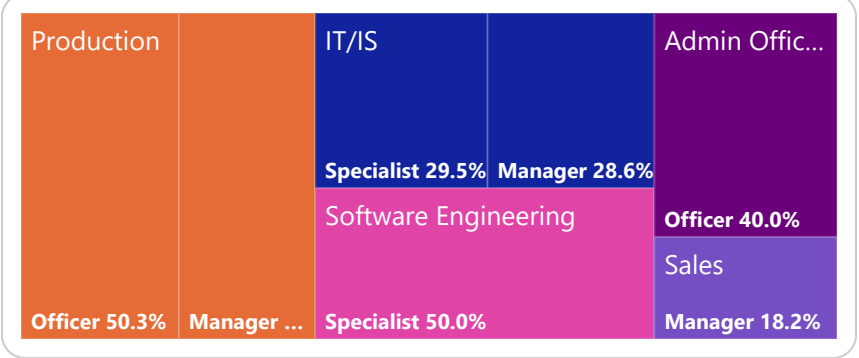
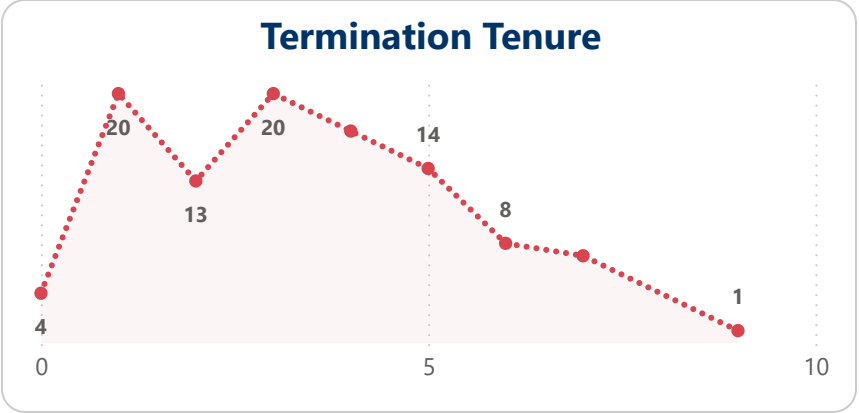
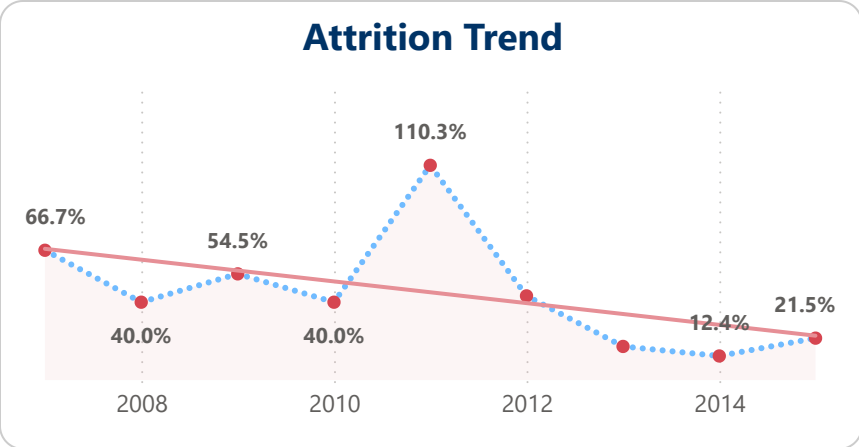
3

Involuntary Ratio

6

Attrition by Department

Department	Attrition %
Admin Offices	25.0%
IT/IS	22.2%
Production	49.6%
Sales	17.5%
Software Engineering	44.4%
Total	40.2%



Attrition Risk Count

2!

Risk: 29 (-93.1%)

High Risk Count

3

Average Risk Tenure

10

High Risk Employee Name

Fernandes, N...PIP

Fett, BobaPIP

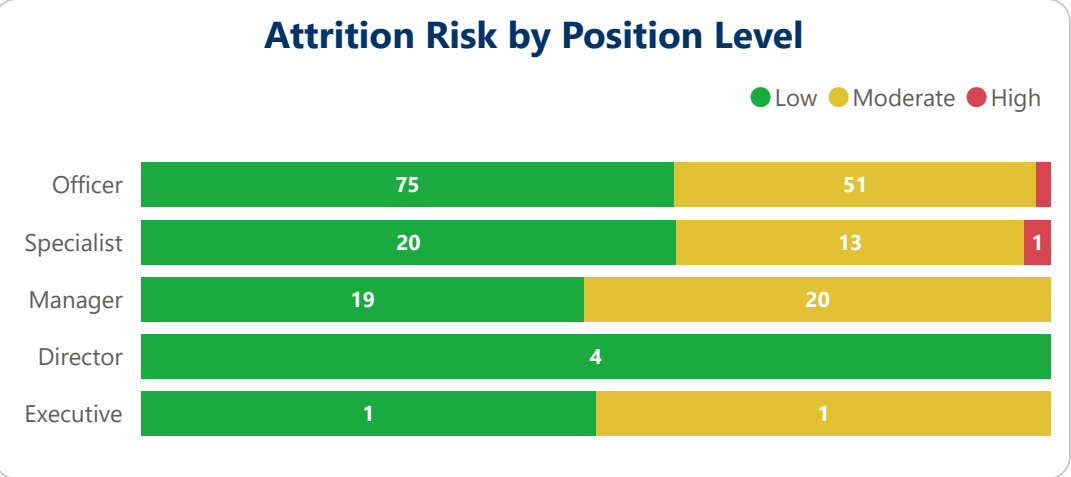
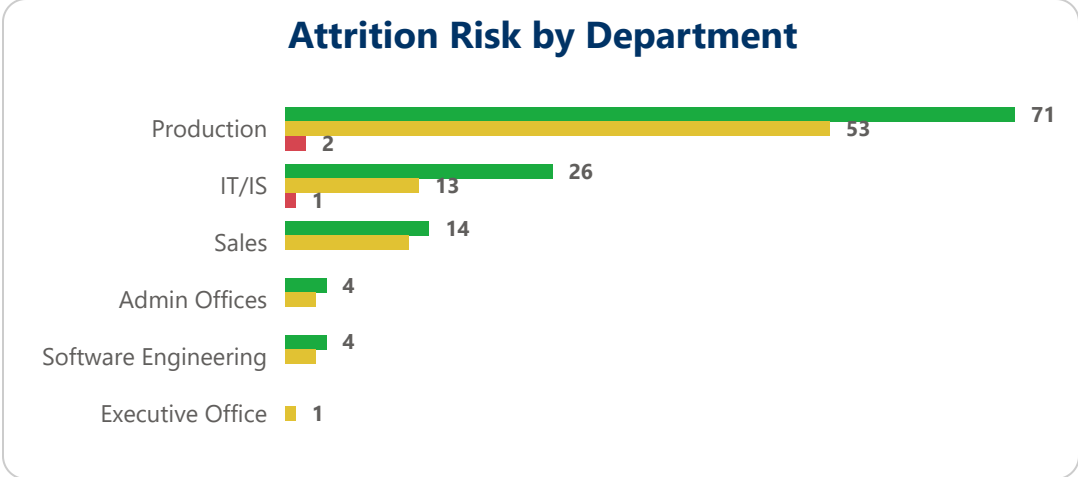
Saar-Beckles,...Needs Improve...

Year

All

Risk

All



Department

☐ Select all

☐ Admin Offices

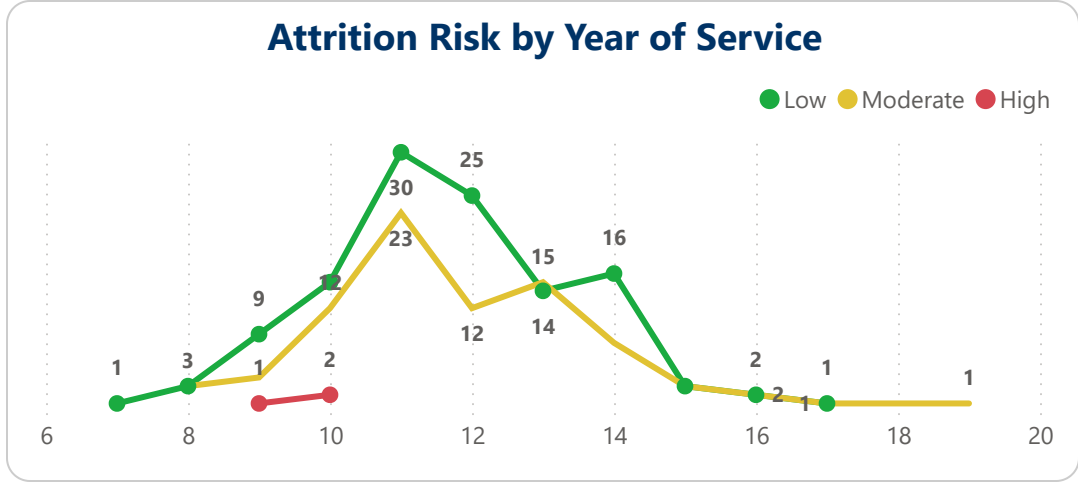
☐ Executive Office

☐ IT/IS

☐ Production

☐ Sales

☐ Software Engineer...



Risk Table

Employee Name	Position Level	Attrition Risk	Perfor mance	Engageme nt Survey	Service Year	Satisfa ction
Zhou, Julia	Specialist	Moderate	3	5	10	3
Warfield, Sarah	Specialist	Low Risk	3	4	10	4
Wang, Charlie	Specialist	Low Risk	3	3	8	4
Von Massenbach, Anna	Officer	Moderate	3	3	10	3
Turpin, Jumil	Specialist	Low Risk	3	5	10	4

Position Level

☐ Select all

☐ Director

☐ Executive

☐ Manager

☐ Officer

☐ Specialist