

# HR ANALYTICS TEAM DASHBOARD

Full  
Screen

Refresh

Business  
Insights

Departments

Accounting

Finance

HR

Legal

Marketing

Operations

Sales

Managers

Alejandra ...

Darryl Leon

Geneva Hardy

Janelle Wiley

Jefferson P...

Roberta Mo...

Ryan Simm...

Overall HC

171

Active HC

118

Attrition

47

Attrition %

27%

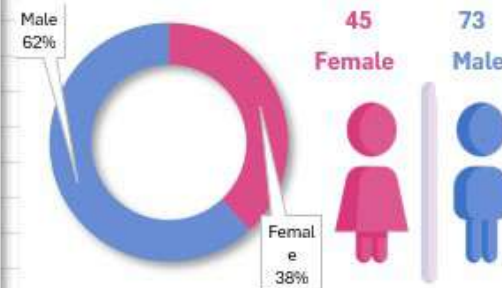
Transfer

6

HC Growth



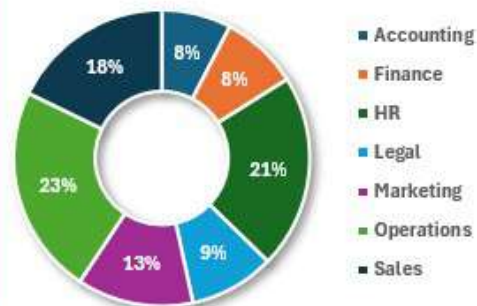
Diversity %



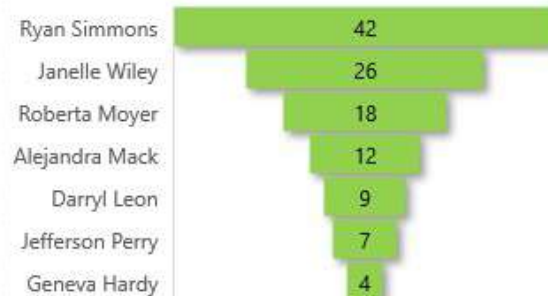
Job Level %



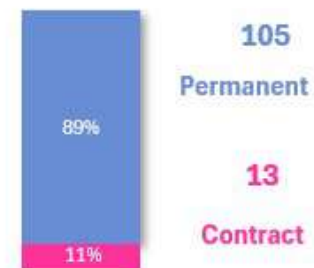
Dept by HC %



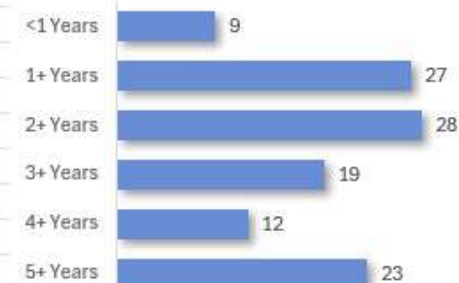
HC Reporting



Emp Type %



Stability



## Executive Summary of HR Dashboard Insights

### **Attrition Risk Trending Down but Remains Significant:**

Overall attrition is 27%, with a notable decline projected after 2023. High attrition years (2020-2023) indicate past retention challenges; continued monitoring is advised.

### **Workforce Growth Concentrated in Key Years:**

HC growth spikes in 2022-2023 driven by onboarding, while 2024-2025 shows minimal

### **Diversity Imbalance:**

The workforce is 62% male and 38% female. While gender diversity is improving, targeted initiatives may be needed to achieve balanced representation, especially in management roles.

### **Departmental and Managerial Load Imbalances:**

HR and Operations are the largest departments (23% and 21% of HC). Ryan Simmons manages 42 employees, which may indicate a high managerial load and potential oversight risk.

### **Employee Stability Considerations:**

Majority of employees (89%) are permanent; however, a significant portion (41 employees) have <2 years tenure, suggesting potential retention risk for newer staff.