HR Dashboard Full Insights

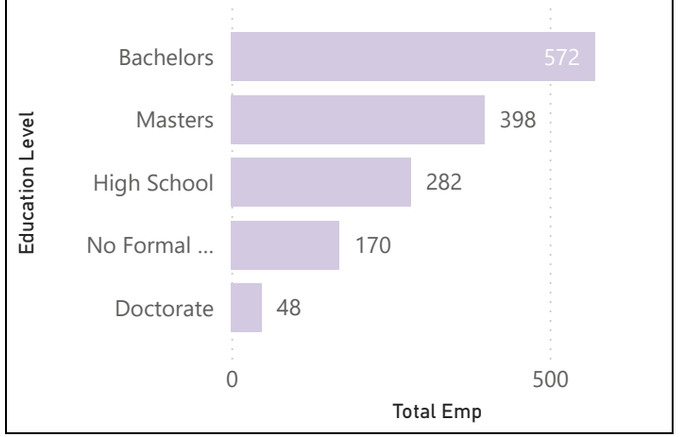
Attrition | Performance

Year, Quarter: All

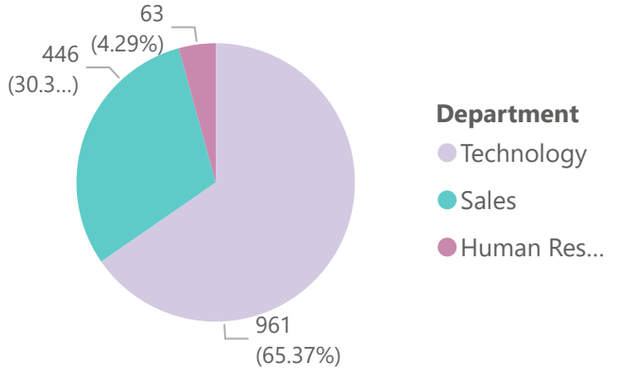
1470	719	751	1233	237	808	662
Total Emp	Male 49%	Female 51%	Active Emp	Attrition no.	Due for Promotion	Not due

13.51K	6825	50.54%
Training Opportunit...	Trainings Taken	Training Utilization

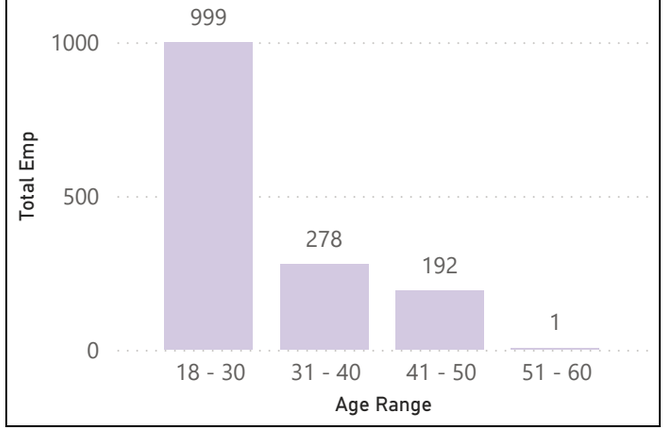
Total Emp by Education Level



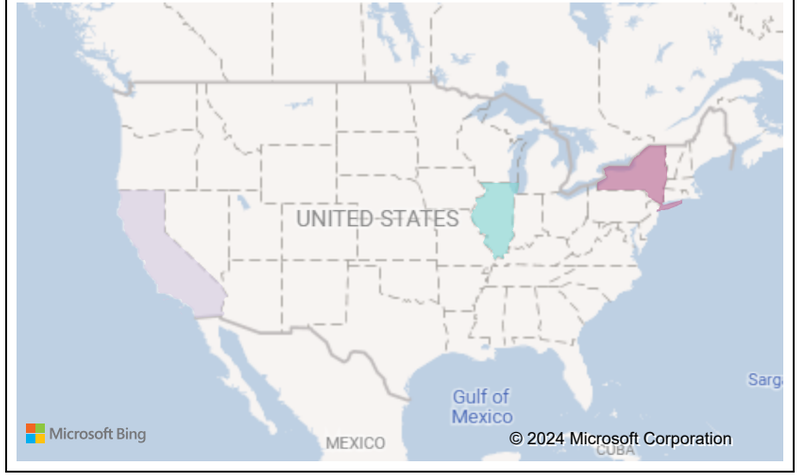
Total Emp by Department



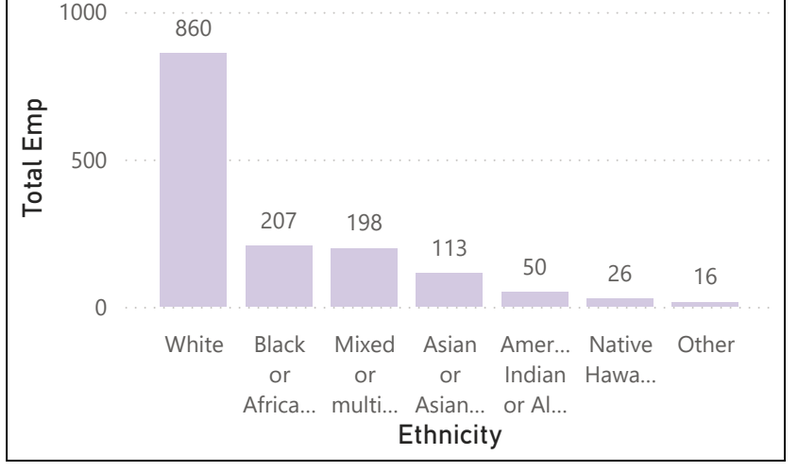
Total Emp by Age Range



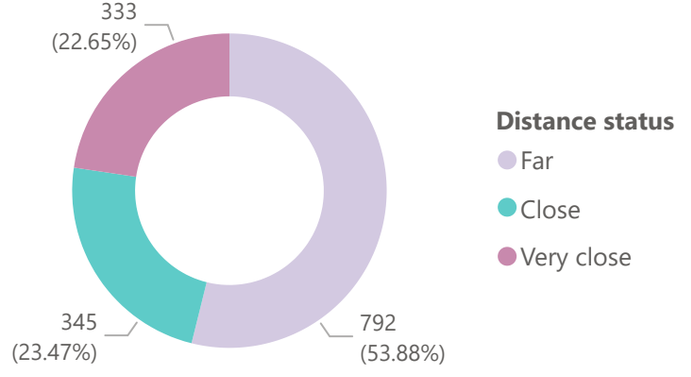
Total Emp by State



Total Emp by Ethnicity



Total Emp by Distance status



HR Dashboard Full Insights

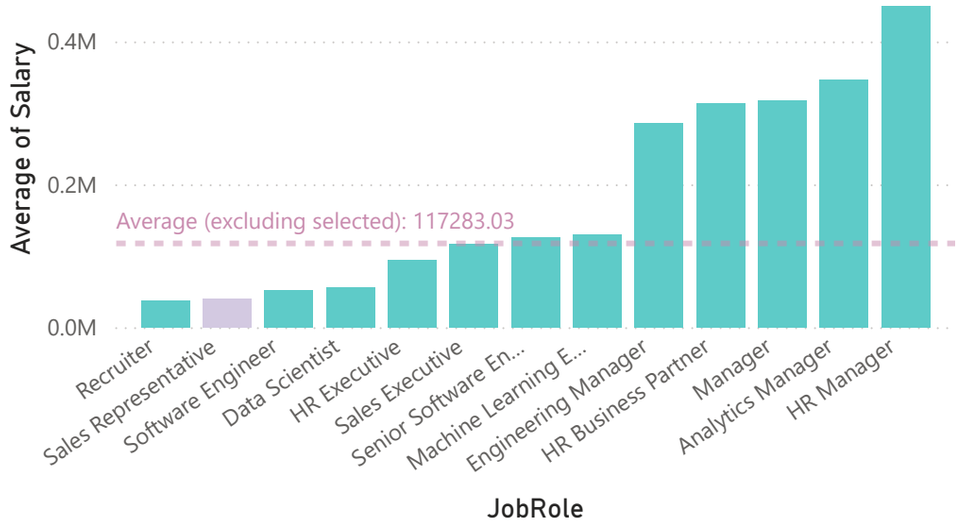
112.96K
Avg Salary

Key influencers | Top segments

What influences Salary to Decrease ?

When...	....the average of Salary decreases by
JobRole is Sales Representative	76.63K
JobRole is Recruiter	76.56K
JobRole is Software Engineer	76.24K
JobRole is Data Scientist	69.16K

← Salary is more likely to decrease when JobRole is Sales Representative than otherwise (on average).



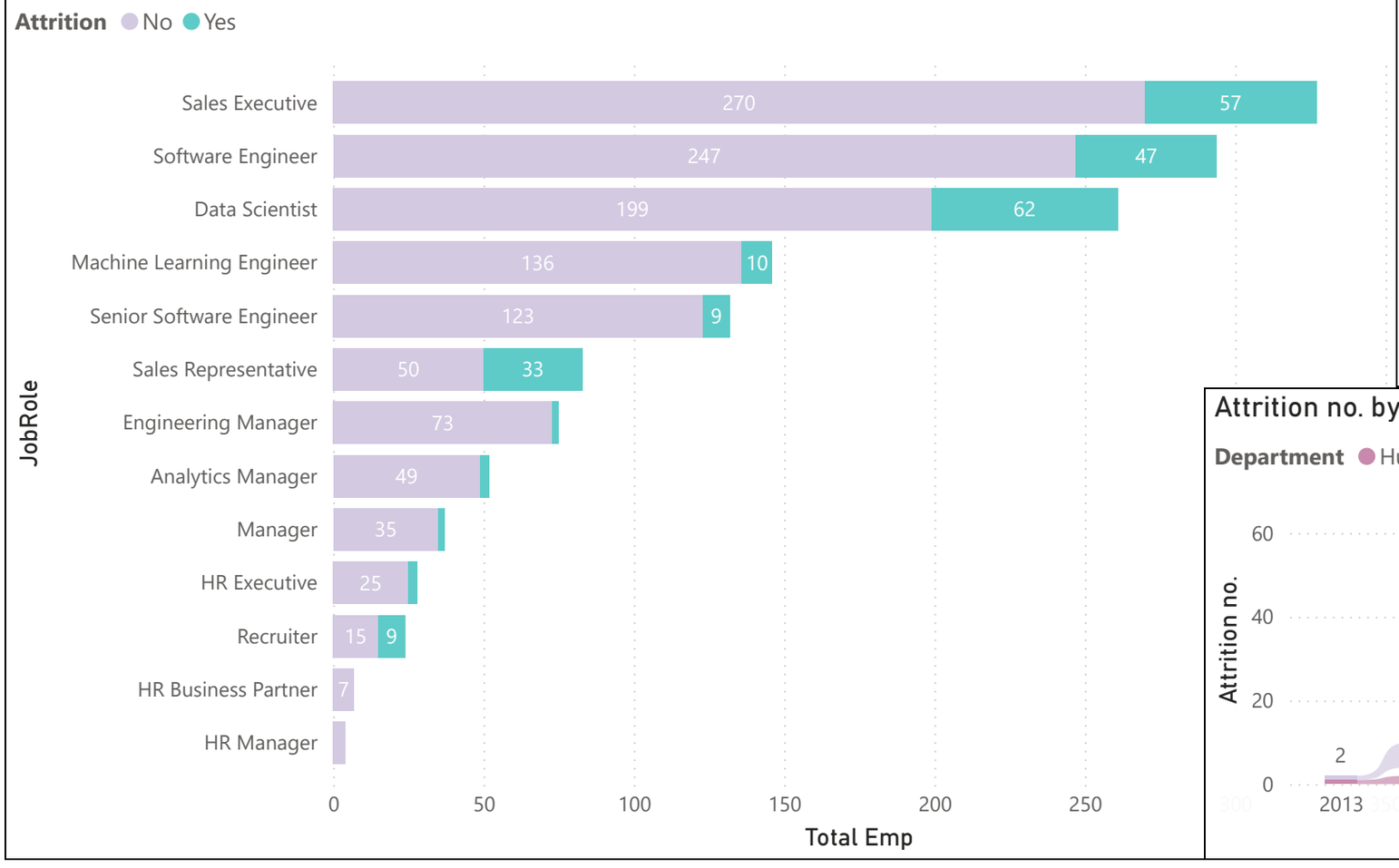
☐ Only show values that are influencers

HR Attrition Full Insights

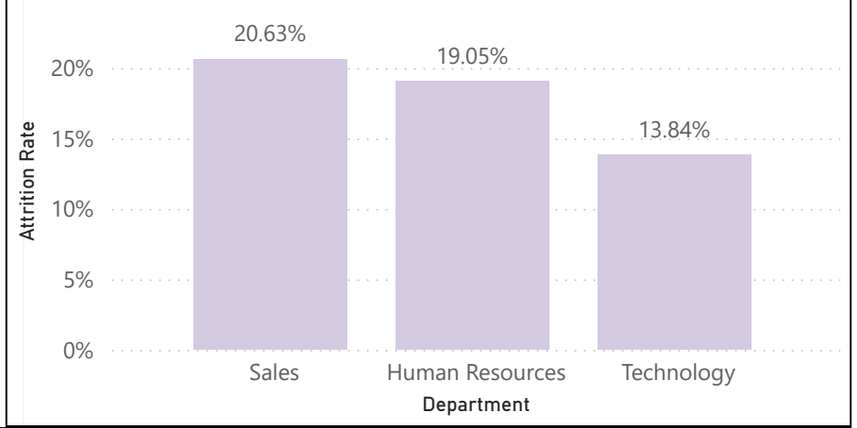
1470	1233	237	16.12%
Total Emp	Active Emp	Attrition no.	Attrition Rate

Departments: Human Resources | Sales | Technology

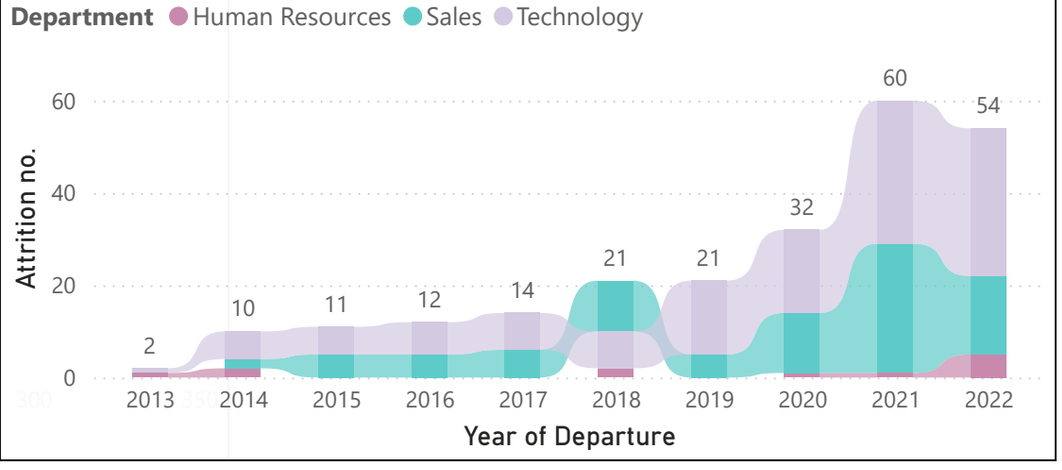
Employees by JobRole



Attrition Rate by Department



Attrition no. by Year of Departure and Department



Gender

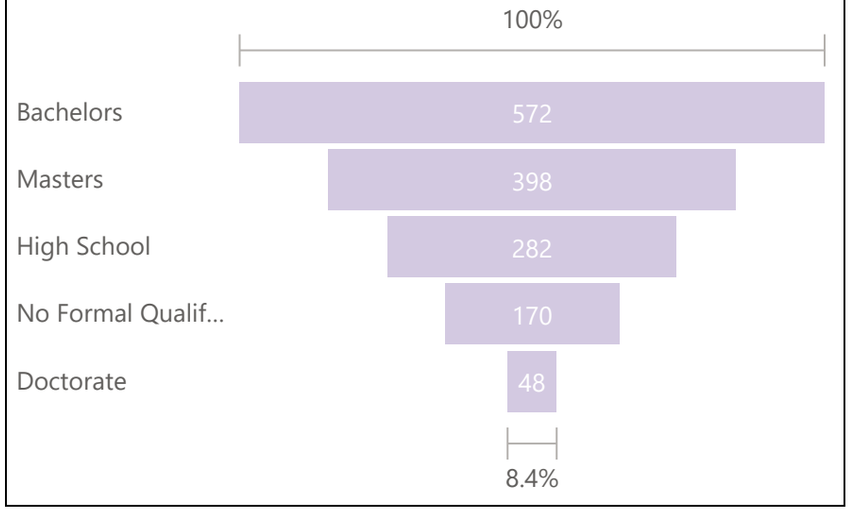
Female | Male

Attrition

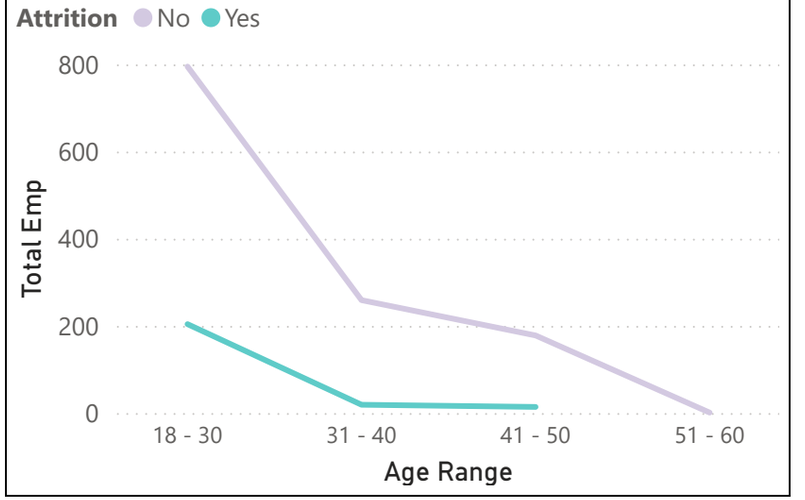
No | Yes

16.12%
Attrition Rate

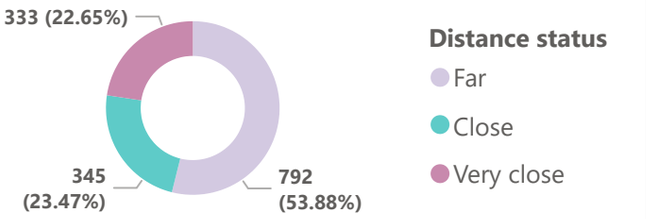
EducationLevel



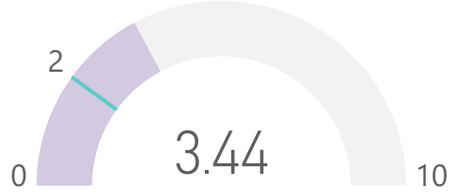
Age Range for Attrition



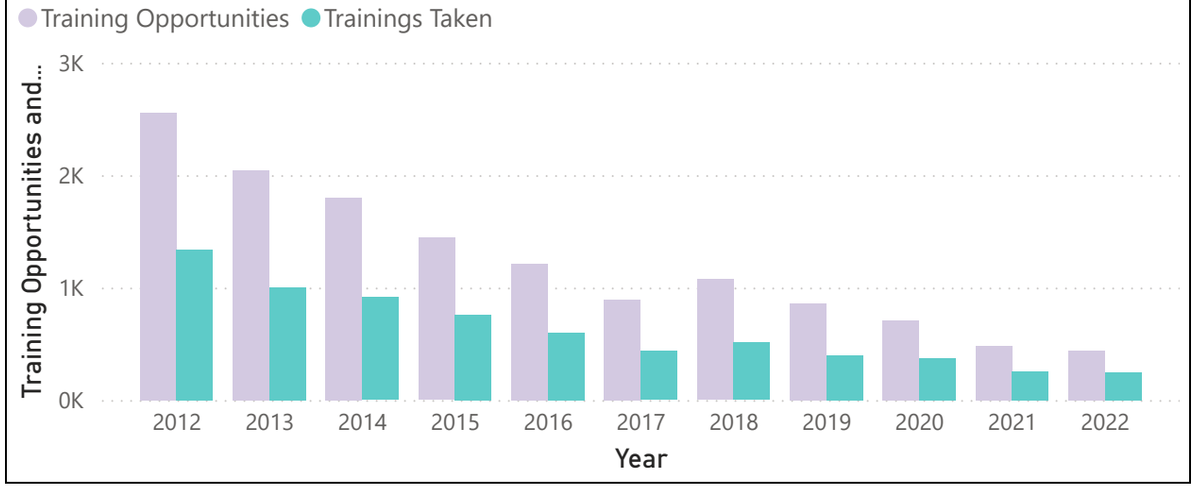
Employees by Distance status



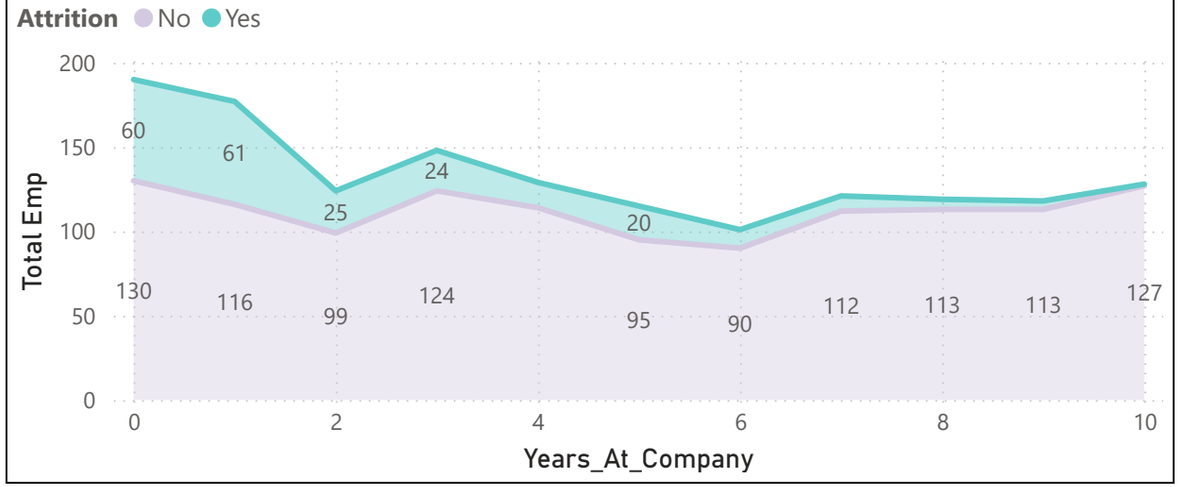
Average years of promotion



Training Opportunities Taken



Years at the company



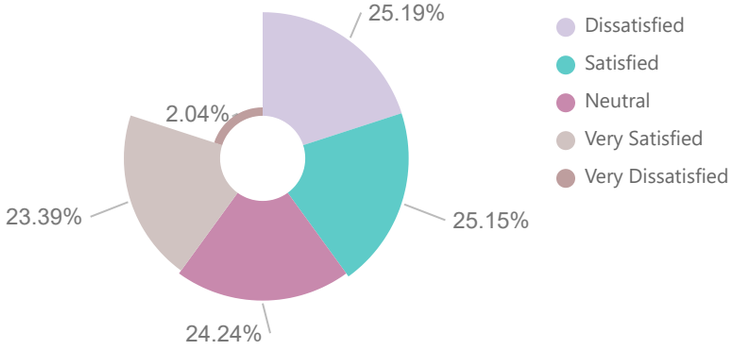
HR Performance Full Insights

Assessment 1 | Assessment 2 | Assessment 3 | Assessment 4

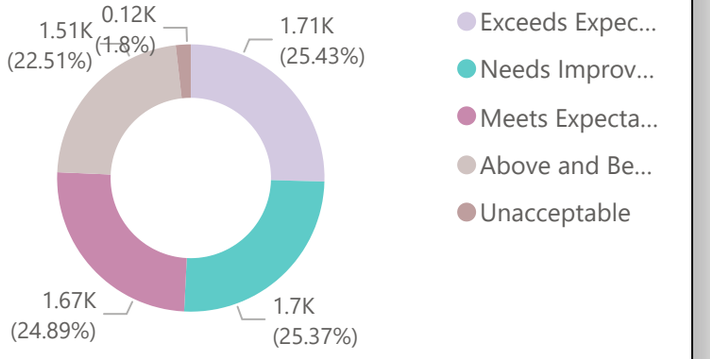
Satisfaction level of the employment

Average of Relationship Satisfaction	Average of Worklife Balance	Average of Jop Satisfaction	Average of Environment Satisfaction	Average of Self Rating	Average of Manage Rating
68.55%★★★½☆3.43/5	68.29%★★★★☆3.41/5	68.61%★★★½☆3.43/5	77.45%★★★★☆3.87/5	79.68%★★★★☆3.98/5	69.47%★★★½☆3.47/5

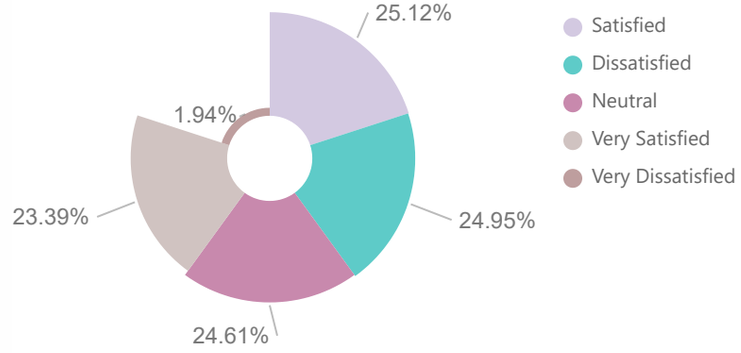
Relationship Satisfaction



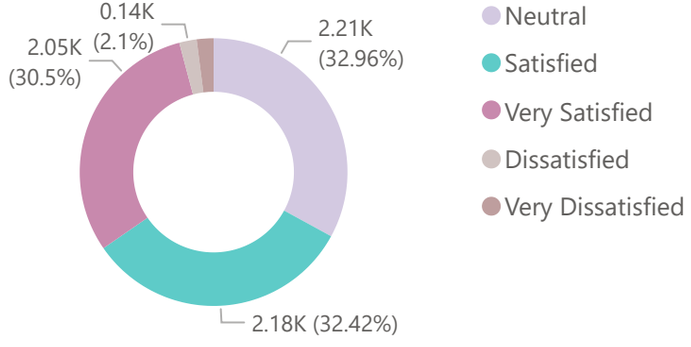
Worklife Balance Satisfaction



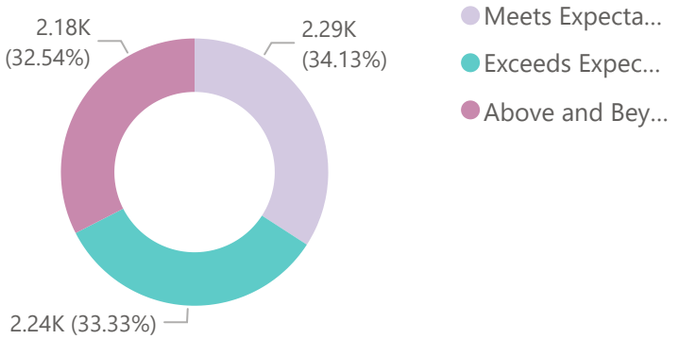
Job Satisfaction



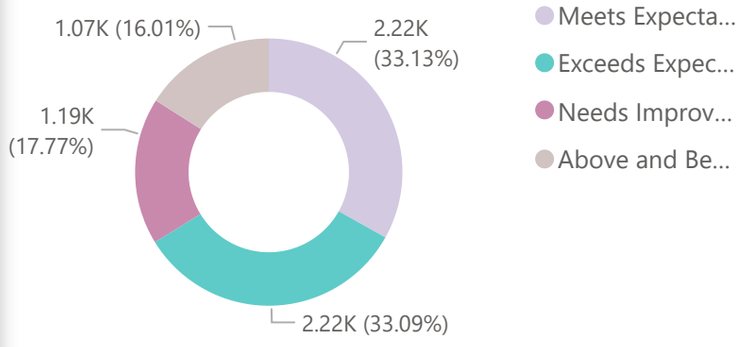
Environment Satisfaction



Self Rating

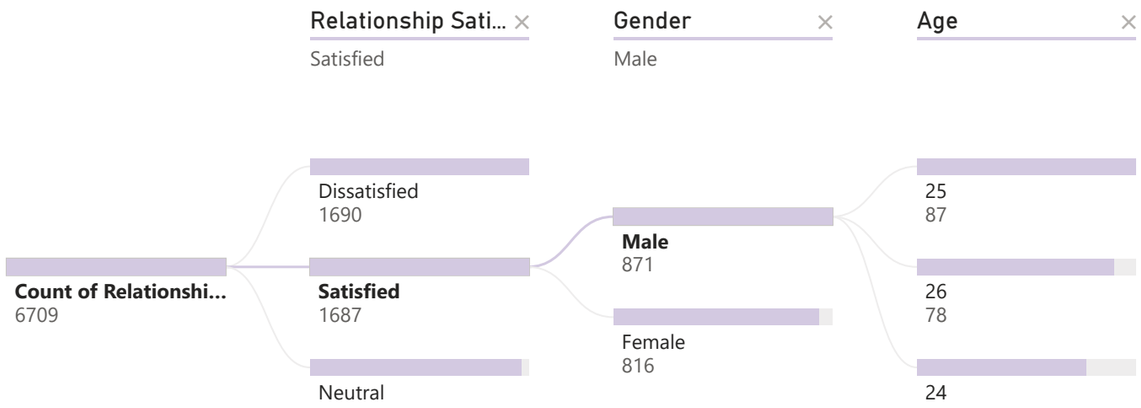


Manager Rating



Assessment of Satisfaction Level according personal profile (Gender-Age-Ethnicity)

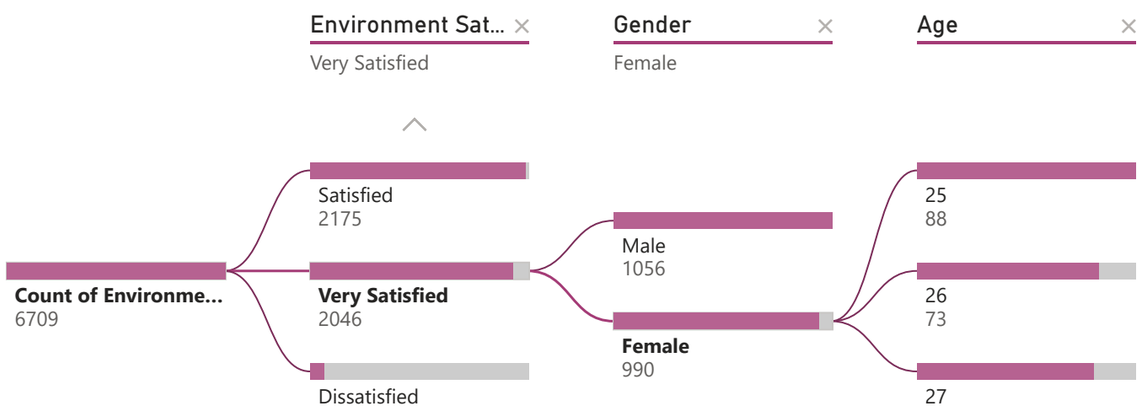
RelationShip Satisfaction according to Age and Gender



Relationship Satisfaction according to Ethnicity

Relationship Satisfaction Level	Ethnicity	Count of Ethnicity
Very Satisfied	American Indian or Alaska Native	75
Very Satisfied	Asian or Asian American	165
Very Satisfied	Black or African American	243
Very Satisfied	Mixed or multiple ethnic groups	238
Very Satisfied	Native Hawaiian	36
Very Satisfied	Other	24
Very Satisfied	White	788
Very Dissatisfied	American Indian or Alaska Native	4
Very Dissatisfied	Asian or Asian American	12
Total		**6709**

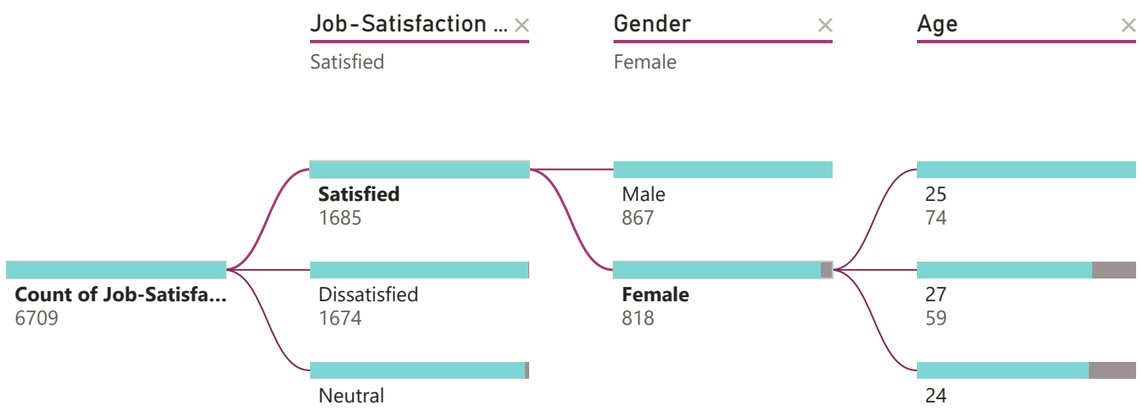
Environment Satisfaction according to Age and Gender



Environment Satisfaction according to Ethnicity

Environment Satisfaction Level	Ethnicity	Count of Ethnicity
Dissatisfied	American Indian or Alaska Native	5
Neutral	American Indian or Alaska Native	94
Satisfied	American Indian or Alaska Native	90
Very Dissatisfied	American Indian or Alaska Native	4
Very Satisfied	American Indian or Alaska Native	91
Dissatisfied	Asian or Asian American	14
Neutral	Asian or Asian American	220
Satisfied	Asian or Asian American	224
Very Dissatisfied	Asian or Asian American	11
Total		**6709**

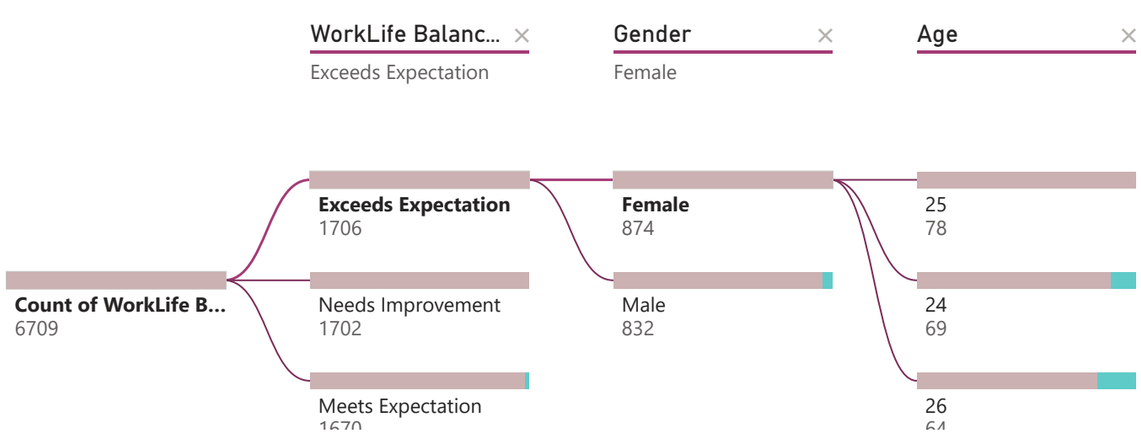
Job Satisfaction according to Age and Gender



Job Satisfaction according to Ethnicity

Job-Satisfaction Level	Ethnicity	Count of Ethnicity
Dissatisfied	American Indian or Alaska Native	69
Neutral	American Indian or Alaska Native	55
Satisfied	American Indian or Alaska Native	87
Very Dissatisfied	American Indian or Alaska Native	4
Very Satisfied	American Indian or Alaska Native	69
Dissatisfied	Asian or Asian American	165
Neutral	Asian or Asian American	180
Satisfied	Asian or Asian American	163
Very Dissatisfied	Asian or Asian American	14
Total		**6709**

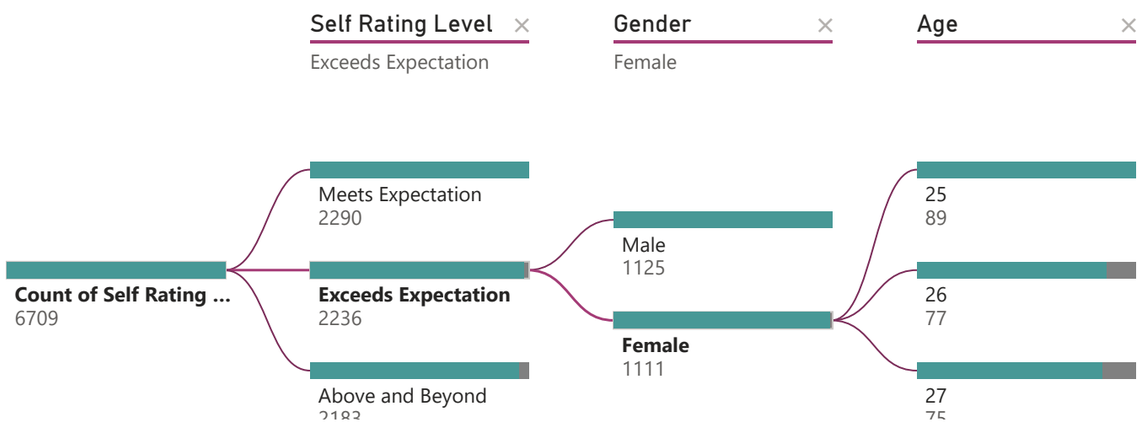
Job Life Balance Satisfaction according to Age and Gender



Work Life Balance Satisfaction according to Ethnicity

Worklife Balance Level	Ethnicity	Count of Ethnicity
Above and Beyond	American Indian or Alaska Native	76
Exceeds Expectation	American Indian or Alaska Native	58
Meets Expectation	American Indian or Alaska Native	66
Needs Improvement	American Indian or Alaska Native	81
Unacceptable	American Indian or Alaska Native	3
Above and Beyond	Asian or Asian American	151
Exceeds Expectation	Asian or Asian American	159
Meets Expectation	Asian or Asian American	190
Needs Improvement	Asian or Asian American	173
Total		**6709**

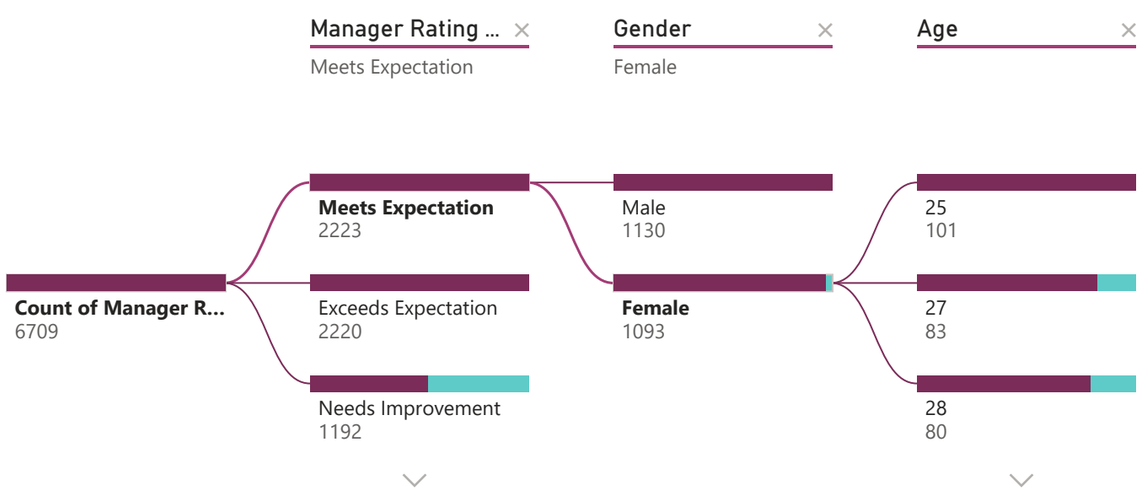
Self Rating Level according to Age and Gender



Self Rating Level according to Ethnicity

Self Rating Level	Ethnicity	Count of Ethnicity
Above and Beyond	American Indian or Alaska Native	85
Exceeds Expectation	American Indian or Alaska Native	104
Meets Expectation	American Indian or Alaska Native	95
Above and Beyond	Asian or Asian American	227
Exceeds Expectation	Asian or Asian American	220
Meets Expectation	Asian or Asian American	236
Above and Beyond	Black or African American	333
Exceeds Expectation	Black or African American	375
Meets Expectation	Black or African American	363
Above and Beyond	Mixed or multiple ethnic groups	361
Total		**6709**

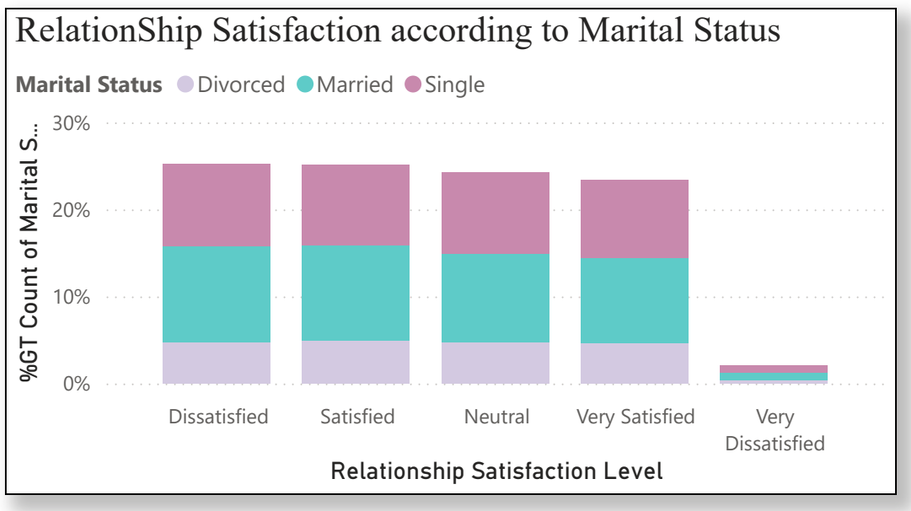
Maneger Rating Level according to Age and Gender

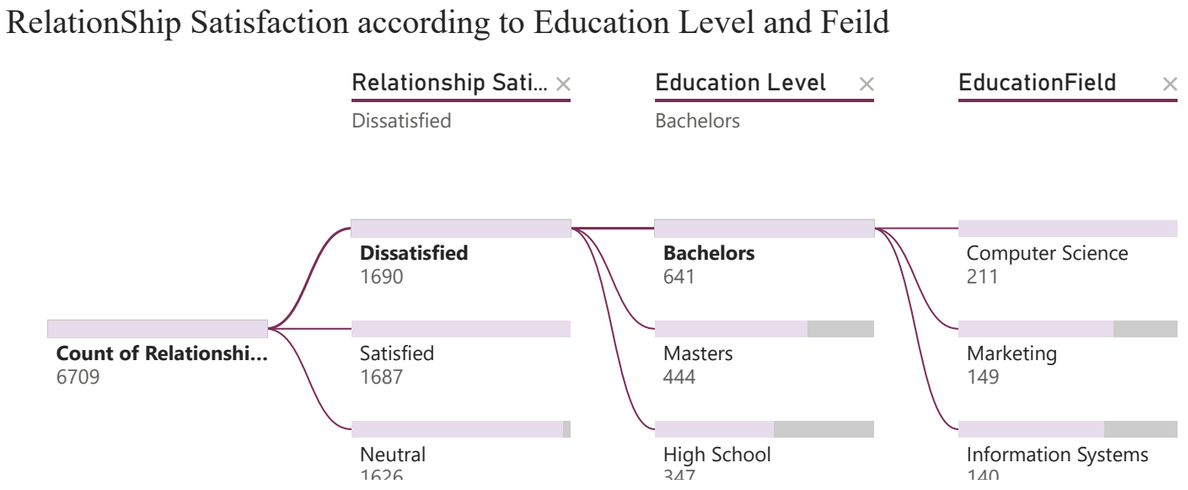


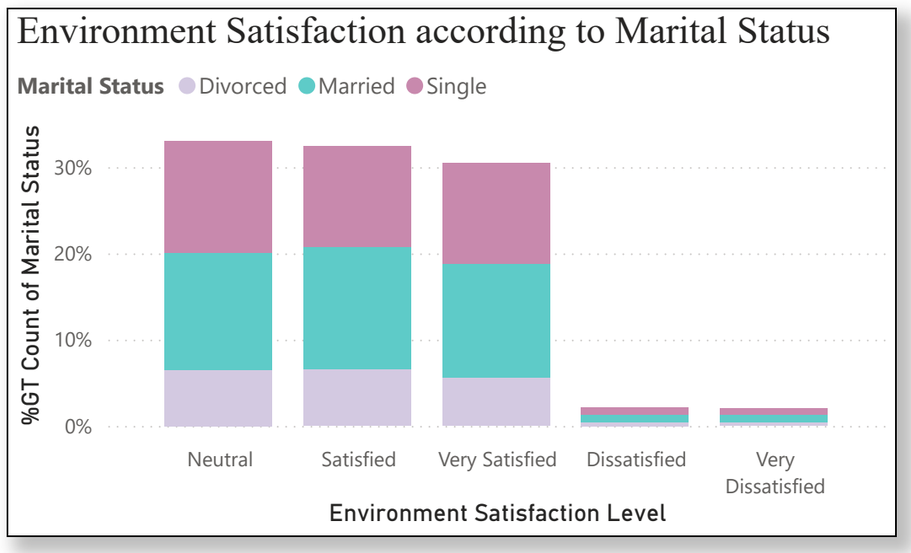
Maneger Rating Level according to Ethnicity

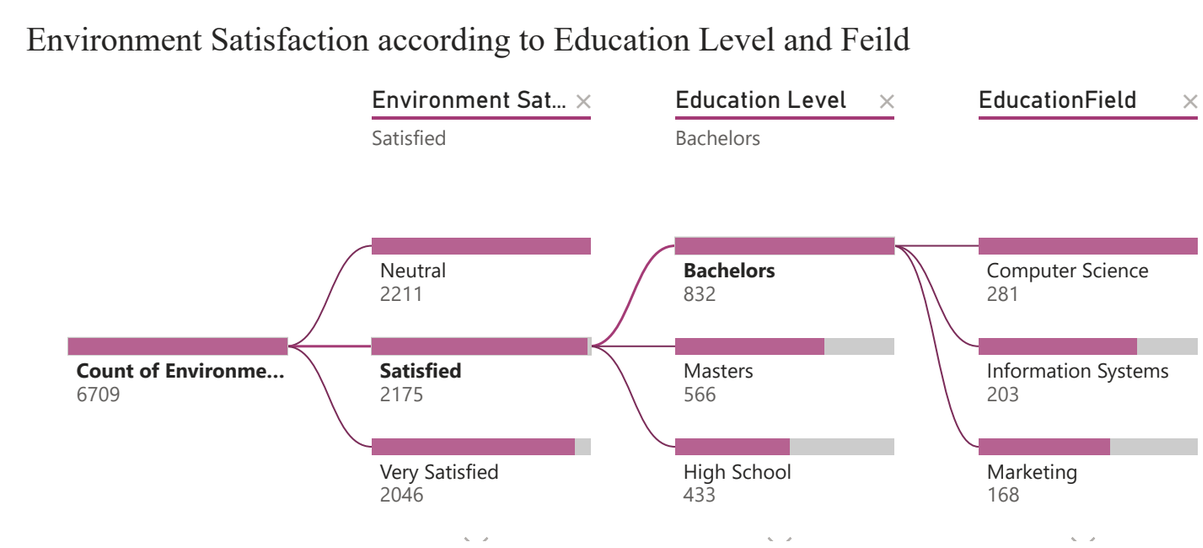
Manager Rating Level	Ethnicity	Count of Ethnicity
Above and Beyond	American Indian or Alaska Native	34
Exceeds Expectation	American Indian or Alaska Native	93
Meets Expectation	American Indian or Alaska Native	119
Needs Improvement	American Indian or Alaska Native	38
Above and Beyond	Asian or Asian American	116
Exceeds Expectation	Asian or Asian American	236
Meets Expectation	Asian or Asian American	216
Needs Improvement	Asian or Asian American	115
Above and Beyond	Black or African American	164
Exceeds Expectation	Black or African American	353
Meets Expectation	Black or African American	365
Needs Improvement	Black or African American	189
Total		**6709**

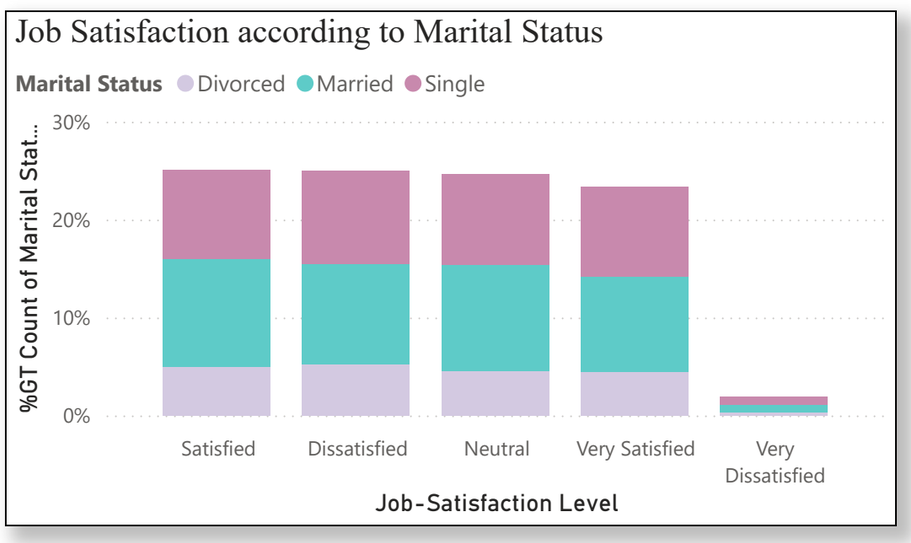
Assessment of Satisfaction Level according personal profile (Martial Status-Education Level-Education Field)

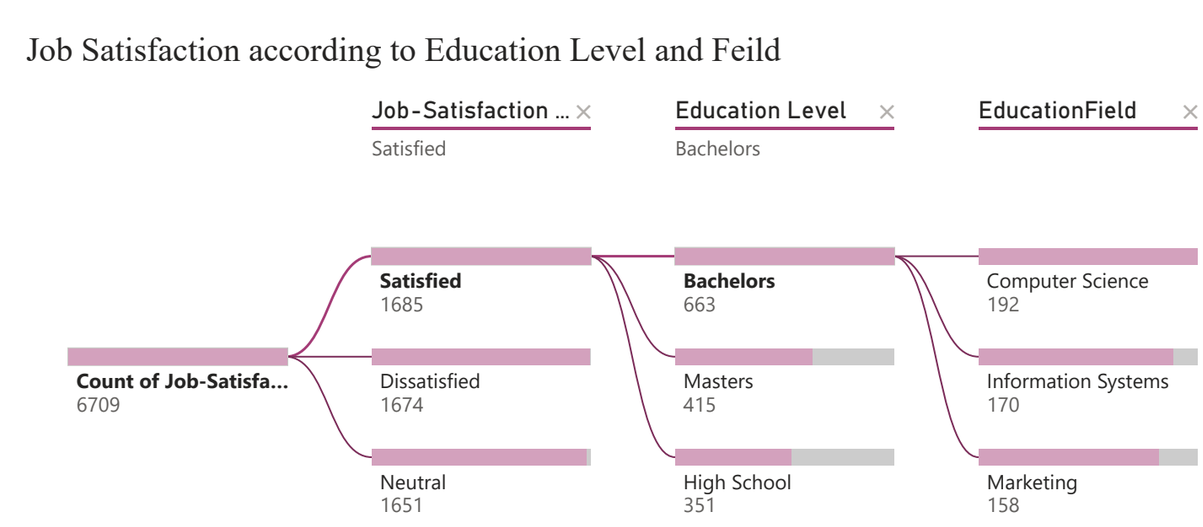


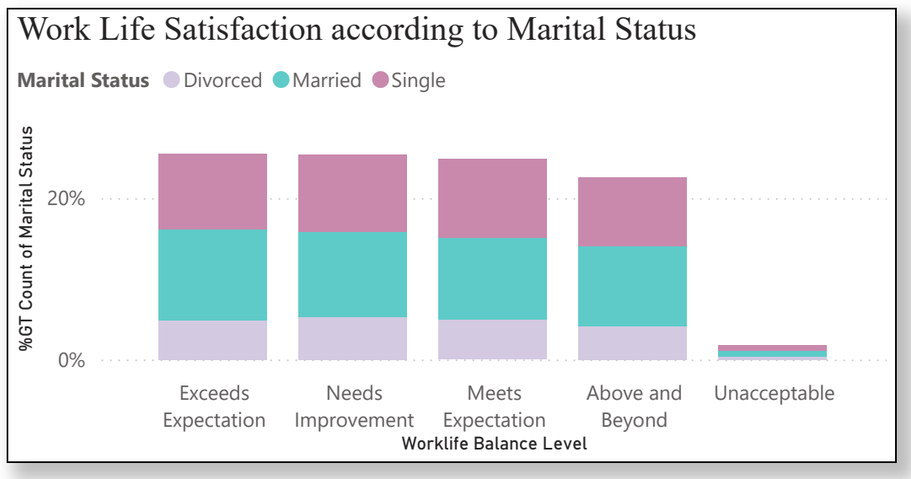


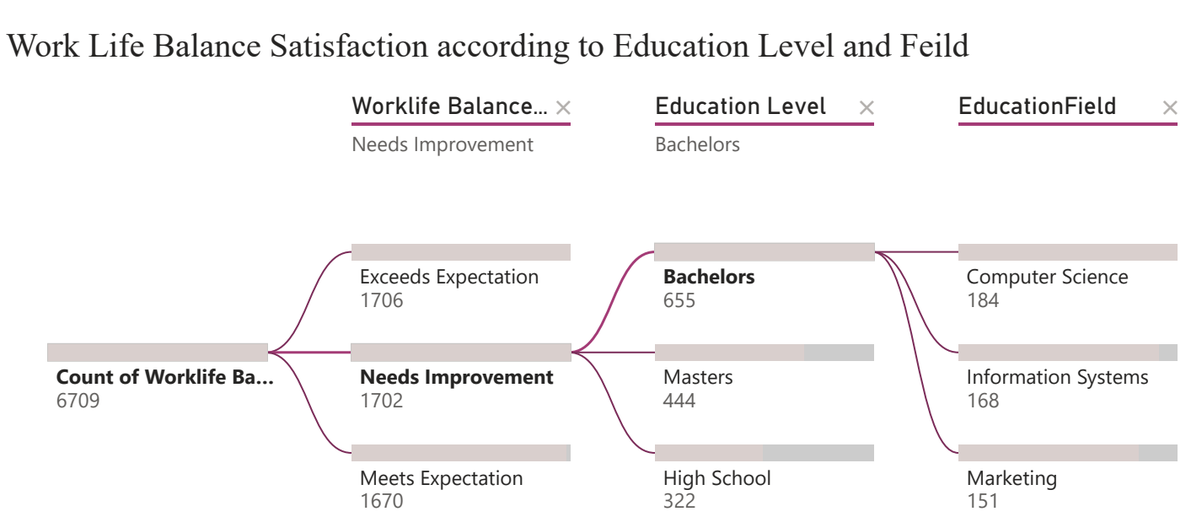


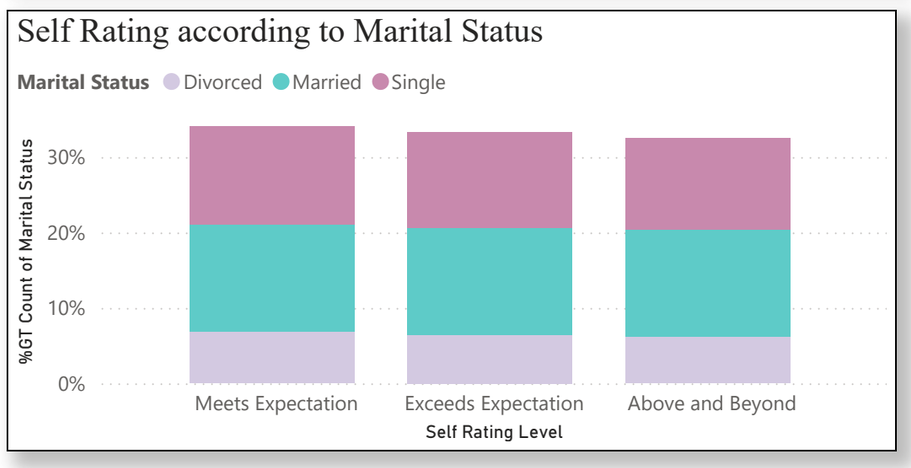


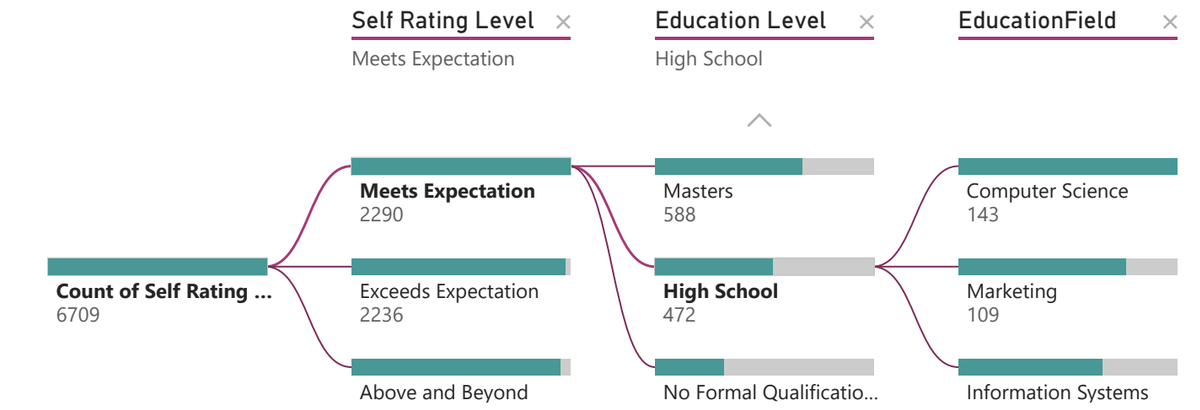


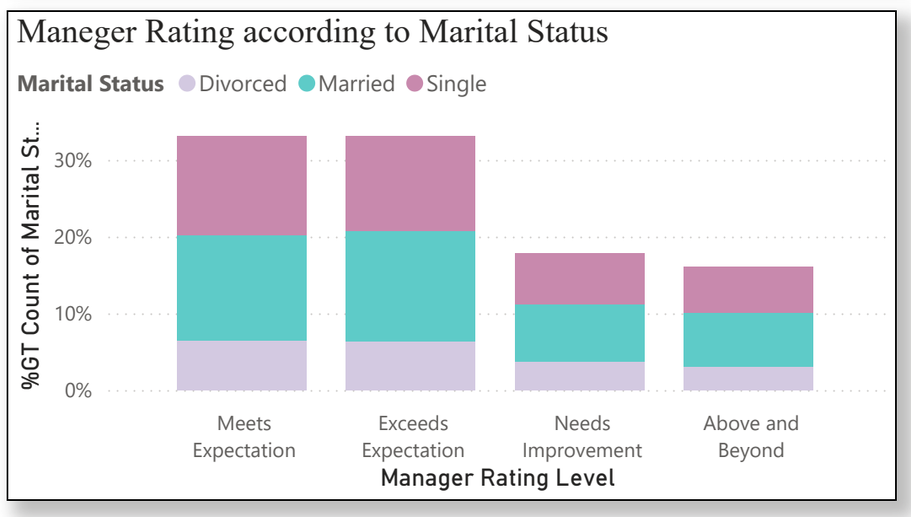


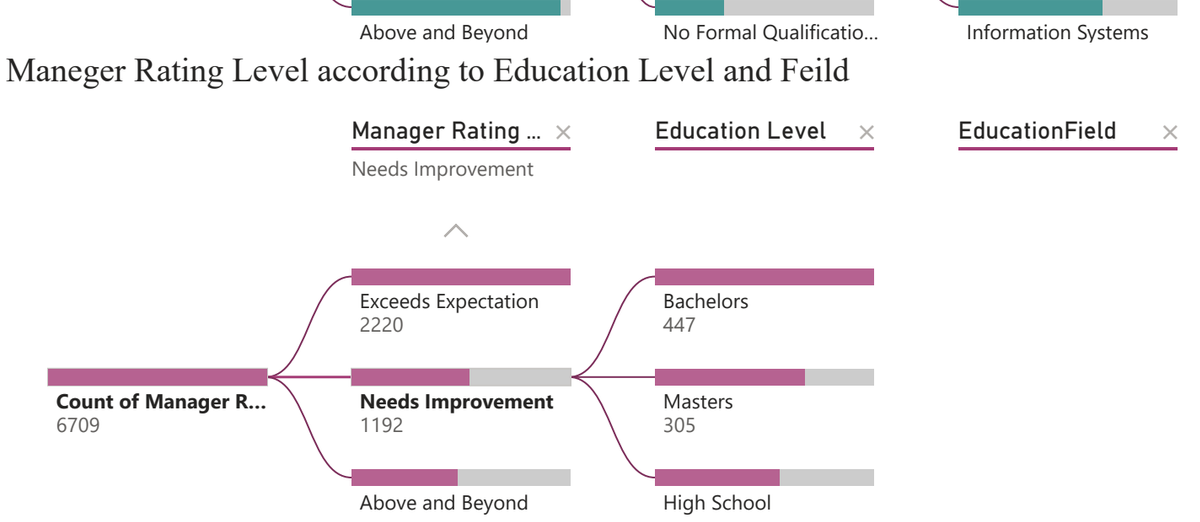






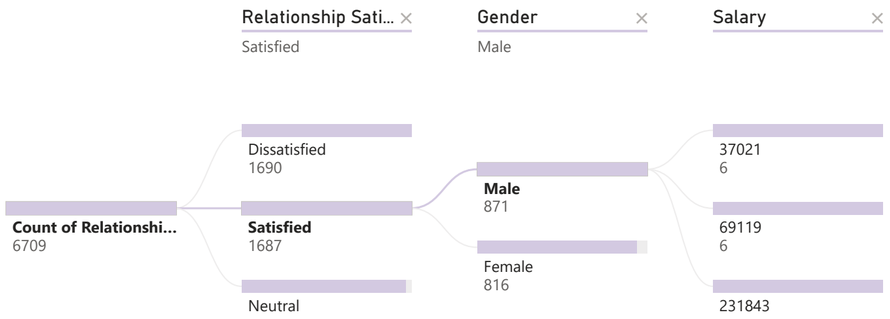




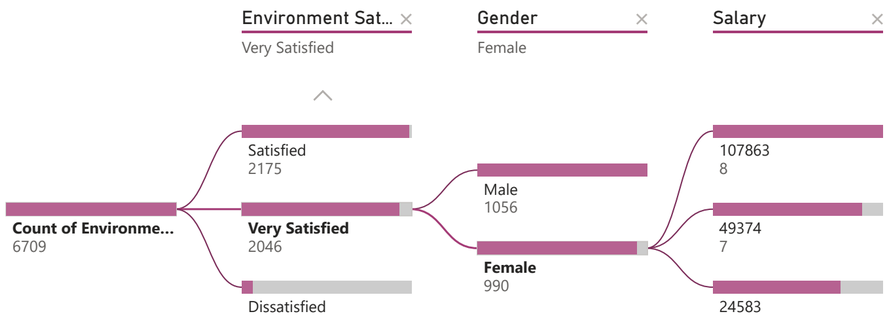


Assessment of Satisfaction Level according Job Profile (Gender-Salary-Job Role-Company Performance)

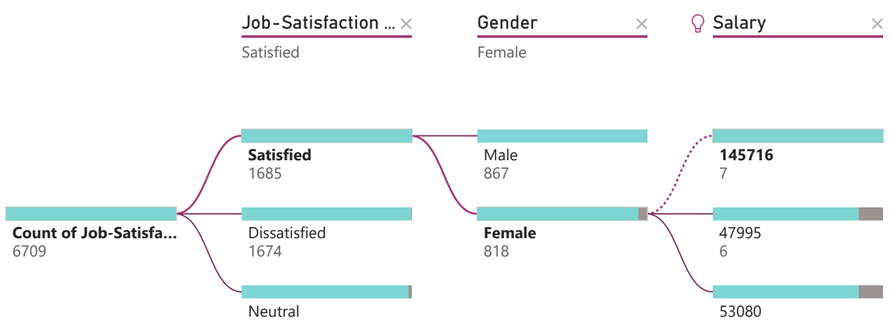
RelationShip Satisfaction according to Gender and Salary



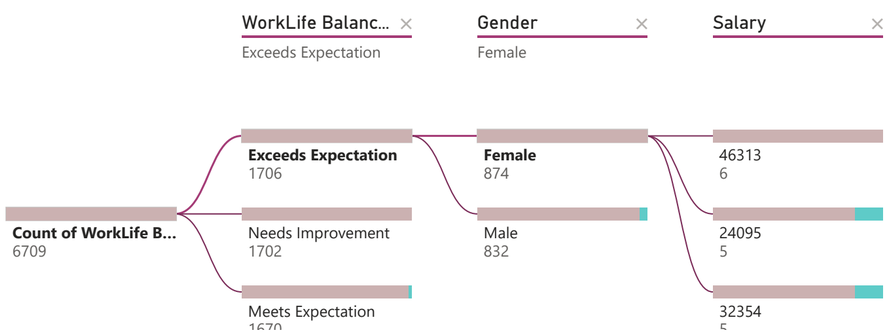
Environment Satisfaction according to Gender and Salary



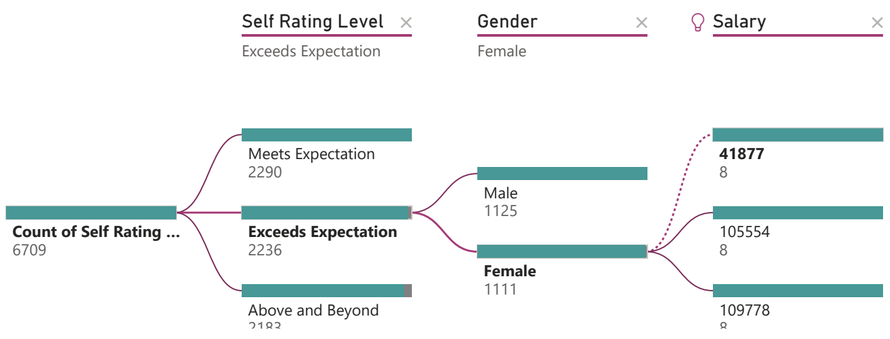
Job Satisfaction according Gender and Salary



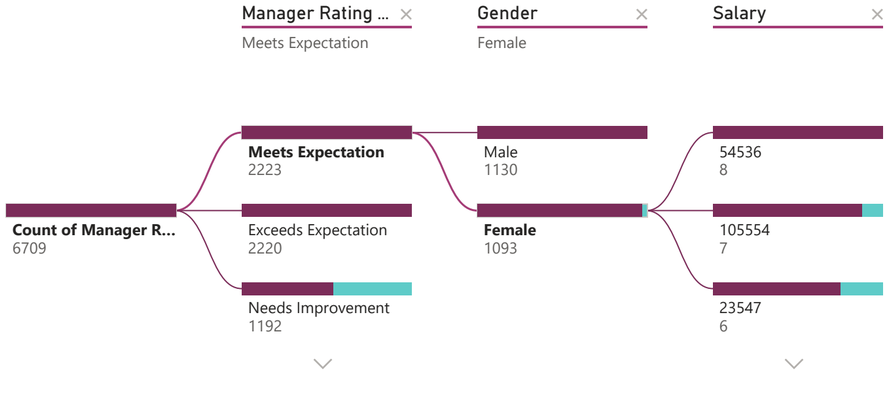
Work Life Balance Satisfaction according to Gender and Salary



Self Rating Level according to Gender and Salary

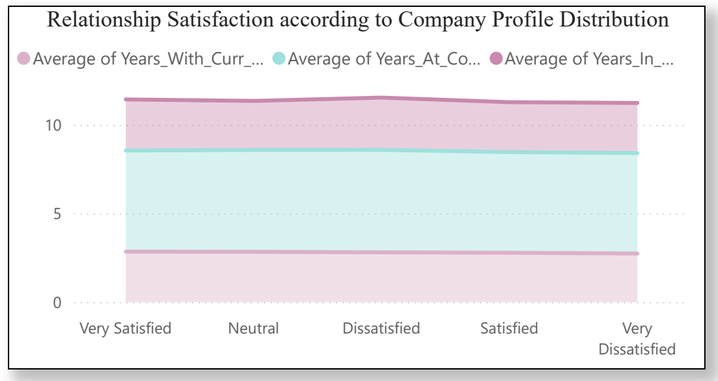


Maneger Rating Level according to Gender and Salary



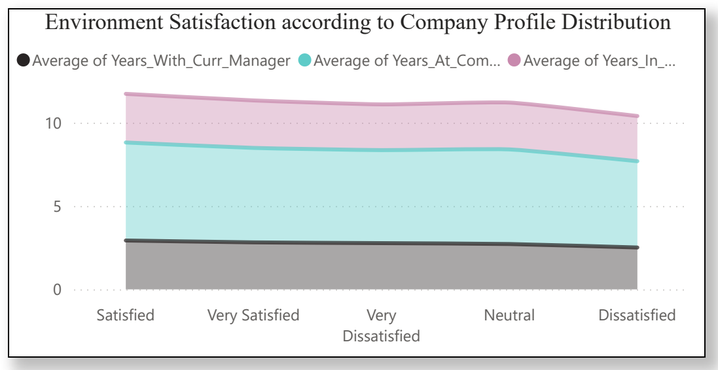
Relationship Satisfaction according to Work Role

Relationship Satisfaction Level	Job_Role	Count of Job_Role
Very Satisfied	Analytics Manager	52
Very Satisfied	Data Scientist	328
Very Satisfied	Engineering Manager	78
Very Satisfied	HR Business Partner	3
Very Satisfied	HR Executive	21
Very Satisfied	HR Manager	2
Very Satisfied	Machine Learning Engineer	121
Very Satisfied	Manager	34
Very Satisfied	Recruiter	32
Total		**6709**



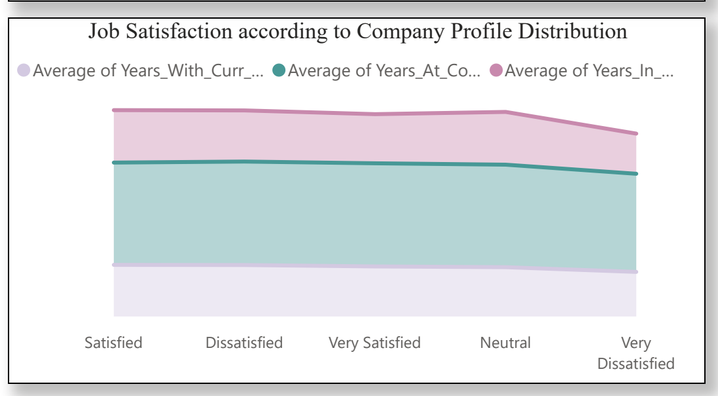
Environment Satisfaction according to Work Role

Environment Satisfaction Level	Job_Role	Count of Job_Role
Dissatisfied	Analytics Manager	3
Dissatisfied	Data Scientist	21
Dissatisfied	Engineering Manager	7
Dissatisfied	HR Business Partner	1
Dissatisfied	HR Executive	3
Dissatisfied	Machine Learning Engineer	17
Dissatisfied	Manager	2
Dissatisfied	Recruiter	5
Dissatisfied	Sales Executive	28
Total		**6709**



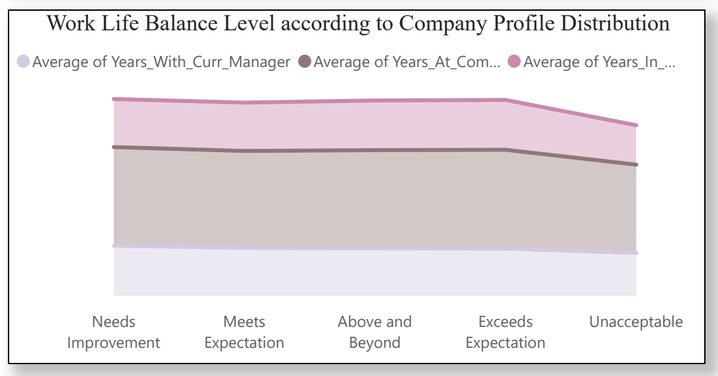
Job Satisfaction according to Work Role

Job-Satisfaction Level	Job_Role	Count of Job_Role
Dissatisfied	Analytics Manager	55
Dissatisfied	Data Scientist	316
Dissatisfied	Engineering Manager	73
Dissatisfied	HR Business Partner	8
Dissatisfied	HR Executive	30
Dissatisfied	HR Manager	4
Dissatisfied	Machine Learning Engineer	136
Dissatisfied	Manager	32
Dissatisfied	Recruiter	34
Total		**6709**



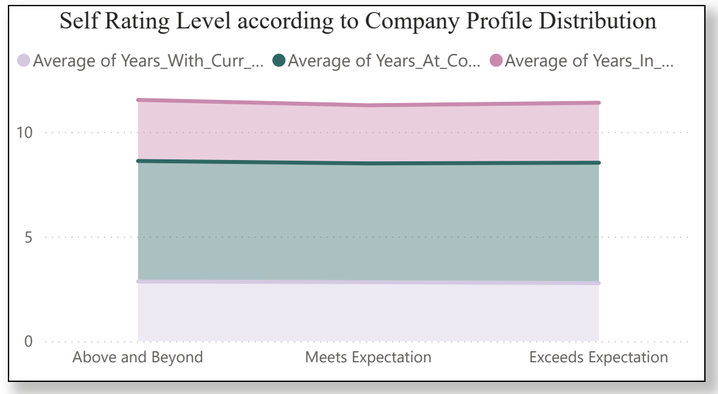
Work Life Balance Satisfaction according to Work Role

Worklife Balance Level	Job_Role	Count of Job_Role
Above and Beyond	Analytics Manager	46
Above and Beyond	Data Scientist	288
Above and Beyond	Engineering Manager	64
Above and Beyond	HR Business Partner	8
Above and Beyond	HR Executive	26
Above and Beyond	HR Manager	6
Above and Beyond	Machine Learning Engineer	130
Above and Beyond	Manager	35
Above and Beyond	Recruiter	38
Total		**6709**



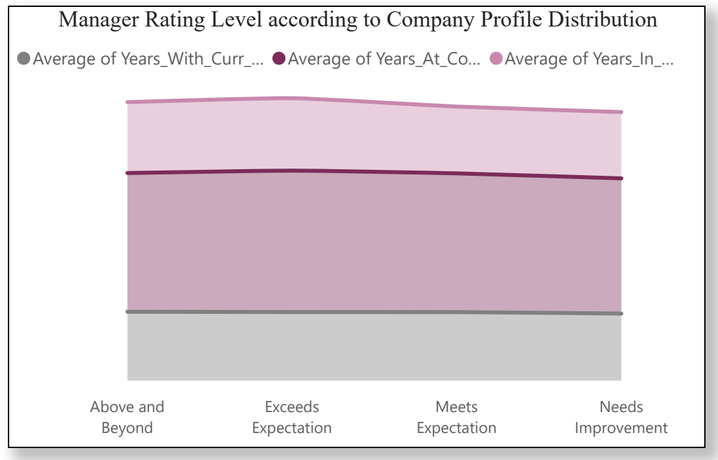
Self Rating Level according to Work Role

Self Rating Level	Job_Role	Count of Job_Role
Above and Beyond	Analytics Manager	67
Above and Beyond	Data Scientist	467
Above and Beyond	Engineering Manager	96
Above and Beyond	HR Business Partner	4
Above and Beyond	HR Executive	43
Above and Beyond	HR Manager	8
Above and Beyond	Machine Learning Engineer	183
Above and Beyond	Manager	41
Above and Beyond	Recruiter	54
Above and Beyond	Sales Executive	504
Total		**6709**

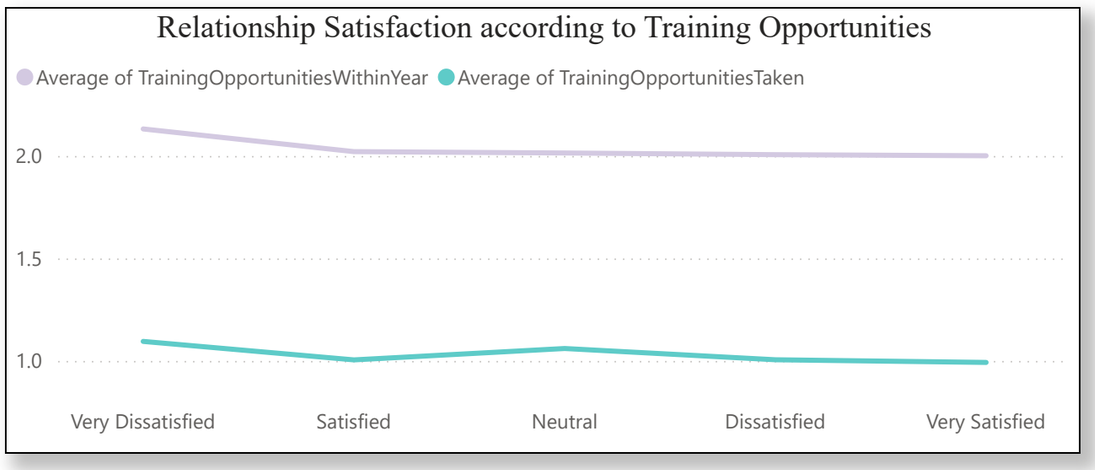


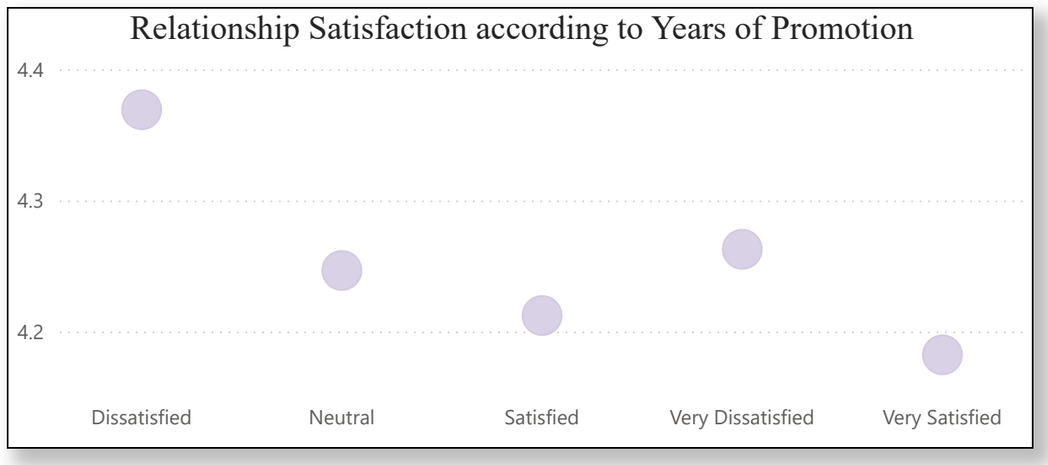
Maneger Rating Level according to Work Role

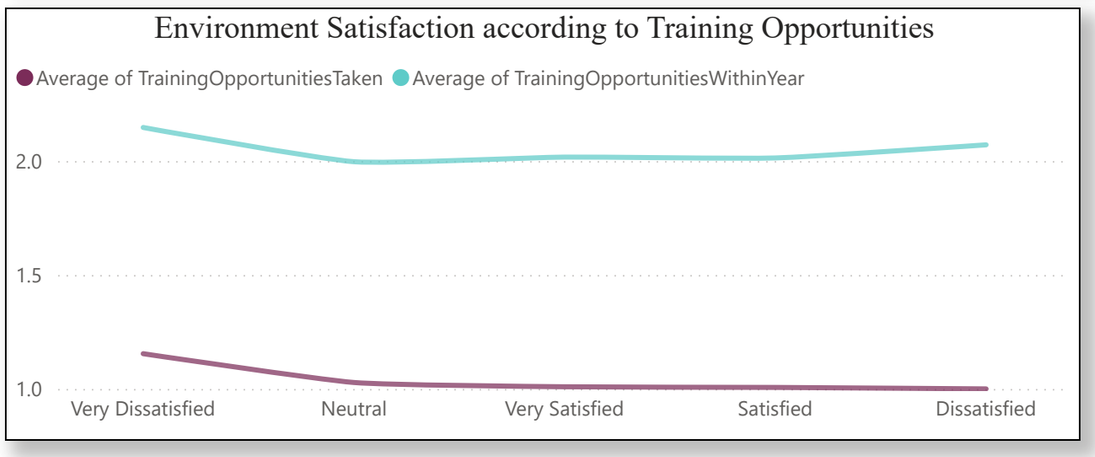
Manager Rating Level	Job_Role	Count of Job_Role
Above and Beyond	Analytics Manager	30
Above and Beyond	Data Scientist	250
Above and Beyond	Engineering Manager	44
Above and Beyond	HR Business Partner	2
Above and Beyond	HR Executive	20
Above and Beyond	HR Manager	3
Above and Beyond	Machine Learning Engineer	89
Above and Beyond	Manager	21
Above and Beyond	Recruiter	27
Above and Beyond	Sales Executive	249
Above and Beyond	Sales Representative	65
Above and Beyond	Senior Software Engineer	67
Total		**6709**

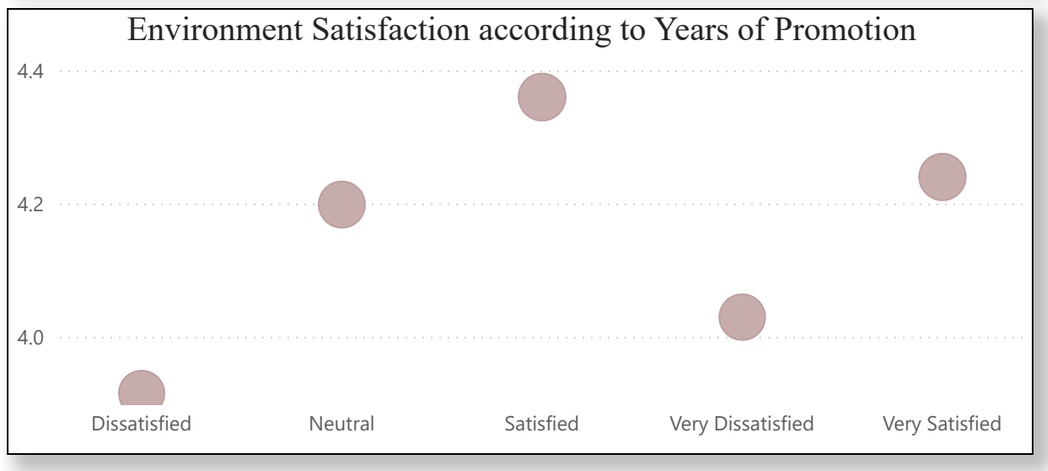


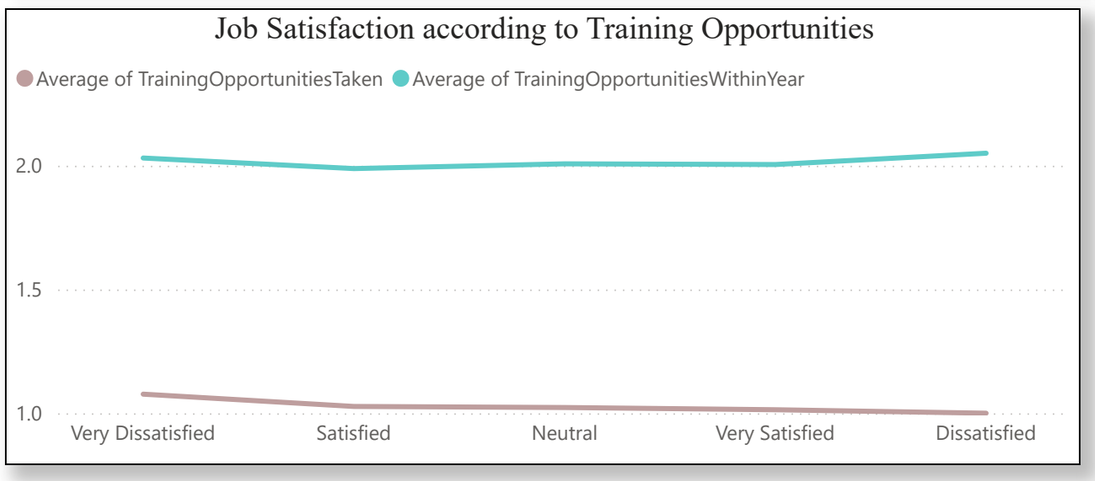
Assessment of Satisfaction Level according to Training Opportunities and No. of Years Since Last Promotion

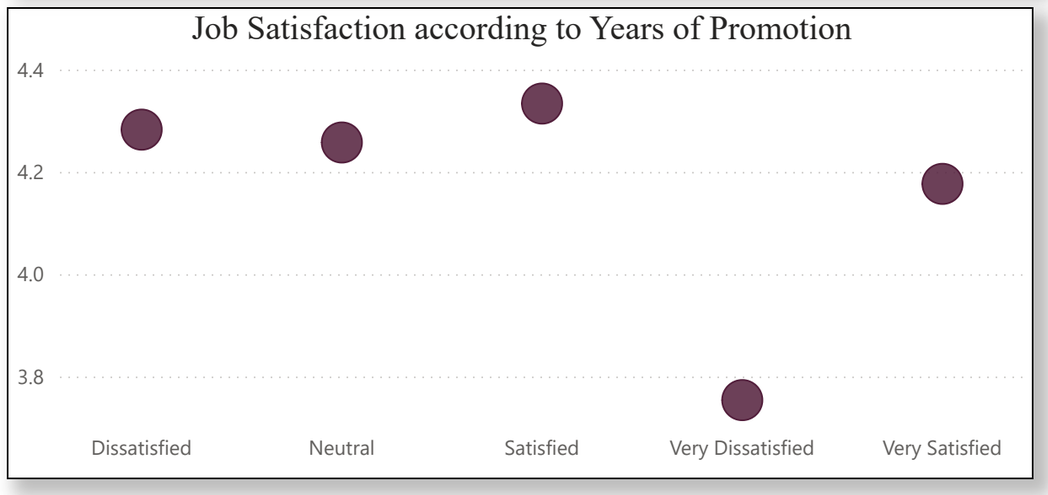


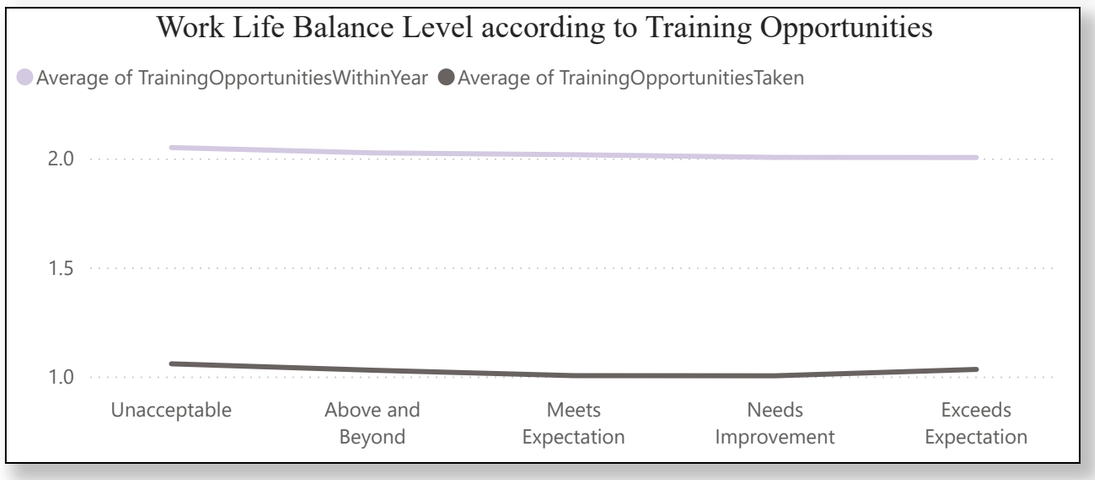


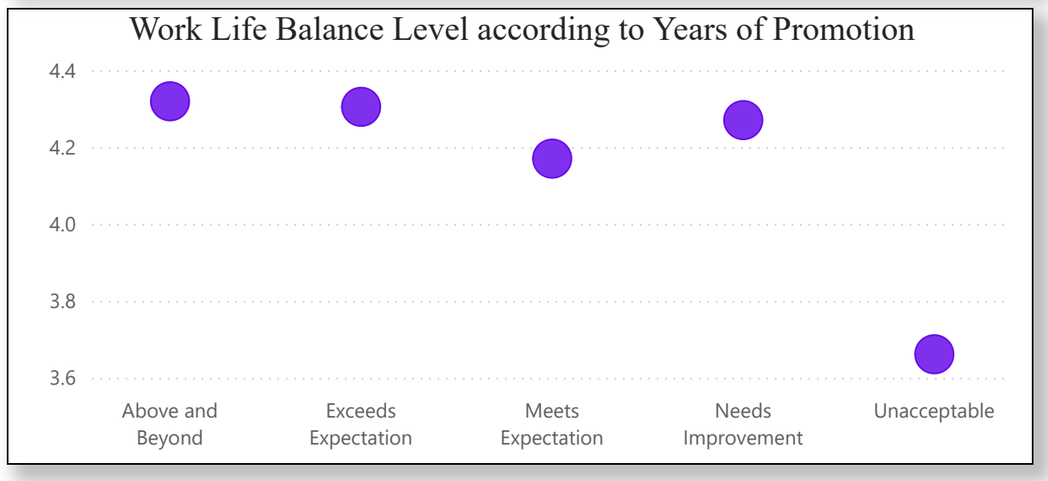


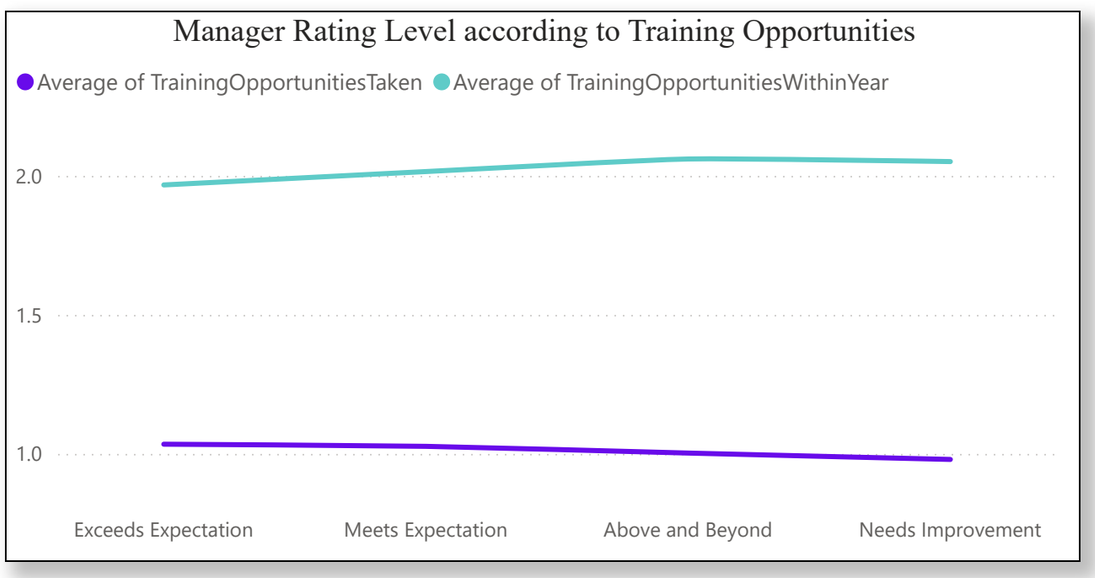


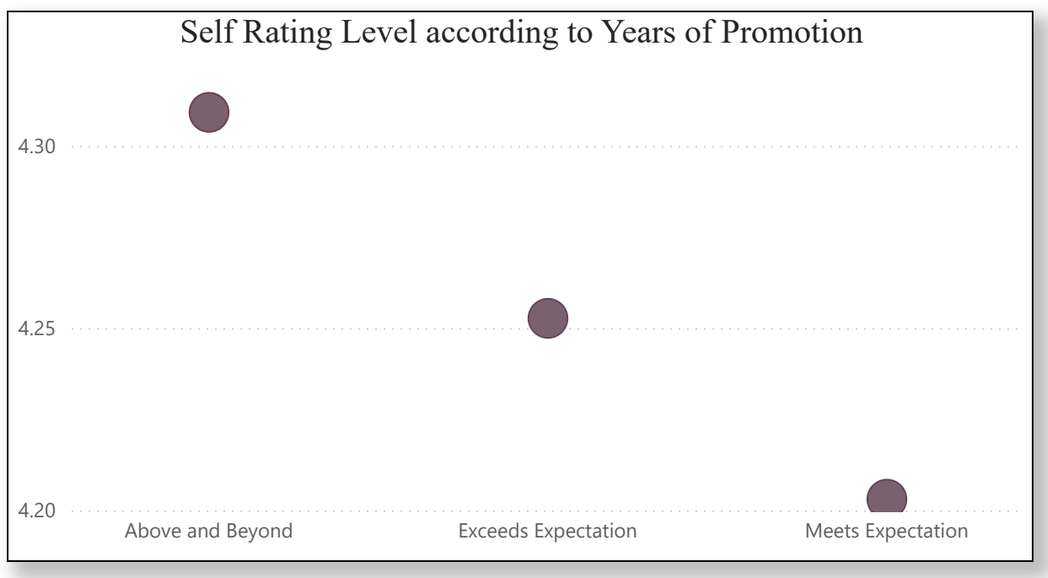


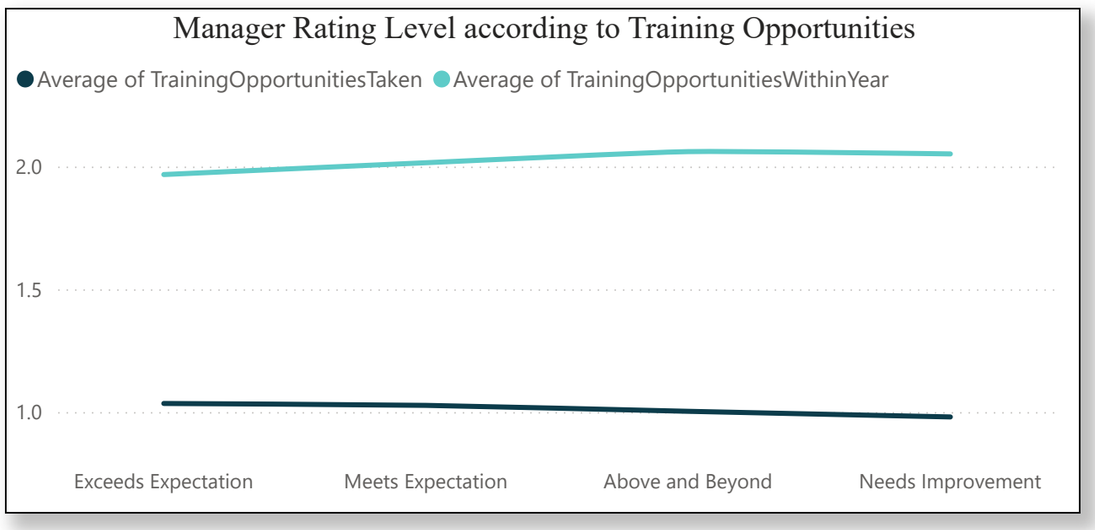


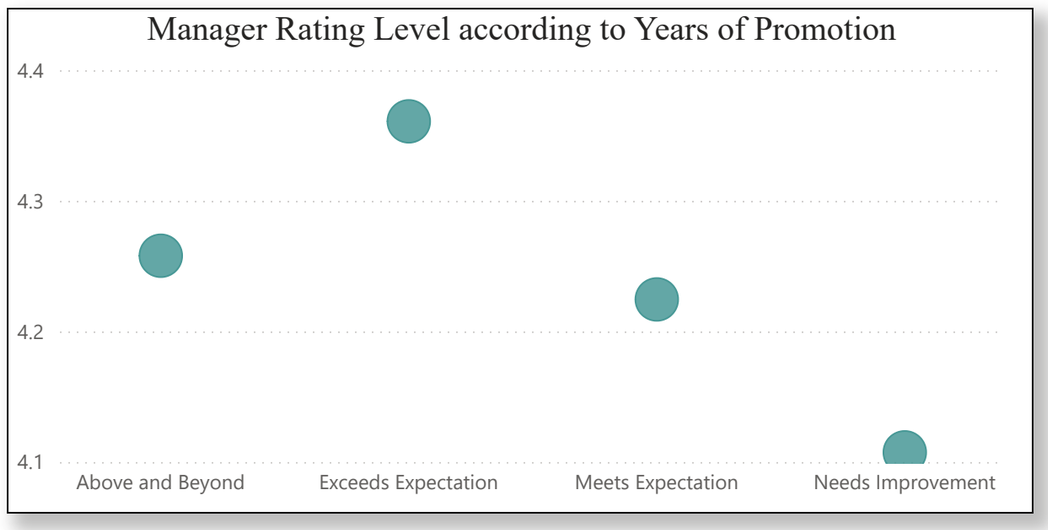
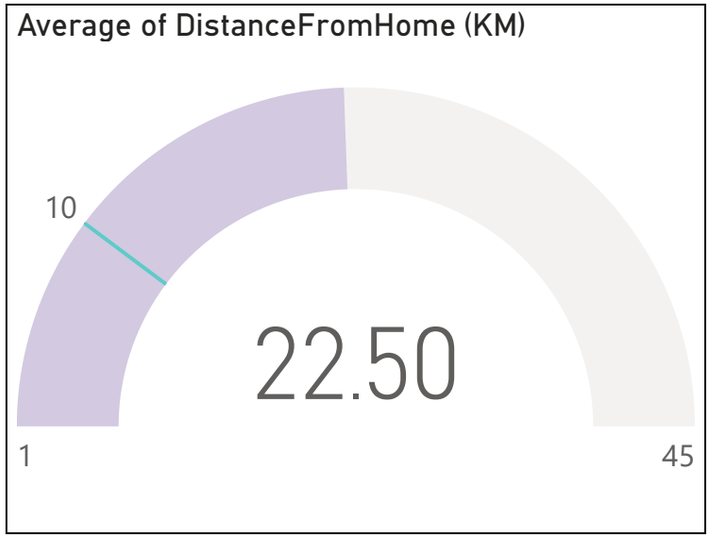
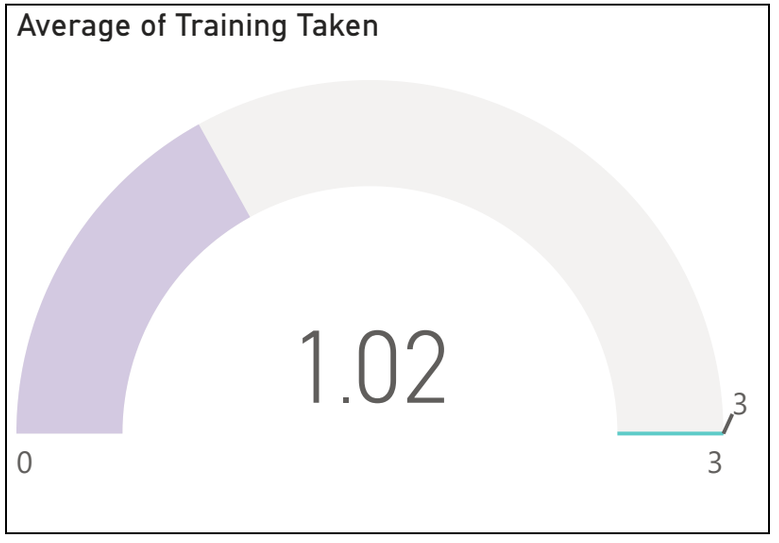
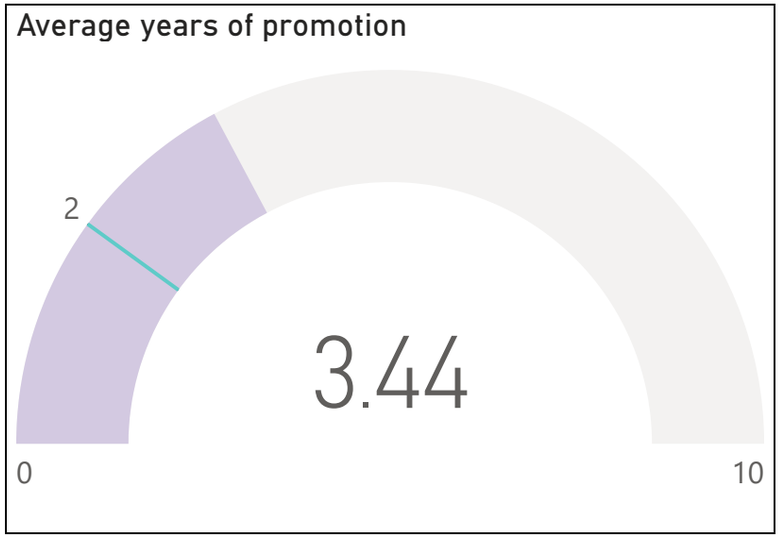












HR Project Recommendations