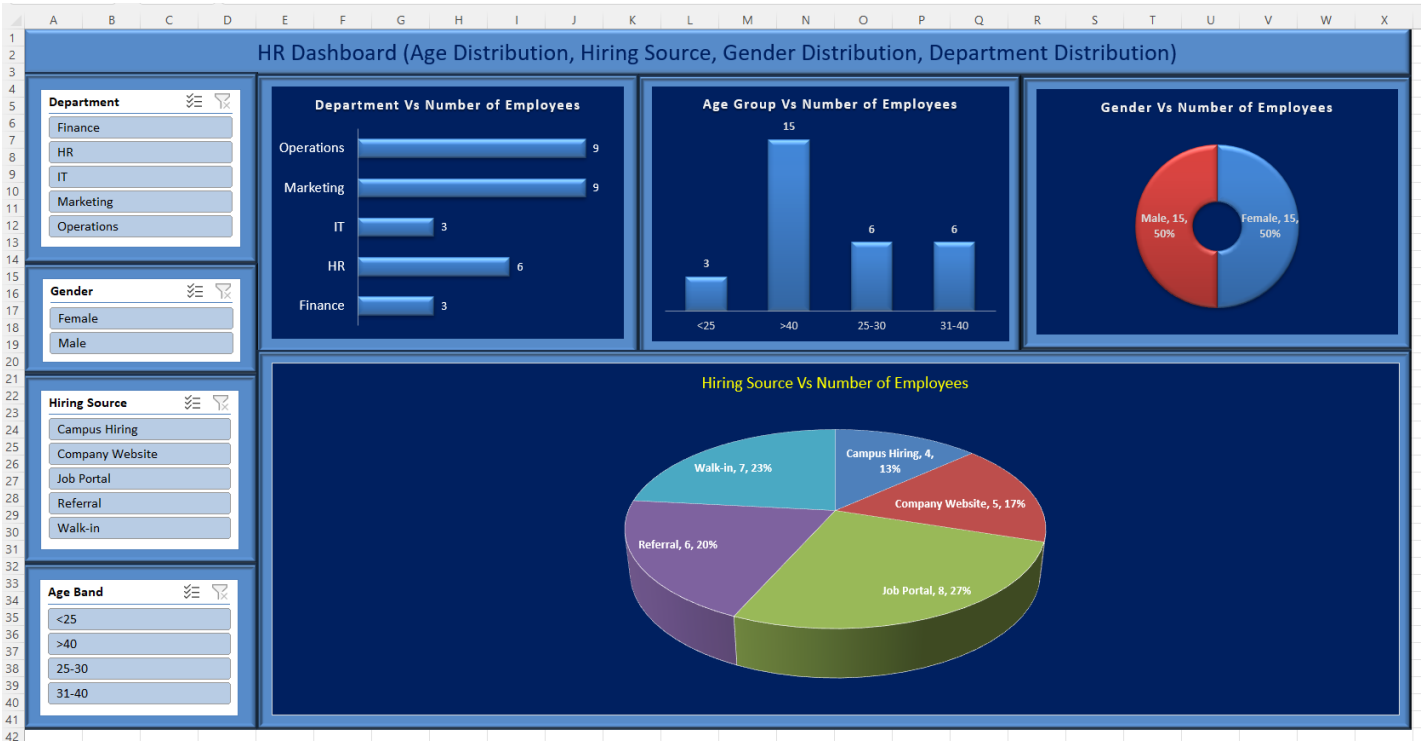


Read Me Document

Screen Shot of the Dashboard



Below are the KPIs:

1 Workforce Structure KPIs

◆ Total Headcount

Definition: Total number of active employees

Excel Formula:

=COUNTA(A2:A100)

Insight: Overall workforce size

◆ Department-wise Headcount

Definition: Employees per department

Formula Logic: COUNTIFS

=COUNTIFS(E:E,"IT")

Insight: Resource allocation across functions

◆ Location-wise Headcount

Insight: Regional workforce distribution

◆ Age Band Distribution

Insight: Workforce age composition (young vs experienced)

2 Diversity & Inclusion KPIs

◆ Gender Ratio (%)

Definition: Gender representation

=COUNTIF(D:D,"Female") / Total Headcount

Insight: Gender diversity balance

◆ Gender Mix by Department


Insight: Department-level diversity gaps

3 Hiring & Recruitment KPIs

◆ Hiring Source Effectiveness

Definition: Employees hired per source

=COUNTIFS(F:F,"Job Portal")

Insight: Most effective recruitment channel 

◆ Average Experience at Joining

=AVERAGE(I:I)

Insight: Quality of hiring (freshers vs lateral)

◆ Average Age at Joining

=AVERAGE(C:C)

Insight: Hiring strategy orientation

◆ Hiring Trend (Year-wise)

Derived from Date of Joining

Insight: Growth / slowdown pattern 

Experience & Talent KPIs

◆ Average Experience (Years)

=AVERAGE(I:I)

Insight: Overall workforce maturity

◆ Experience Band Distribution

(0–2, 2–5, 5–10, 10+)

Insight: Succession & leadership readiness

◆ Senior Workforce Ratio (>10 yrs)

=COUNTIF(I:I,">10") / Total Headcount

Insight: Dependency on senior talent

Tenure-Based KPIs (Derived)

◆ Average Tenure (Years)

=AVERAGE(TODAY()-Date_of_Joining)/365

Insight: Retention strength

◆ Long-Tenure Employees (>5 years)

Insight: Organizational stability

◆ Recent Joiners (<1 year)

Insight: Growth / replacement hiring

Demographic Analytics KPIs

◆ Average Age by Department

Insight: Aging vs young teams

◆ Age vs Experience Correlation

Insight: Career progression consistency

7 Strategic HR KPIs (MBA-Oriented)

◆ Talent Concentration Index

Definition: % of experienced employees in critical departments

Insight: Risk exposure if attrition happens

◆ Hiring Source Diversity Index

Definition: Dependency on limited sources

Insight: Recruitment risk ⚠️

◆ Workforce Mobility Indicator

(Location × Department)

Insight: Location-specific hiring dependence

Recommended KPI Tiles (Top Dashboard)

- ✓ Total Headcount
- ✓ Avg Age
- ✓ Avg Experience
- ✓ % Female Employees
- ✓ Top Hiring Source
- ✓ Avg Tenure