

NexaCore Solutions Annual HR Department Report (FY 2025)

Reporting Period: 2024-07-01 to 2025-06-30
Date of Report: 2025-07-15
Prepared By: HR Strategy and Analytics Team

1. Executive Summary

FY2025 was a period of aggressive expansion, aligned with the launch of our new AI Workflow Suite. Headcount grew by **[35%]**, primarily in Engineering and Sales. Key challenges include increased attrition in senior AI/ML roles and the integration of a multi-regional, hybrid workforce. Core successes include a 20% reduction in average time-to-hire for technical roles and the successful rollout of the new global HRIS platform.

2. Workforce Metrics

2.1. Headcount Growth and Distribution

- Total Headcount (End of Period):** 485
- Net Growth (YOY):** +126 employees
- Department Breakdown:** Engineering (40%), Sales (30%), Product/R&D (15%), Operations/Admin/HR/Finance/Legal (15%).

2.2. Attrition Rate

Category	FY2024 Rate	FY2025 Rate	Trend Analysis
Voluntary Attrition (Total)	8.5%	12.1%	Significant increase, largely concentrated in the 2–3 year tenure bracket.
High-Potential Talent	4.0%	6.5%	Concern: Requires immediate focus on retention strategies (compensation/equity review).

2.3. Time-to-Hire (TTH)

Role Category	Target (Days)	Average TTH (Days)	Improvement (YOY)
Technical (E3+)	45	36	20% faster due to specialized sourcing pipelines.
Sales/Marketing	30	32	Slight delay due to rigorous regional language assessment.

3. Talent Development and Compliance

3.1. Training Completion

- **IT Security Policy & AI Ethics:** 100% completion rate for all employees.
- **Management Essentials:** 85% of new managers completed the training within 90 days.

3.2. Performance Management Cycle

- **PAO Completion Rate:** 95% of eligible employees completed their annual review.
- **Goal Alignment:** 88% of employee goals were demonstrably linked to an overarching company OKR (Objective and Key Result).

4. Key Recommendations for FY2026

1. **Retention:** Launch an immediate review of the E3–E5 compensation band, focusing on enhanced equity grants to stabilize critical mid-career technical talent.
2. **Culture:** Initiate a "Hybrid Work Effectiveness" survey to refine the Remote Work Policy and improve team cohesion across geographical boundaries.
3. **Hiring:** Expand the talent pool to include non-traditional educational backgrounds to address the demand for specialized AI skills.