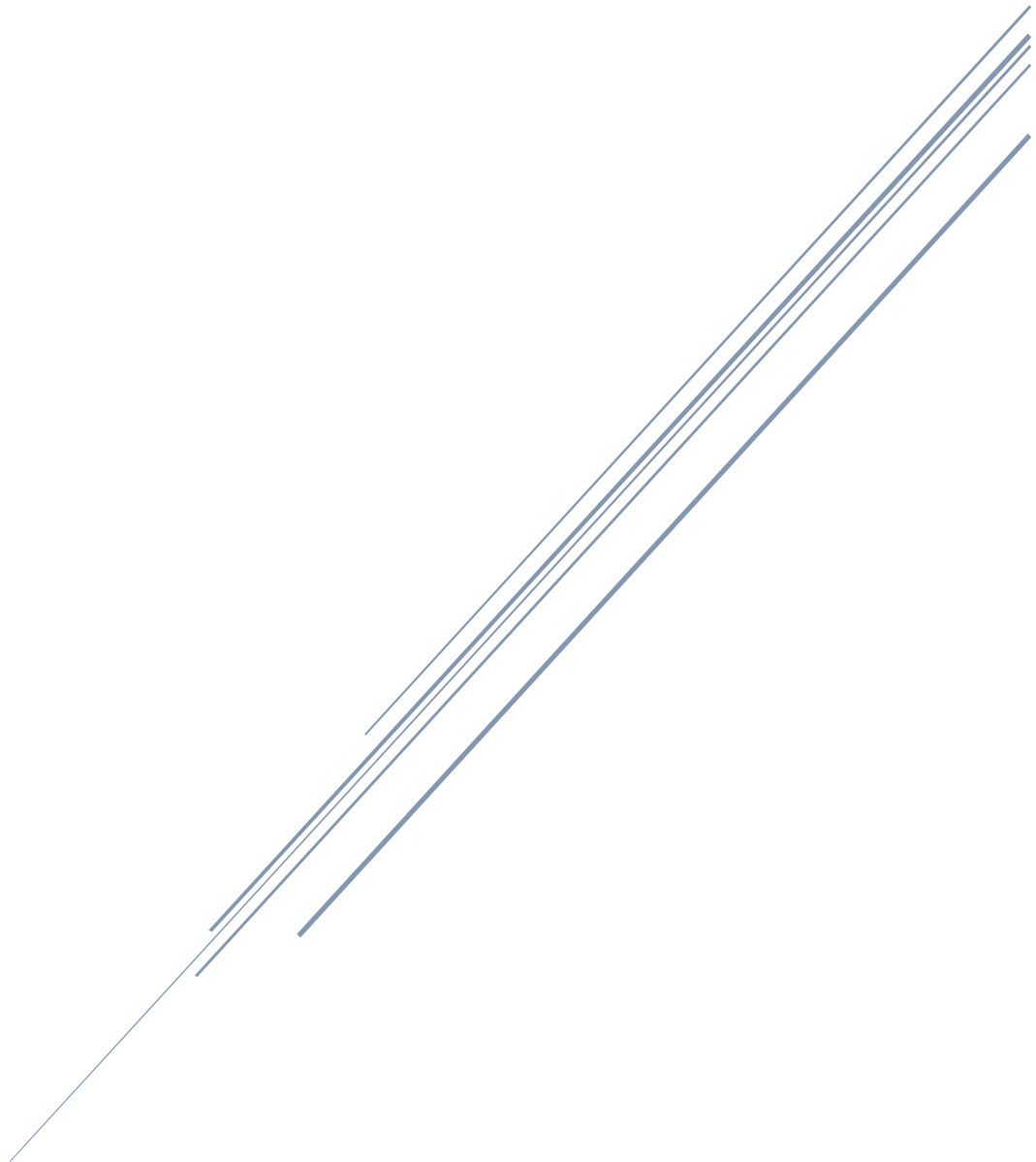


# WORKFORCE INSIGHTS & HR METRICS OVERVIEW

Strategic Summary for Stakeholders



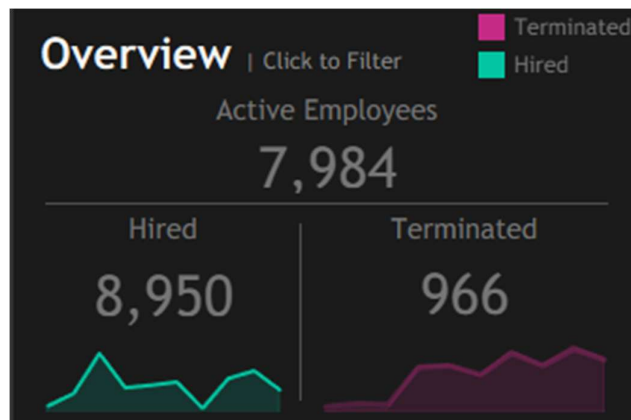
Presented by: Adarsh Kumar  
Date: September 2025

As an HR manager, here is a comprehensive dashboard analysis of the provided data.

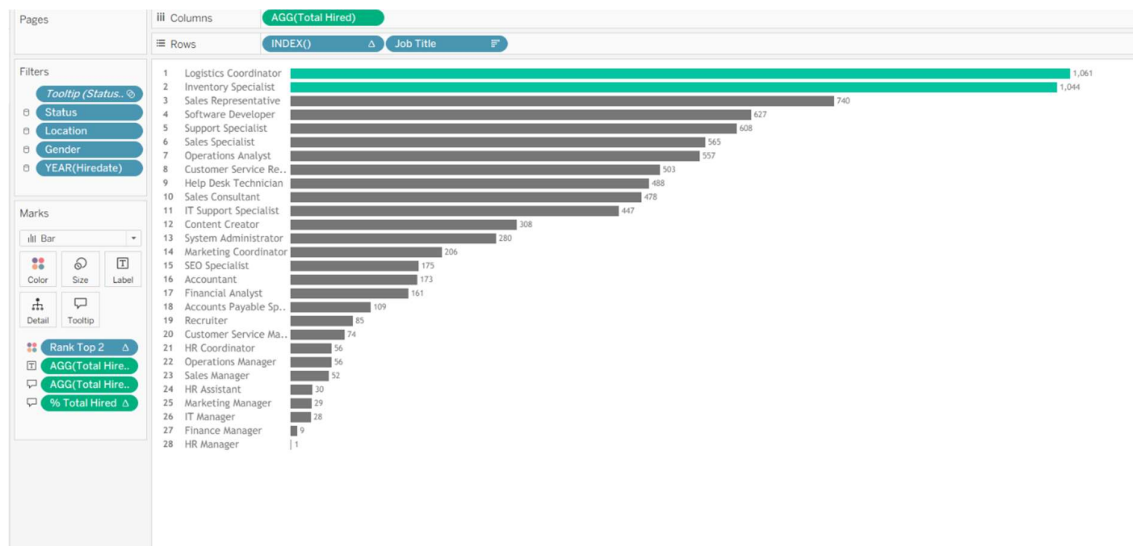
### (A) Summary Dashboard

#### Overview

- **Total Employees:**
  - **Total Hired:** 8,950
  - **Total Active:** 7,984
  - **Total Terminated:** 966
- **Hiring & Termination Trends:**
  - The highest number of employees were hired in **2017** with 1,560 hires.
  - The year with the highest number of terminations was **2023** with 174 terminations.

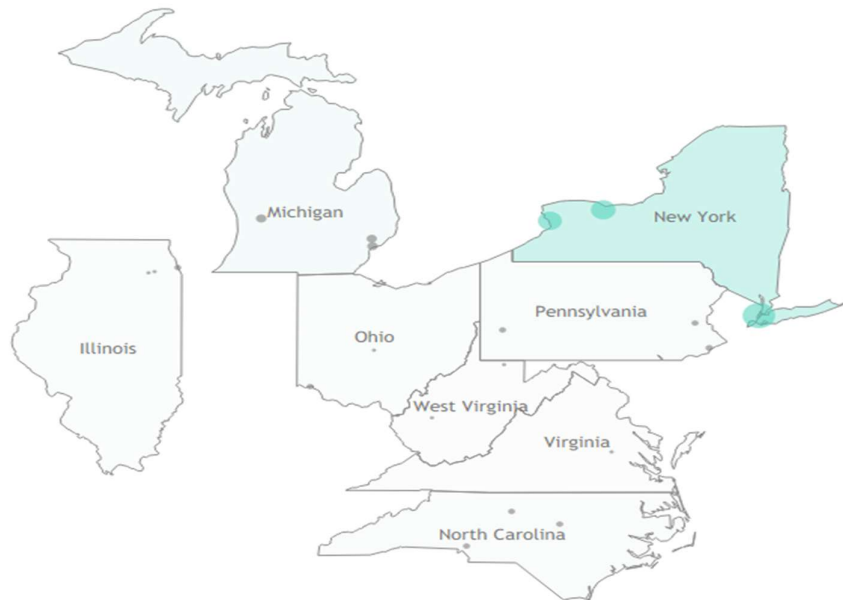
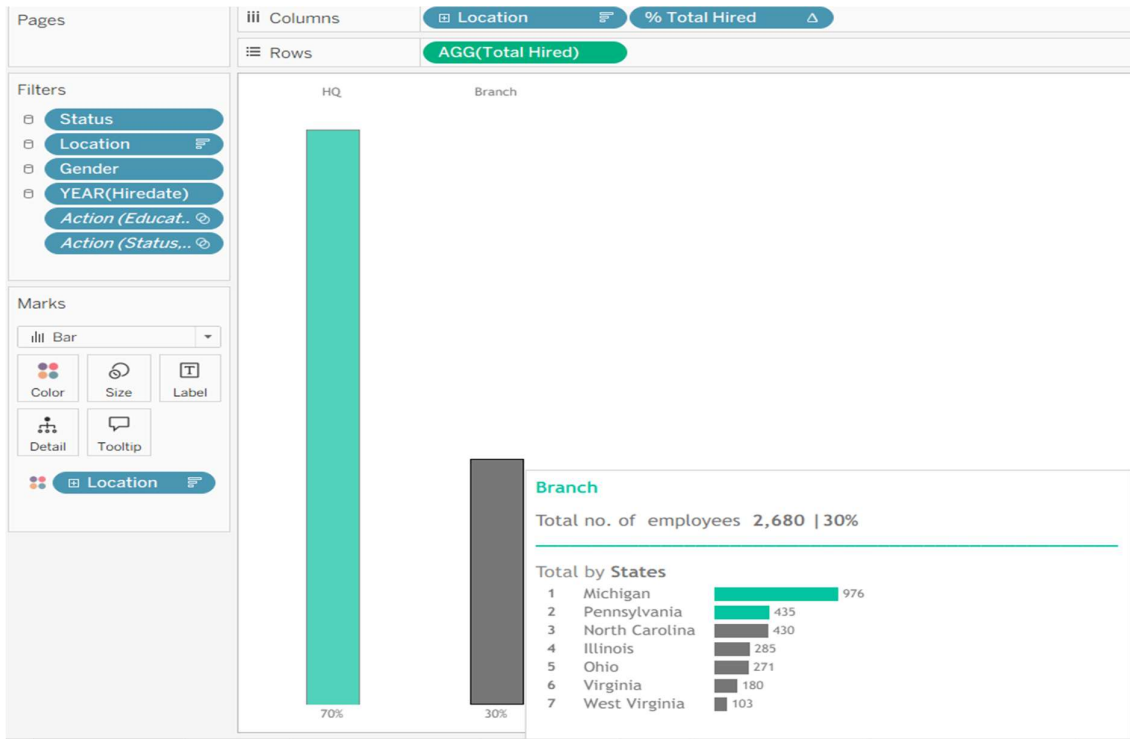


- **Department & Job Title Breakdown:**
  - The department with the most hires is **Operations** (27% of total hired).
  - The job title with the most hires is **Logistics Coordinator** (12% of total hired).

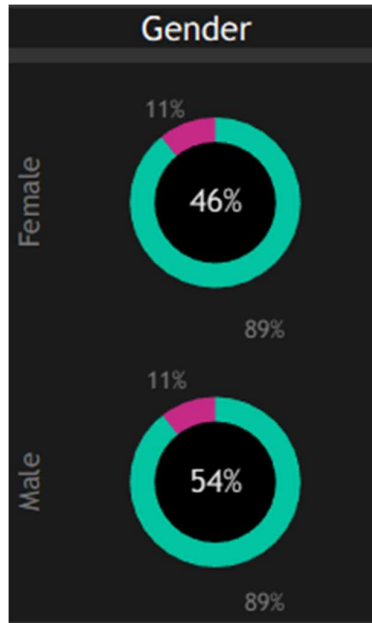


- Location Breakdown:

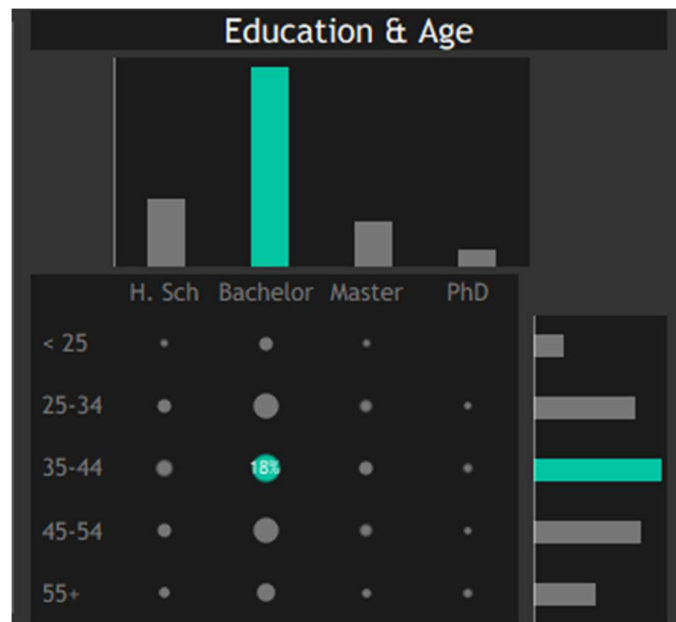
- Headquarters (HQ) accounts for 70% of total hires, while branches account for 30%.
- The top two states for hires are New York (70%) and Michigan (11%).
- The top three cities for hires in New York are New York City (2,959 hires), Rochester (1,714 hires), and Buffalo (1,597 hires).



- **Gender Ratio:** Males account for **48%** of total hires, while females account for **41%**.

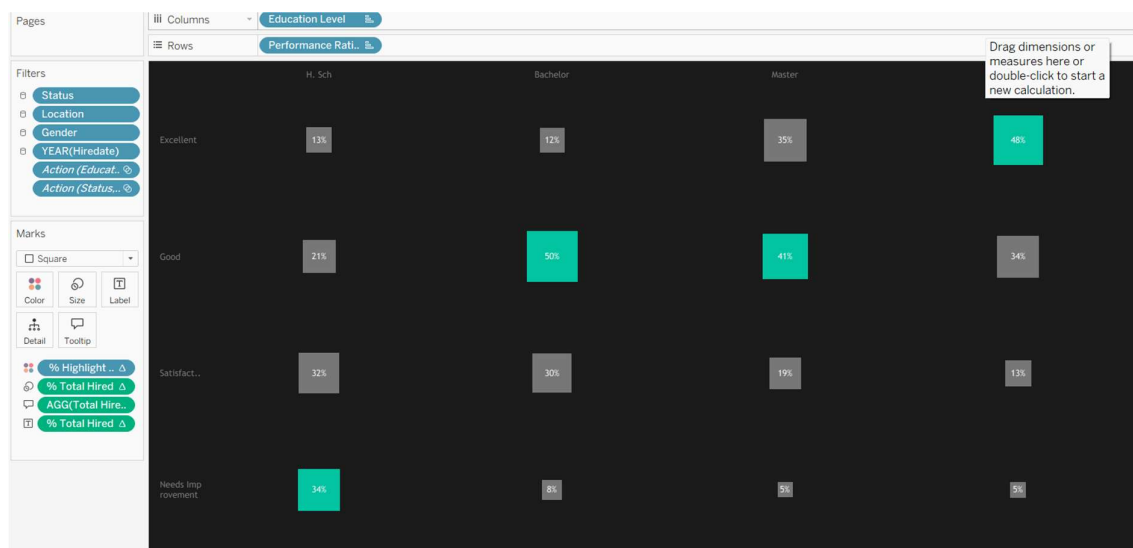


- **Age Groups:**
  - The largest age group is **35-44**, representing **30%** of total hired employees.
  - The next largest age group is **45-54** (25%), followed by **25-34** (24%).
  - The age group with the fewest employees is **<25** (7%).
- **Education Levels:**
  - **Bachelor** is the most common education level, with **61%** of total hires having this degree.
  - The second most common is **High School (H. Sch)** (20%).



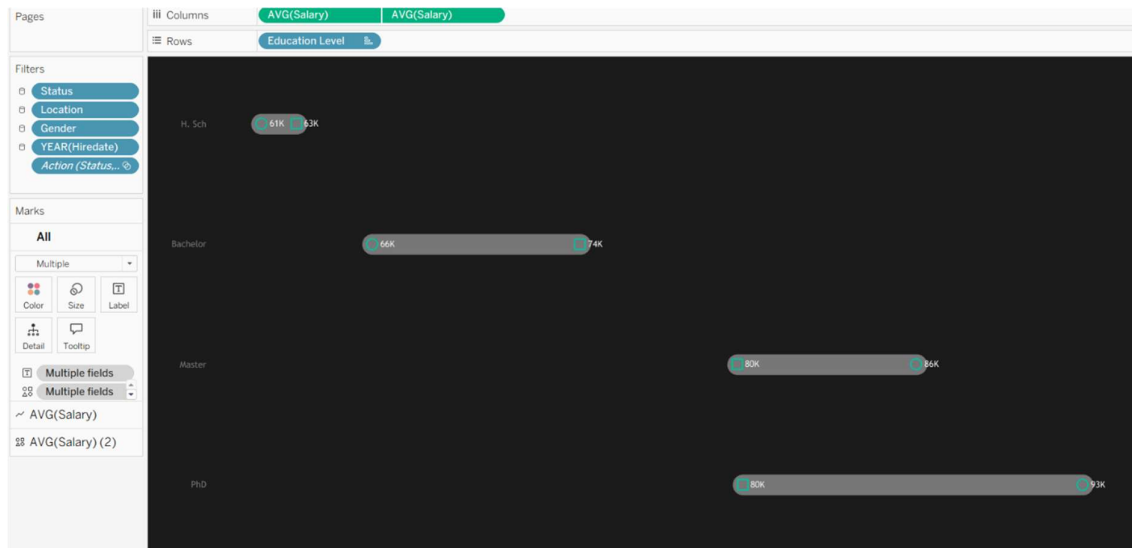
- **Education vs. Performance:**

- Employees with a **PhD** are rated **Excellent** at a higher rate (48%) than any other education level.
- Employees with a **High School** education have the highest percentage of **Needs Improvement** ratings (34%).
- Employees with a **Bachelor's** degree are most frequently rated **Good** (50%).

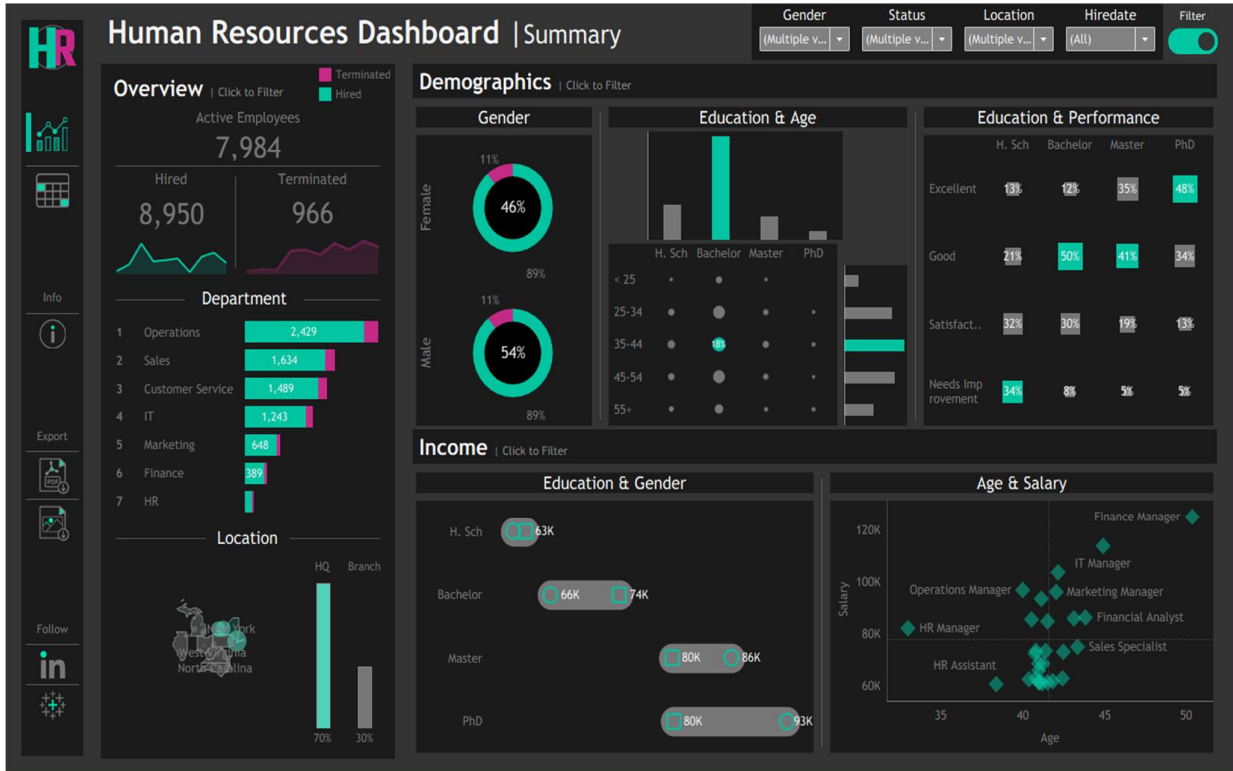


## Income Analysis

- **Salary vs. Education & Gender:**
  - The average salary for a male with a **Bachelor's** degree is **\$73,551.37**.
  - The average salary for a female with a **Bachelor's** degree is **\$65,653.03**.
  - The average salary for a male with a **PhD** is **\$79,735.90**.
  - The average salary for a female with a **PhD** is **\$92,654.82**.



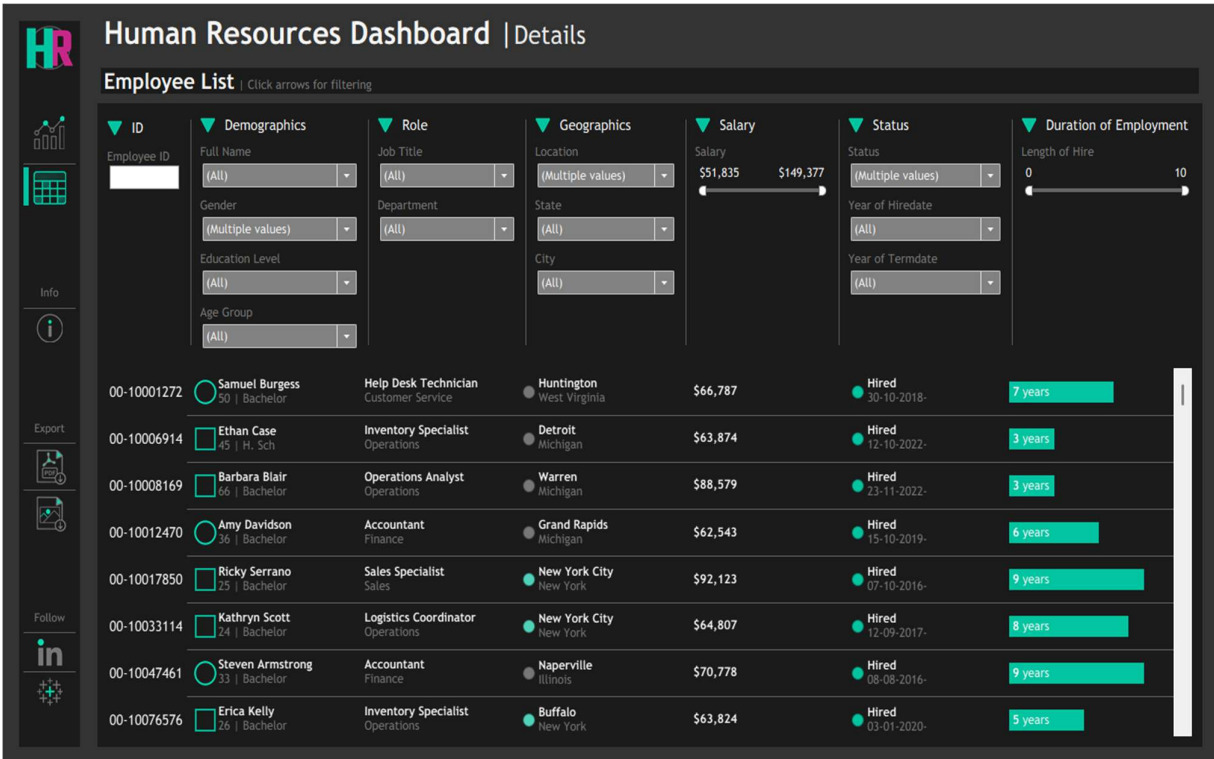
- **Salary vs. Job Title & Age:**
  - The job title with the highest average salary is **Finance Manager** at **\$125,143.00**.
  - The job title with the lowest average salary is **Content Creator** at **\$61,249.30**.
  - The average age for employees is around **41 years old** across most job titles.





**(B) Employee Records Dashboard**

- Provide a comprehensive list of all employees with necessary information such as name, department, position, gender, age, education, and salary.
- Users should be able to filter the list based on any of the available columns.



**Key Insights and Recommendations**

**1. Addressing Gender Pay Gap**

- **Insight:** The data reveals a significant salary discrepancy between male and female employees, particularly at the **Bachelor's** degree level, where men earn roughly \$8,000 more on average. However, at the **PhD** level, females earn more on average. This mixed pattern suggests potential inconsistencies in compensation practices.
- **Recommendation:** Conduct a comprehensive audit of all salary data, focusing on roles where discrepancies exist. Implement and enforce clear, transparent compensation policies to ensure equal pay for equal work, regardless of gender.

**2. Performance and Education Alignment**

- **Insight:** There is a clear correlation between an employee's education level and their performance rating. The percentage of "Excellent" ratings rises with higher education levels, while "Needs Improvement" ratings are highest among employees with a high school education.
- **Recommendation:** Develop targeted training and professional development programs. For employees with a high school education, offer skill-based training to improve performance. For those with advanced degrees, create leadership development tracks to leverage their higher performance potential.

### 3. Strategic Workforce Planning

- **Insight:** The highest concentration of employees is in the **35-44** age group. A majority of the workforce holds a **Bachelor's** degree. The company's workforce is heavily concentrated in **New York**, with the **Operations** department having the most employees.
- **Recommendation:** Given the high number of employees in the 35-44 age bracket, focus on retention strategies to prevent knowledge loss. Explore talent acquisition in other states to diversify the workforce and mitigate risks associated with over-concentration in one region. Additionally, invest in the Operations department to support its large size and critical function.