

HRIS-Style Report – ABC Corporation

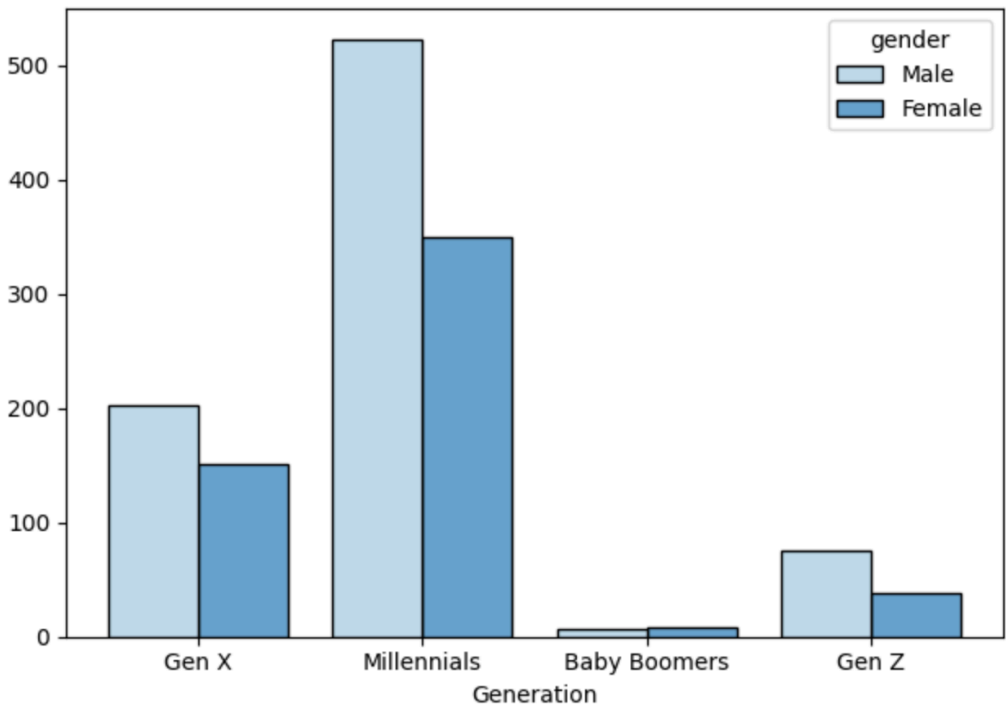
This HRIS-style report is designed to provide leadership with actionable insights into workforce demographics, turnover, compensation equity, and engagement. The structure follows consulting best practices (PwC, McKinsey) and demonstrates how People Analytics can drive evidence-based decisions.

1. Executive Summary (KPIs)

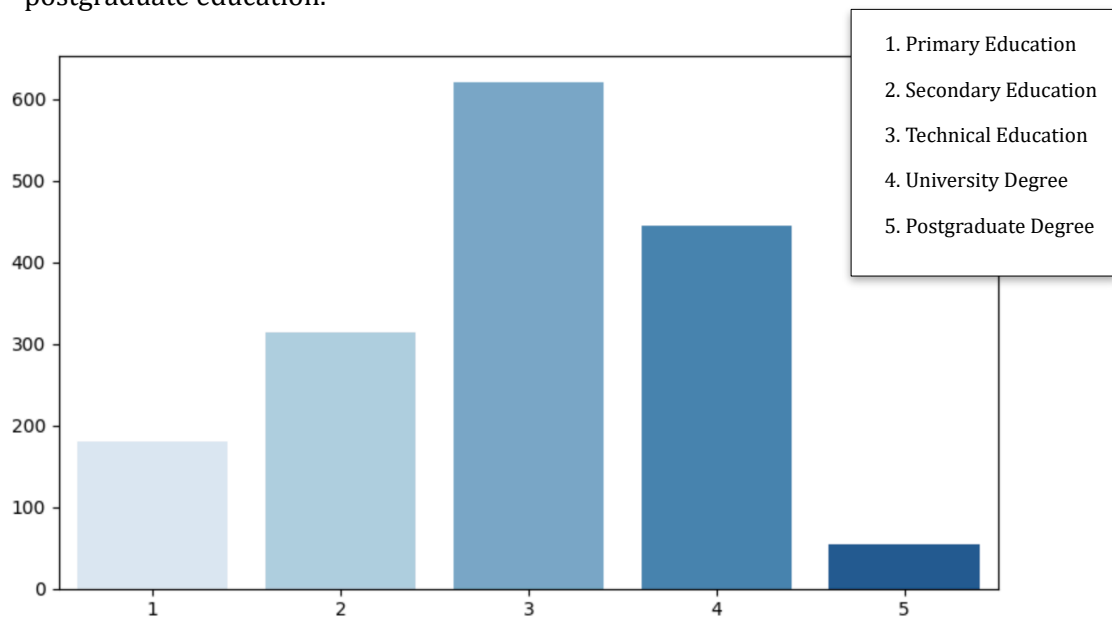
Indicator	Value	Observation
Gen Z Turnover	35%	Critical risk, highest turnover
Millennials Turnover	18%	Moderate, needs monitoring
Gen X Turnover	10-15%	Stable, low turnover
Baby Boomers Turnover	~0%	Near retirement
Overtime Exposure	3x higher turnover	Strong cultural red flag
Salary Hike (Leavers)	Lower than stayers	Uncompetitive increases

2. Workforce Demographics

- Generational composition: Gen Z 28%, Millennials 55%, Gen X 15%, Baby Boomers <2%.



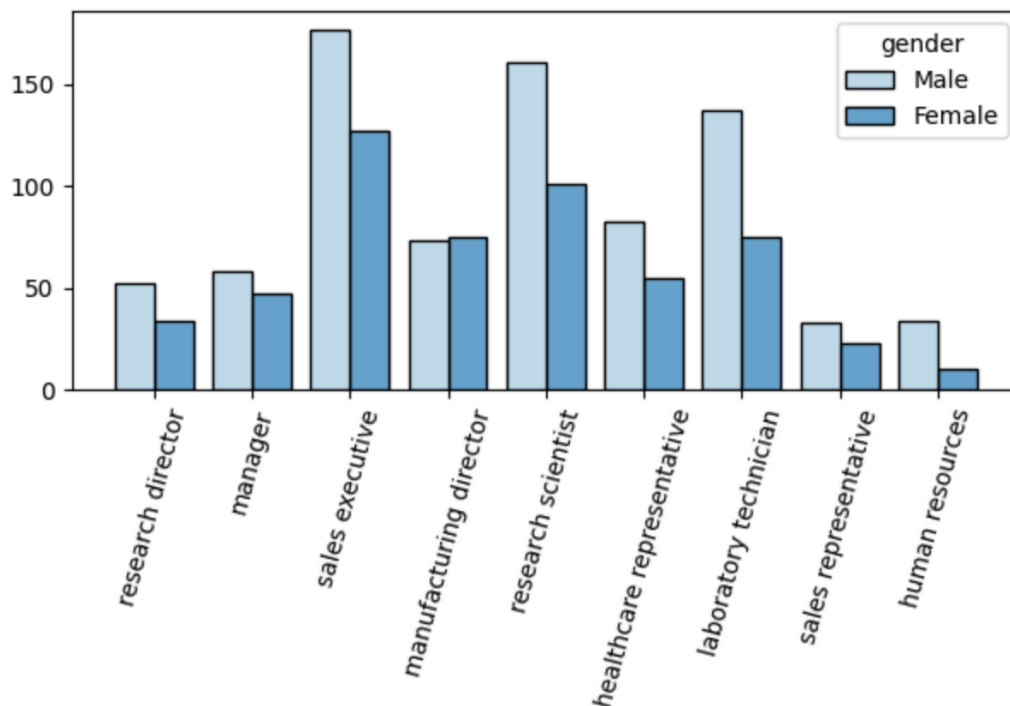
- Education: Majority at technical/university level (levels 3 and 4), only ~5% with postgraduate education.



- Low postgraduate representation may limit innovation capacity and long-term competitive advantage.

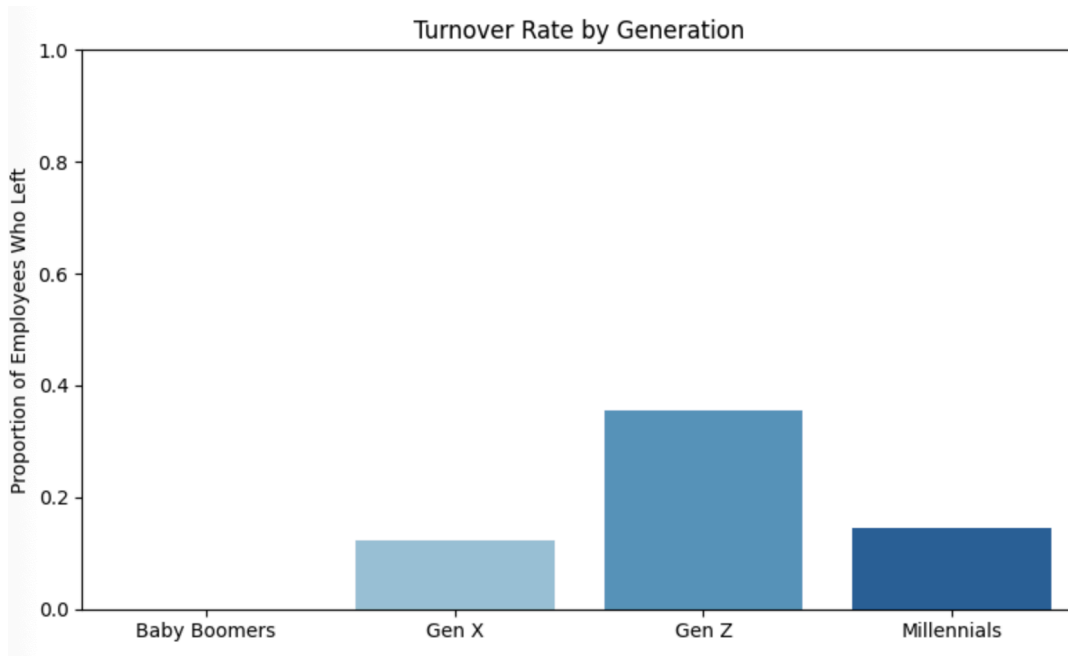
3. Diversity & Inclusion

- Male dominance in Sales Executive, Research Scientist, and Laboratory Technician roles.
- Low female representation in Human Resources and Sales Representative roles.
- Leadership positions show notable gender imbalance.

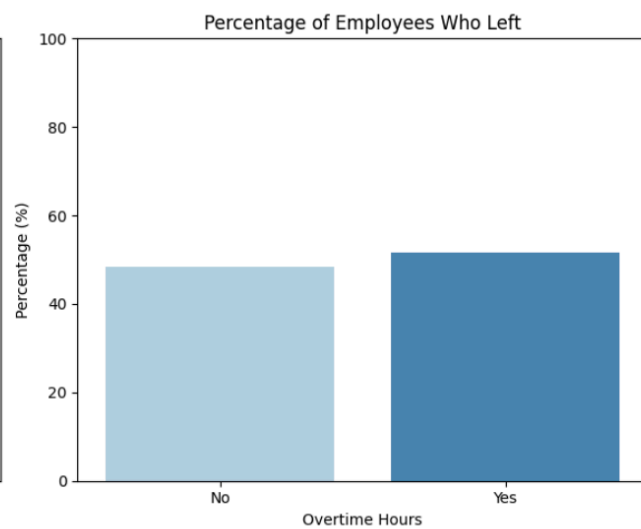
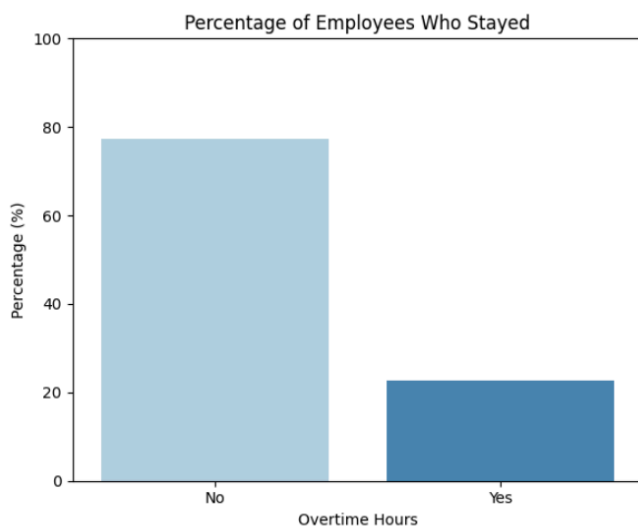


4. Retention & Turnover

- Gen Z turnover at 35% suggests misalignment with current organizational culture.
- Millennials show lower turnover despite being the largest group.

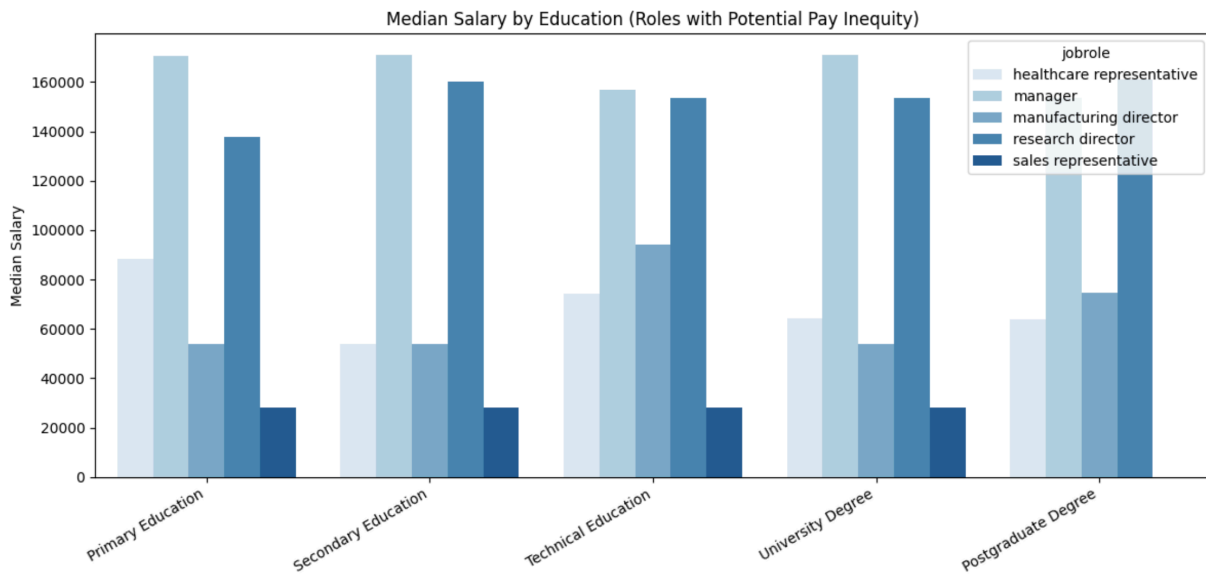


- Overtime strongly correlated with attrition: employees doing overtime leave 3x more often.



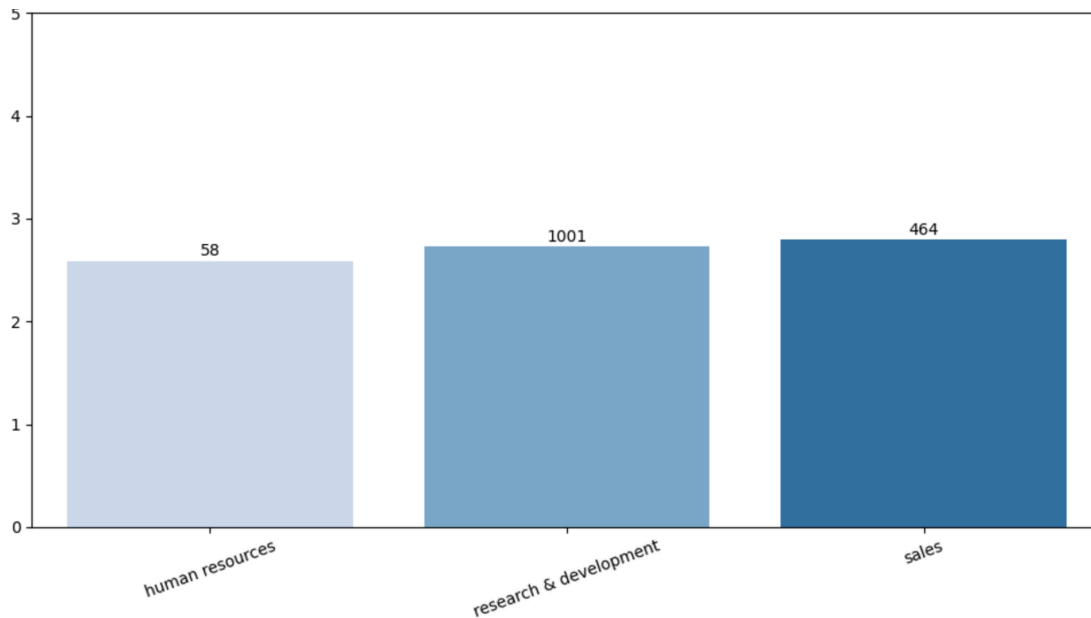
5. Compensation & Equity

- Salary hikes for leavers are significantly lower than for stayers.
- Pay inequity: employees with lower education earning more than highly qualified colleagues in some roles.

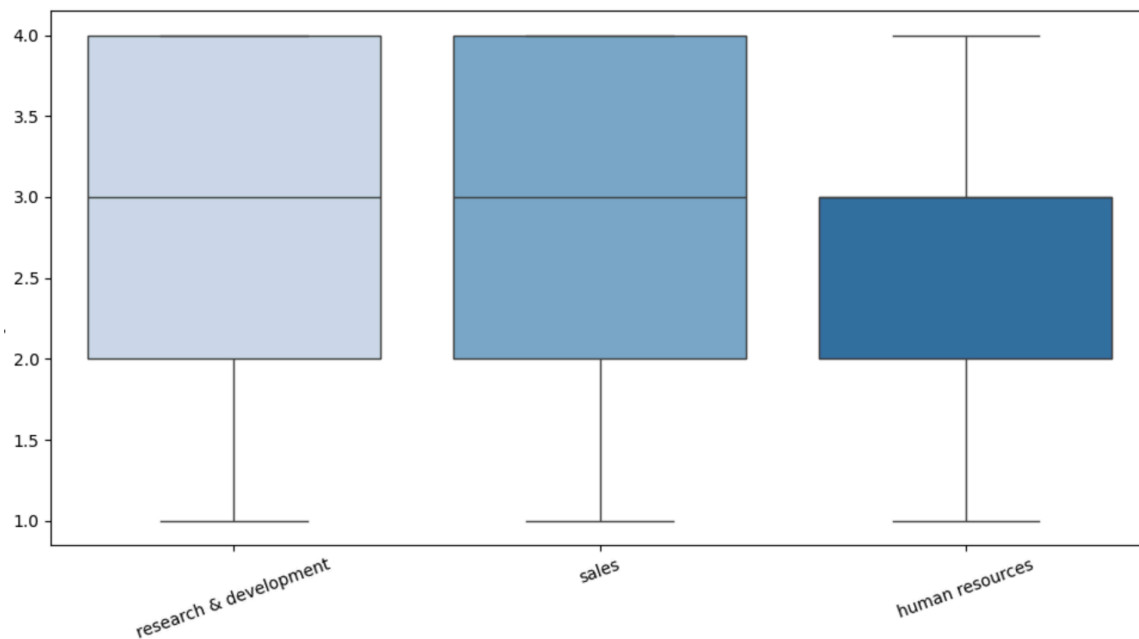


6. Engagement & Satisfaction

- Work-life balance is a strong driver of retention, especially for Gen Z and Millennials.
- R&D: largest department, satisfaction average sets company-wide tone.



- HR: lowest satisfaction, likely cultural tension within HR itself.



7. Start / Stop / Continue Tracker

Start	Stop	Continue
<p>Build salary frameworks to address pay inequities across education levels and roles</p> <p>Design career experiences with a specific focus on advancing women into leadership</p> <p>Run pulse surveys every quarter</p>	<p>Pay inequities across education/roles</p> <p>Overtime culture and “always-on” expectation</p>	<p>HR partnering with leadership on talent and engagement strategy</p> <p>Collaborative culture initiatives (teamwork, knowledge sharing)</p> <p>Continuous training & skill development</p> <p>HR people analytics and reporting to guide decisions</p>

Gen Z will dominate the workforce in the next decade, requiring the company to adapt to their profile to remain competitive.

8. Quick Wins & Recommendations

- Create one-page career path infographics per role (focus on Gen Z).
- Run short pulse surveys by generation every quarter to adjust policies in real time.

- Launch an HR-only pulse survey to address team-specific issues and show commitment to improvement.
- Implement a “no emails after 6pm” rule to reinforce work–life balance.
- Adopt a 50/50 gender balance target in recruitment shortlists and launch women-focused leadership mentoring programs.
- Offer tuition reimbursement or university discounts to increase postgraduate participation.
- After salary framework built, publish salary bands per role (short internal report).

9. Data Sources & Methodology

All insights and figures in this HRIS Report are based exclusively on the raw HR dataset, exploratory analysis, data cleaning, and contextual. No external benchmarks were added.

The structure of this HRIS Report follows industry best practices in HR analytics and reporting, drawing inspiration from leading frameworks and HRIS platforms:

McKinsey & Company (2023): <https://www.mckinsey.com/capabilities/people-and-organizational-performance/our-insights/how-to-be-great-at-people-analytics>

PwC España (2023): <https://www.pwc.es/es/sostenibilidad/assets/guia-practica-reporting-integrado-pwc.pdf>