

People Analytics Dashboard – Workforce Insights for Strategic HR

Quick Tour of the Insights

1. Attrition Analysis

2. Performance vs. Satisfaction

3. Top Performers with High Absenteeism

4. Salary vs. Engagement by Role

5. Recruitment Source Effectiveness

6. Diversity & Inclusion Analysis

7. Tenure and Promotion Readiness

8. Manager Comparison Dashboard

9. Insights for Retention Drivers

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Attrition Analysis

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Summary

EmploymentStatus

All

Sex

All

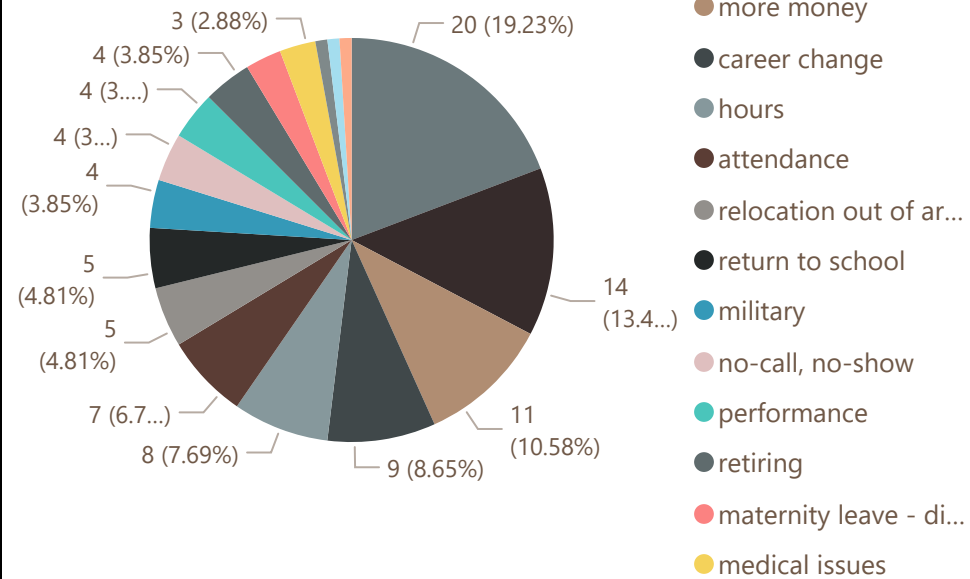
Department

All

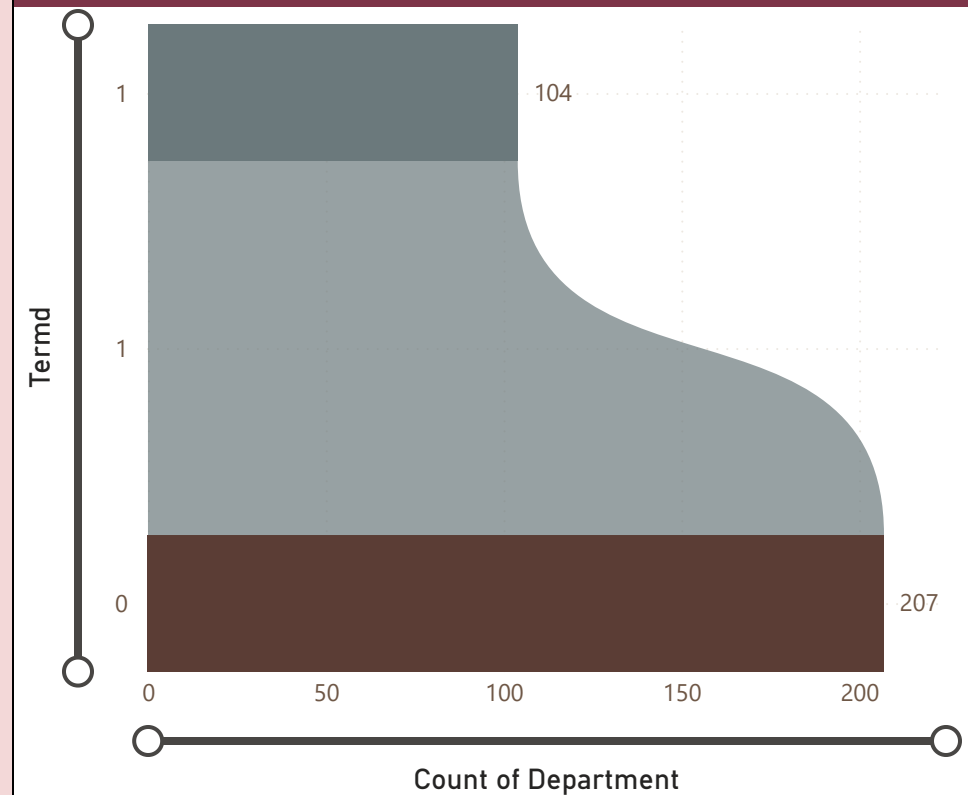
Summary

0 accounted for 66.56% of Count of Department.
0 had 207 Count of Department and 1 had 104.

TermReason



Where We Stand by Department



Performance vs. Satisfaction

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EmpSatisfaction

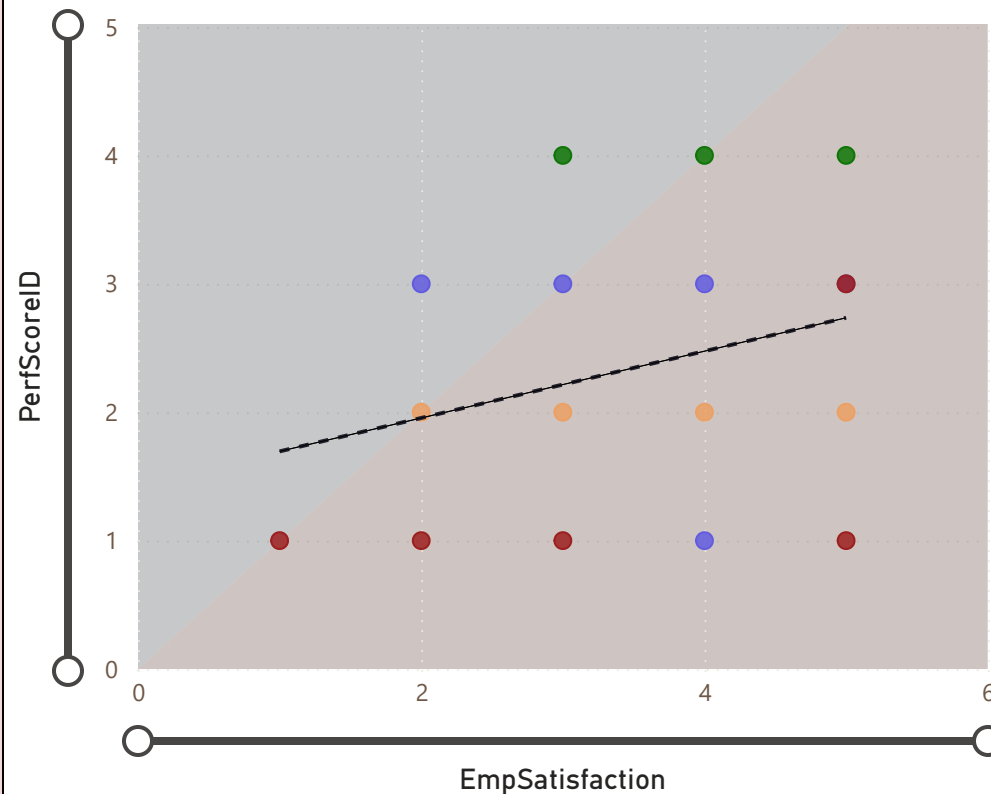
All

PerformanceScore

All

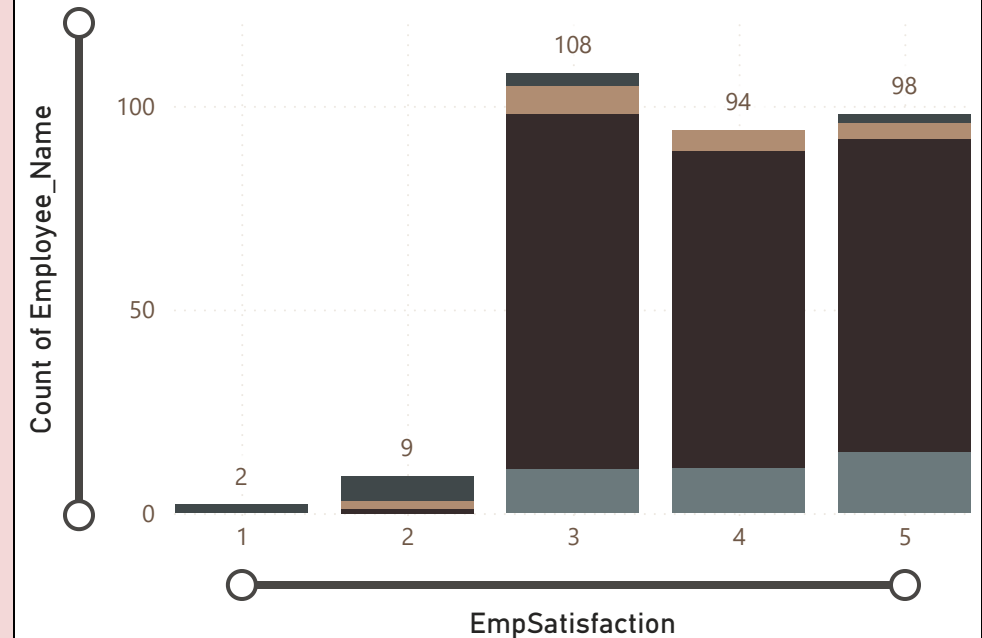
PerformanceScore, EmpSatisfaction and PerfScoreID

PerformanceScore ● Exceeds ● Fully Meets ● Needs Improvement ● PIP



Employee_Name by EmpSatisfaction and PerformanceScore

PerformanceScore ● Exceeds ● Fully Meets ● Needs Improvement ● PIP



Summary

- Fully Meets had the highest total Count of Employee Name, followed by Exceeds, Needs Improvement, and PIP.
- 3 in Performance Score Fully Meets made up 27.97% of Count of Employee Name.
- Fully Meets had the highest average Count of Employee Name at

Top Performers with High Absenteeism

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Performance Score

All

AvgAbsences_Exceeds

16.00

AvgAbsences_FullyMeets

2.00

205

HighPerfHighAbsenceCount

Employee_Name	Department	PerformanceScore	Sum
Boutwell, Bonalyn	Admin Offices	Fully Meets	
Brown, Mia	Admin Offices	Fully Meets	
Foster-Baker, Amy	Admin Offices	Fully Meets	
Howard, Estelle	Admin Offices	Fully Meets	
LaRotonda, William	Admin Offices	Fully Meets	
LeBlanc, Brandon R	Admin Offices	Fully Meets	
Singh, Nan	Admin Offices	Fully Meets	
Smith, Leigh Ann	Admin Offices	Fully Meets	
Steans, Tyrone	Admin Offices	Fully Meets	
King, Janet	Executive Office	Fully Meets	
Ait Sidi, Karthikeyan	IT/IS	Fully Meets	
Bacong, Alejandro	IT/IS	Fully Meets	
Barbossa, Hector	IT/IS	Exceeds	
Becker, Renee	IT/IS	Fully Meets	
Booth, Frank	IT/IS	Fully Meets	
Carr, Claudia M	IT/IS	Fully Meets	
Total			

Absences by PerformanceScore



Salary vs. Engagement by Role

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Summary

69.02K

AvgSalaryByRole

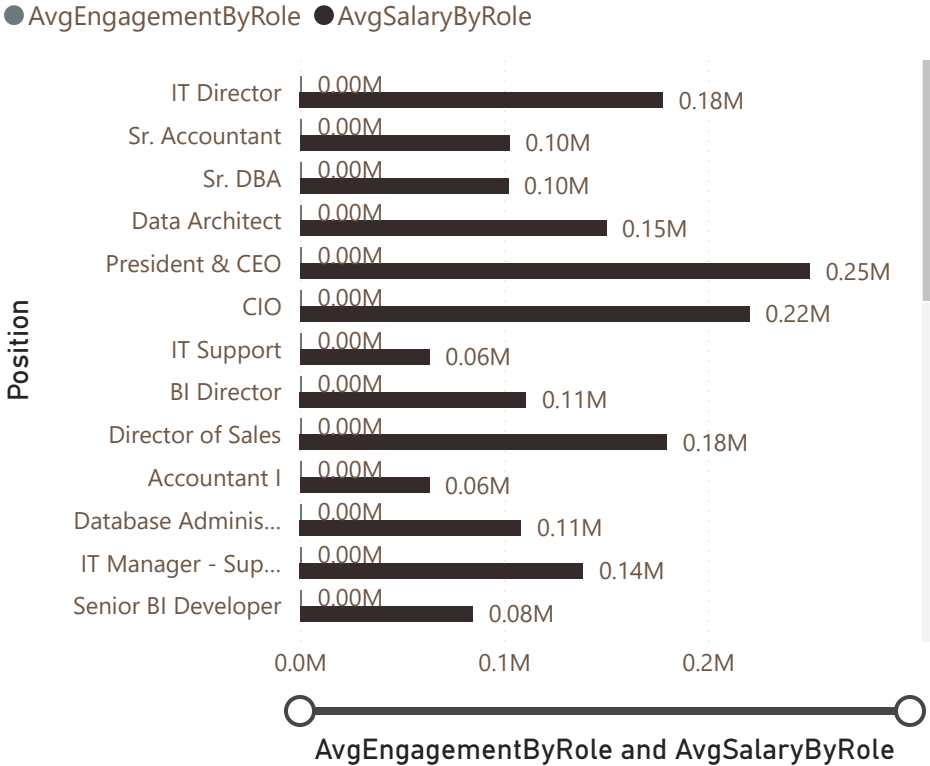
4.11

AvgEngagementByRole

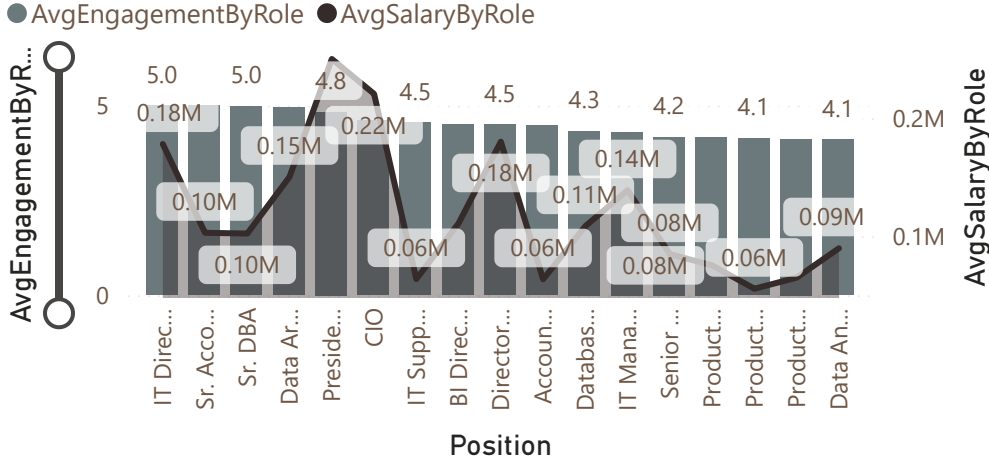
President & CEO

RoleWithHighestAvgSalary

AvgEngagementByRole and AvgSalaryByRole



AvgEngagementByRole and AvgSalaryByRole



Summary

Avg Salary By Role and Avg Engagement By Role diverged the most when the Position was President & CEO, when Avg Salary By Role were 249,995.17 higher than Avg Engagement By Role. Across all 31 Position, Avg Engagement By Role ranged from 2.39 to 5 and Avg Salary By Role ranged from 52280 to 250000.

Recruitment Source Effectiveness

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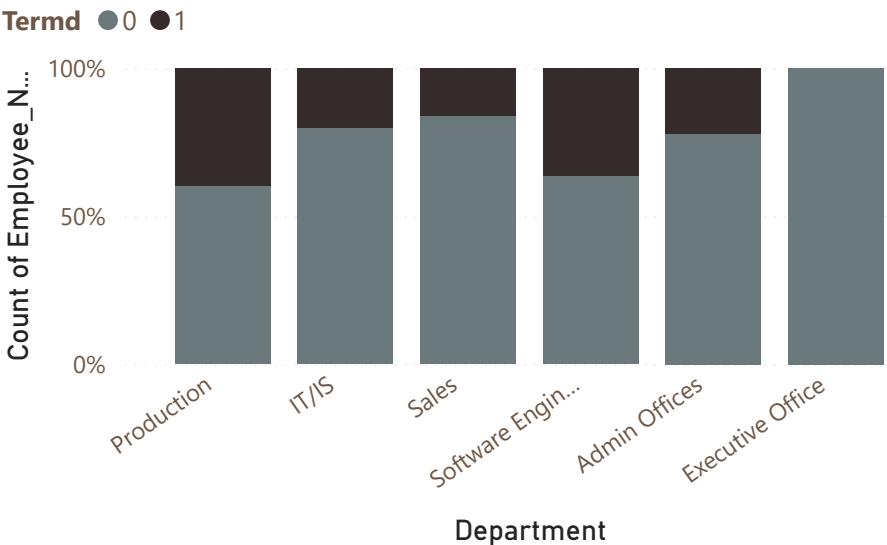
Website

TopSource_ByRetention

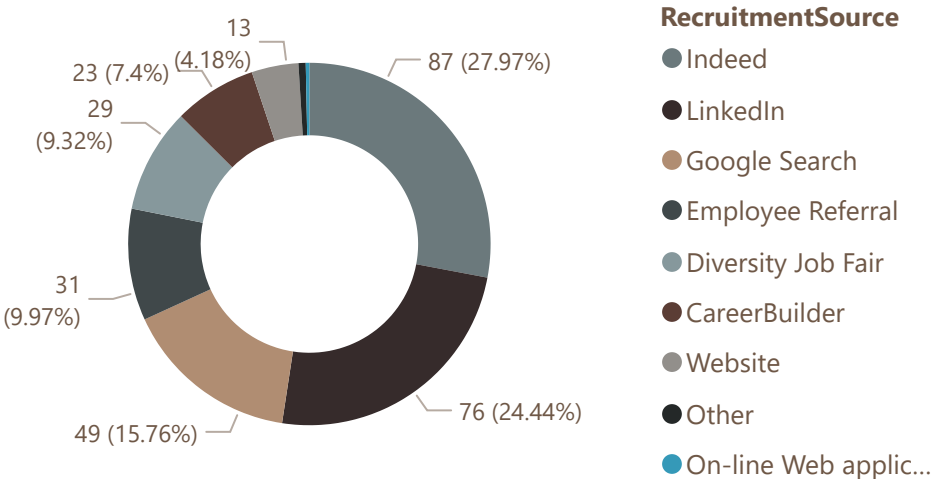
Employee Referral

TopSource_ByPerformance

Employee_Name by Department and Termd



Employee_Name by RecruitmentSource



RecruitmentSource	AvgTermdBySource	AvgPerfBySource	AvgDaysLateBySo
On-line Web application	1.00	3.00	
Google Search	0.61	2.94	
Diversity Job Fair	0.55	3.00	
Other	0.50	3.00	
CareerBuilder	0.48	2.91	
Indeed	0.24	2.95	
LinkedIn	0.24	3.00	
Employee Referral	0.16	3.16	
Website	0.08	2.77	
Total	0.33	2.98	

Diversity & Inclusion Analysis

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Production

MostDiverseDept

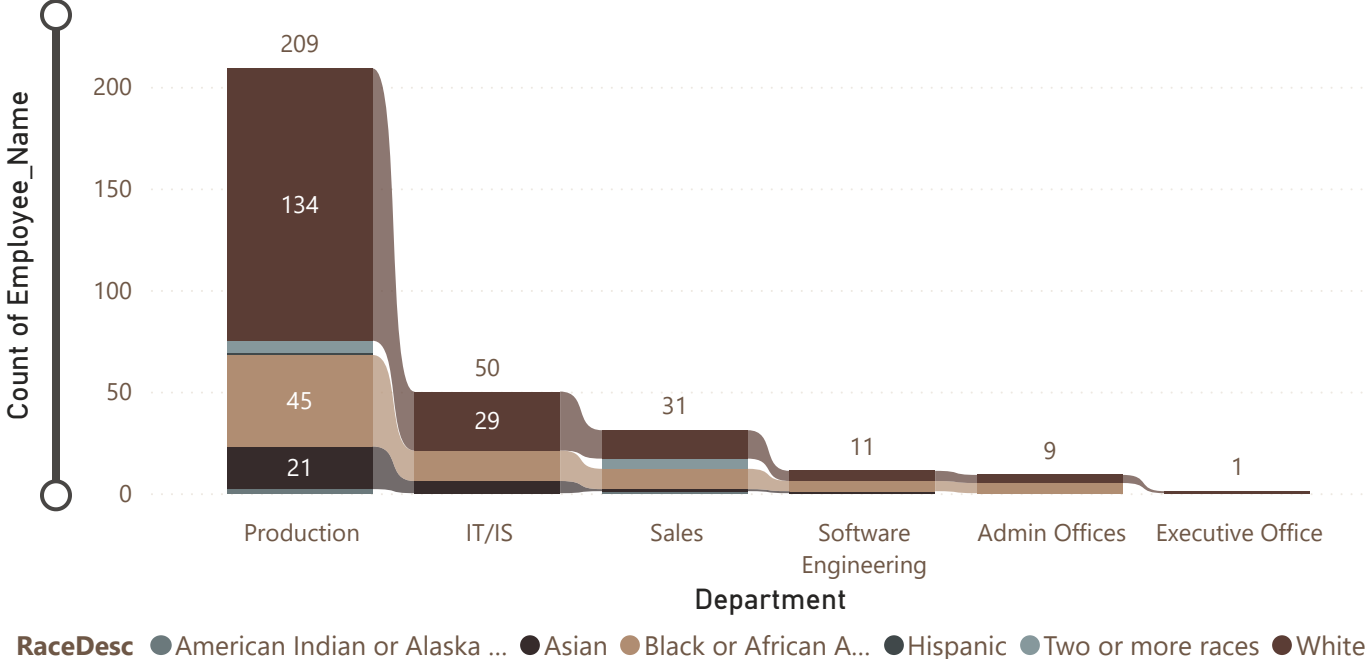
Executive Office

LeastDiverseDept

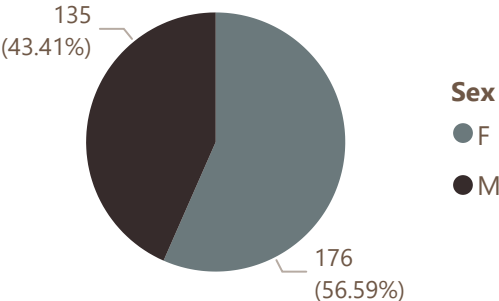
Summary

- Production in Race Desc White made up 43.09% of Count of Employee Name.
- Count of Employee Name for F (176) was higher than M (135).
- F accounted for 56.59% of Count of Employee Name.

Employee_Name by Department and RaceDesc



Male vs Female



Tenure and Promotion Readiness

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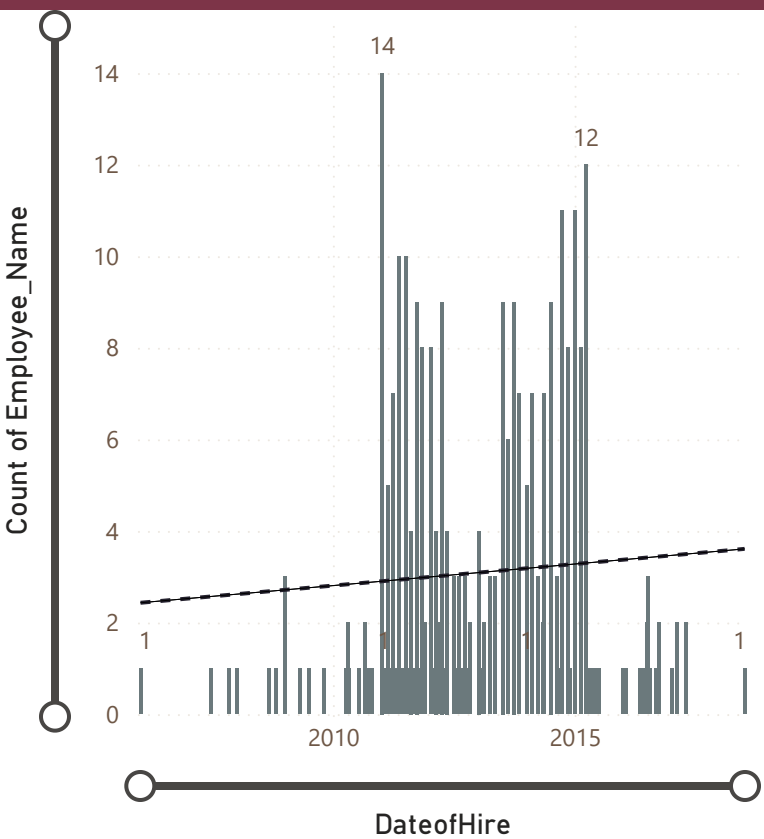
7. Tenure and Promotion...

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Summary

Employee_Name by DateofHire



Summary

Count of Employee Name remained relatively constant between Monday, January 9, 2006 and Monday, July 9, 2018.

26

PromotionReadyCount

Department

All

PerfScoreID

All

Employee_Name	PerfScoreID	EmpSatisfaction	Sum of Tenure	PromotionReady
Dietrich, Jenna	1	1	13	No
Erlus, Angela	1	1	11	No
Brown, Mia	3	2	17	No
Corleone, Michael	2	2	15	No
Desimone, Carl	1	2	11	No
Immediato, Walter	2	2	14	No
Miller, Ned	1	2	14	No
O'hare, Lynn	1	2	11	No
Sparks, Taylor	1	2	13	No
Stansfield, Norman	1	2	11	No
Ybarra, Catherine	1	2	17	No
Ait Sidi, Karthikeyan	3	3	10	No
Akinkuolie, Sarah	3	3	14	No
Andreola, Colby	3	3	11	No
Bachiochi, Linda	3	3	16	No
Barbara Thomas	3	3	13	No
Total			3829	

Manager Comparison Dashboard

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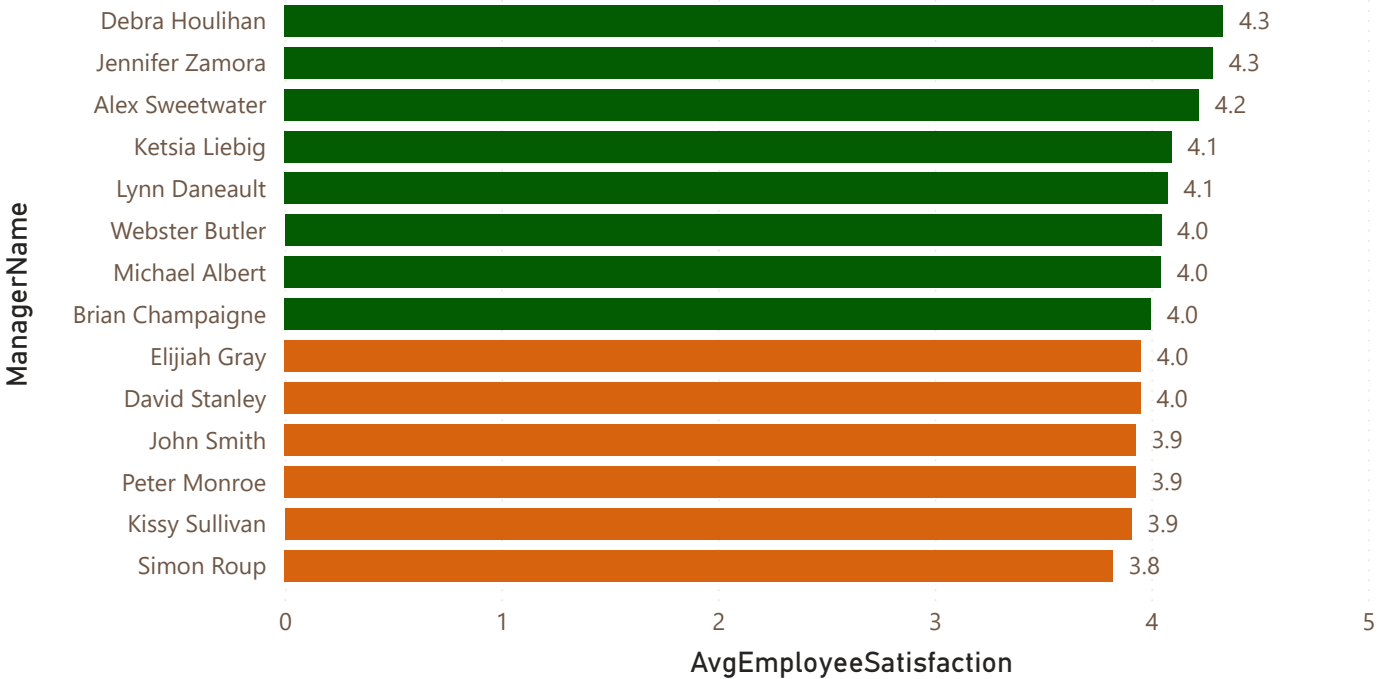
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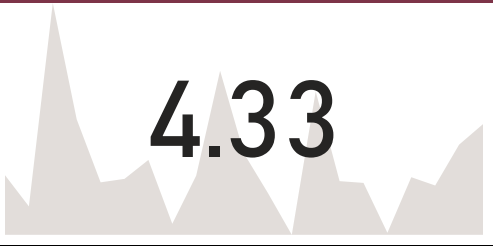
AvgEmployeeSatisfaction by ManagerName



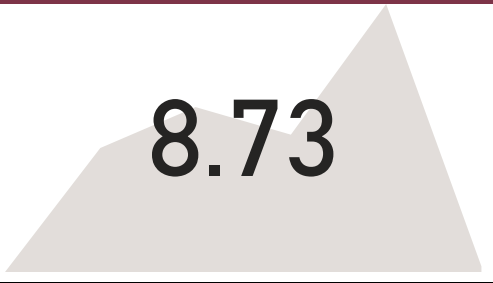
Summary

At 4.33, Debra Houlihan had the highest Avg Employee Satisfaction and was 44.44% higher than Board of Directors, which had the lowest Avg Employee Satisfaction at 3. Debra Houlihan had the highest Avg Employee Satisfaction at 4.33, followed by Jennifer Zamora and Alex Sweetwater. Board of Directors had the lowest Avg Employee Satisfaction at 3. Across all 21 Manager Name, Avg Employee Satisfaction ranged from 3 to 4.33.

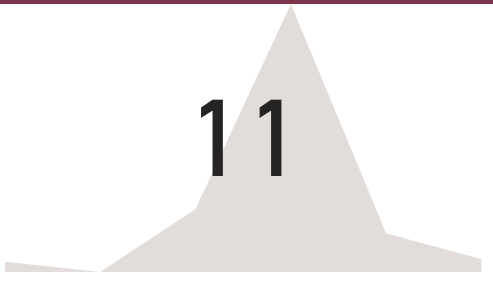
AvgEngagement by ManagerName



AvgAbsences by Department



TeamSize by Department



Insights for Retention Drivers

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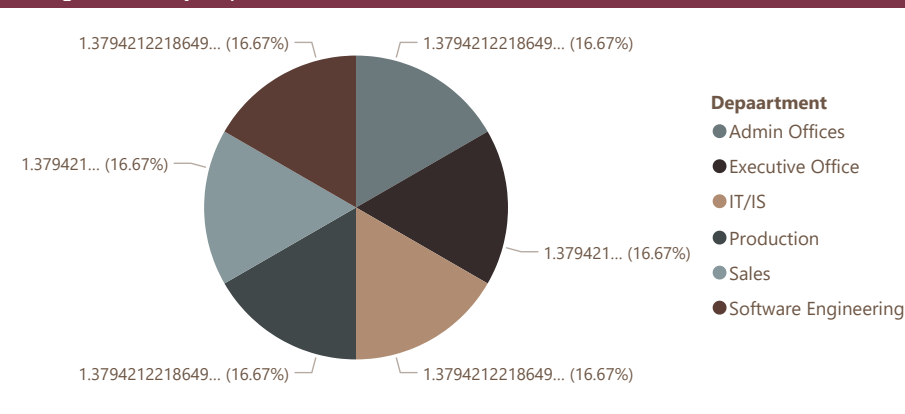
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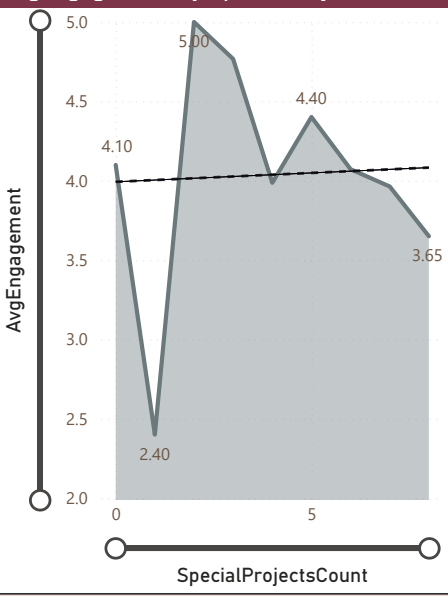
Table[Depaartment]	Table[AttritionRiskScore]	Sum of [AvgRiskByDept]
Production	Low Risk	190.16
Production	Medium Risk	86.81
IT/IS	Low Risk	42.78
Sales	Low Risk	29.81
IT/IS	Medium Risk	26.22
Production	High Risk	11.02
Software Engineering	Low Risk	9.55
Sales	Medium Risk	8.48
Total		429.00

Average of Risk by Depaartment



AttritionRiskScore
All

AvgEngagement by SpecialProjectsCount



Summary & Conclusion

- **Attrition isn't random** : It has faces, reasons, and patterns. The dashboard identifies top causes of turnover and highlights which departments are most affected.
- **Satisfaction vs. Performance is a balancing act** : While many top performers are content, a notable chunk shows signs of stress or disengagement. That's your early warning system.
- **Absenteeism has hidden patterns** : Even high performers aren't immune to taking time off. This insight points to possible burnout or work-life balance challenges.
- **Not all recruitment sources are created equal** : Referrals and job fairs brought in more stable, high-performing employees compared to generic job boards.
- **Diversity's distribution is uneven** : While some departments are well-balanced, others lean heavily in one demographic direction. This pinpoints where inclusion efforts can grow.
- **Promotion readiness helps you plan, not guess** : With tenure and performance aligned, the report highlights who's ripe for advancement and who needs more time to grow.
- **Retention drivers are now visible** : Employees involved in special projects and recognized for their work tend to stay. Invest in engagement, reap loyalty.