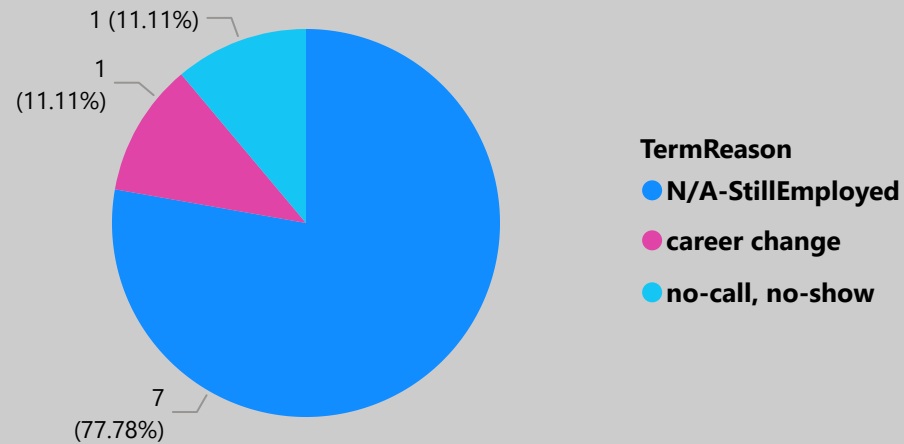


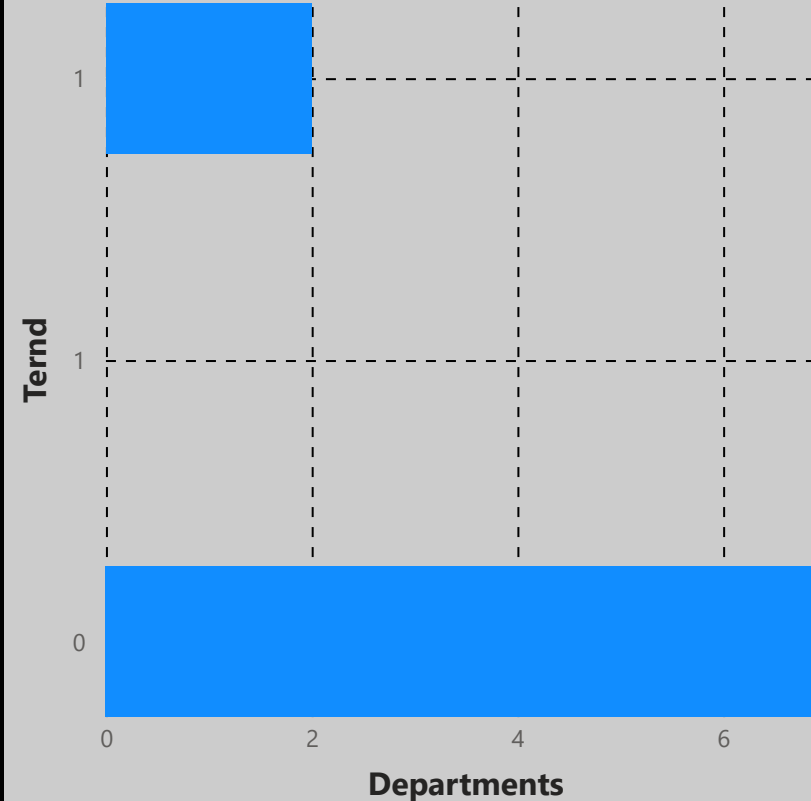
People Analytics Dashboard – Workforce Insights for Strategic HR Decisions

Attrition Analysis

Term Reason



Count of Department by Terms

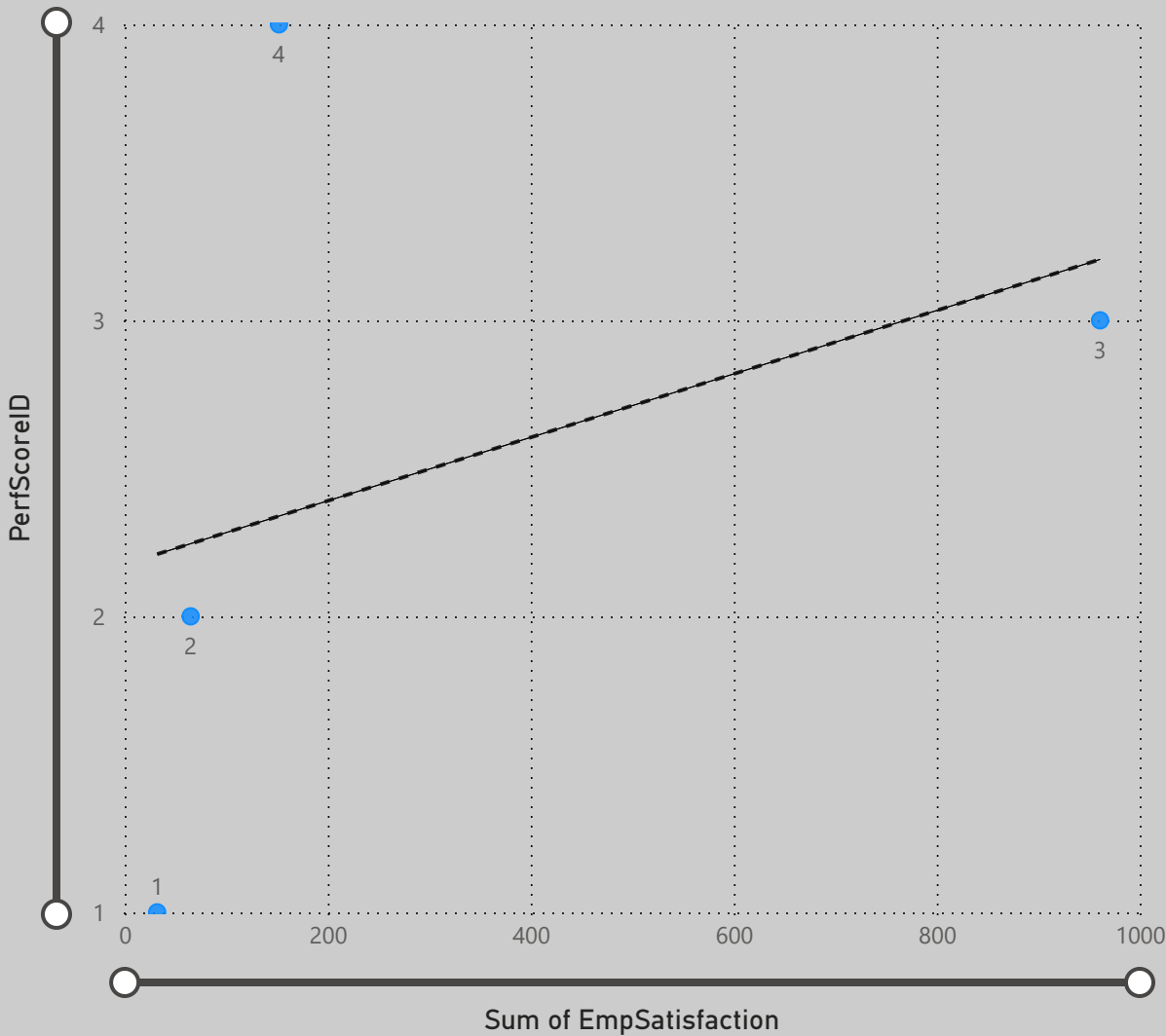


Department, EmploymentStatus, Sex

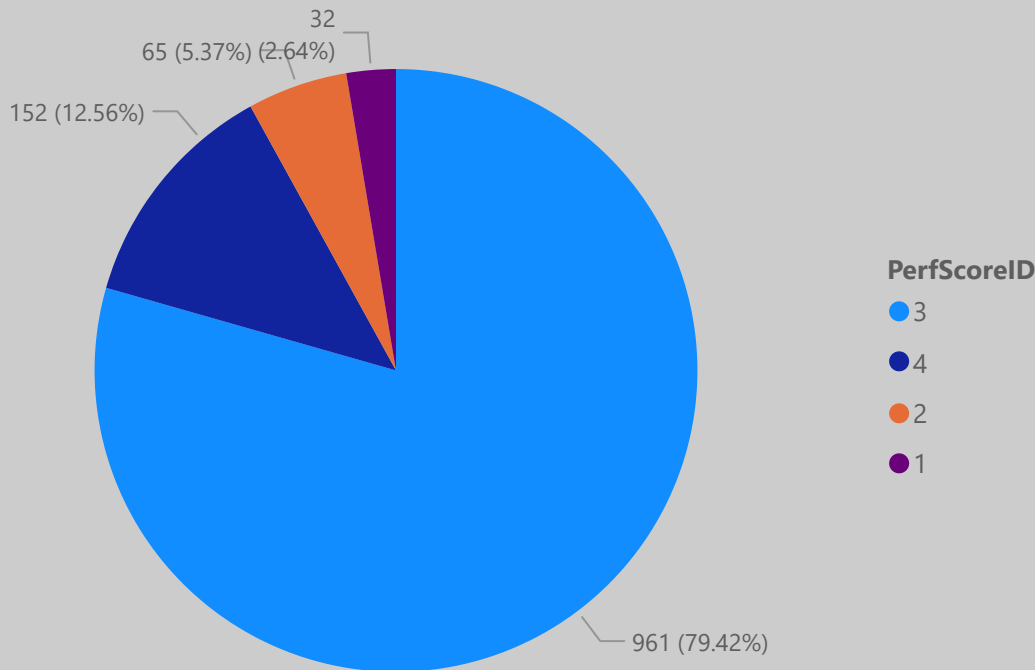
- Admin Offices
- Active
 - F
 - M
- Terminated for Cause
- Voluntarily Terminated
- Executive Office
- IT/IS
- Production
- Sales
- Software Engineering

Performance vs Satisfaction

Sum of EmpSatisfaction by PerfScoreID



Sum of EmpSatisfaction by PerfScoreID

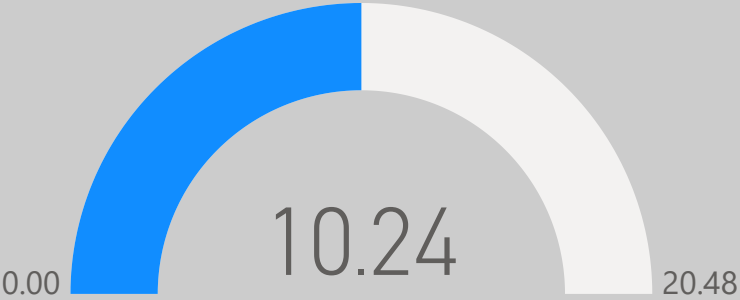


Top Performers with High Absenteeism

Top Performers

Count of EmpID	PerformanceScore	Sum of Absences
37	Exceeds	388
243	Fully Meets	2484
18	Needs Improvement	204
13	PIP	108
311		3184

Average of Absences and First PerformanceScore

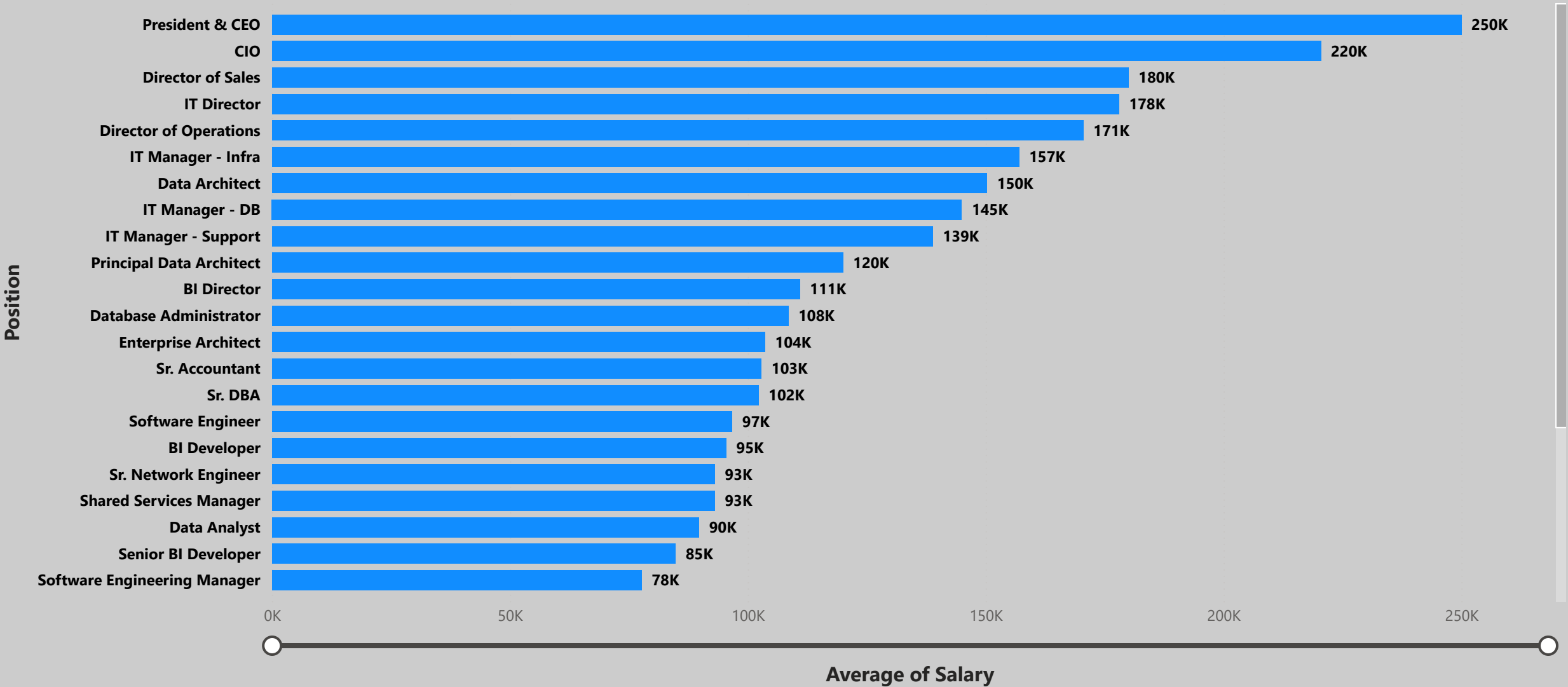


Average of Absences by PerformanceScore

8.31

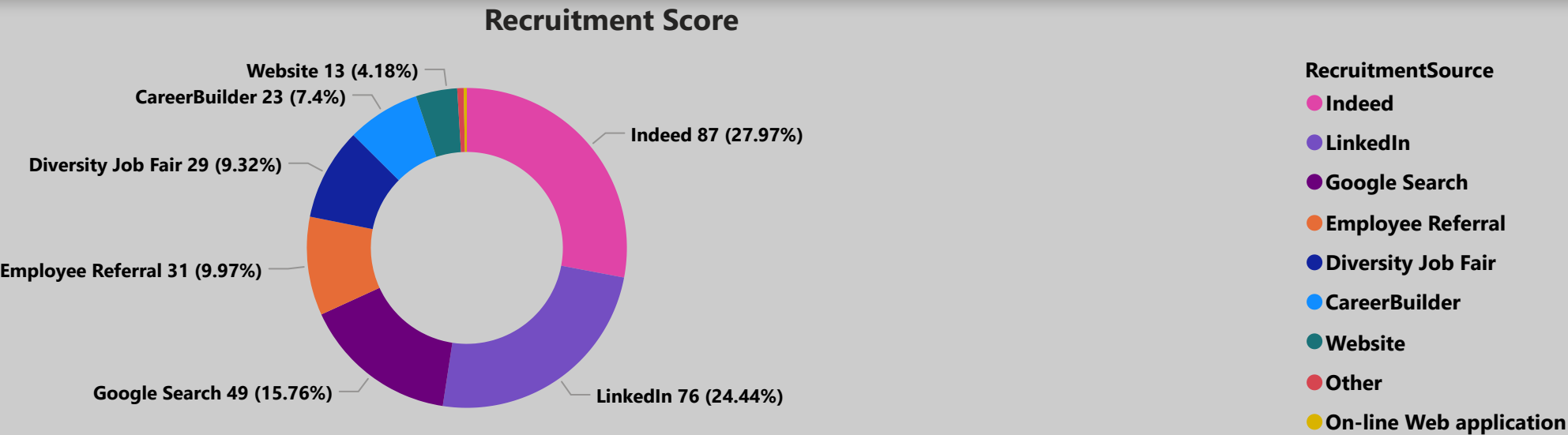
Salary vs. Engagement by Role

Average of Salary and Count of EngagementSurvey by Position



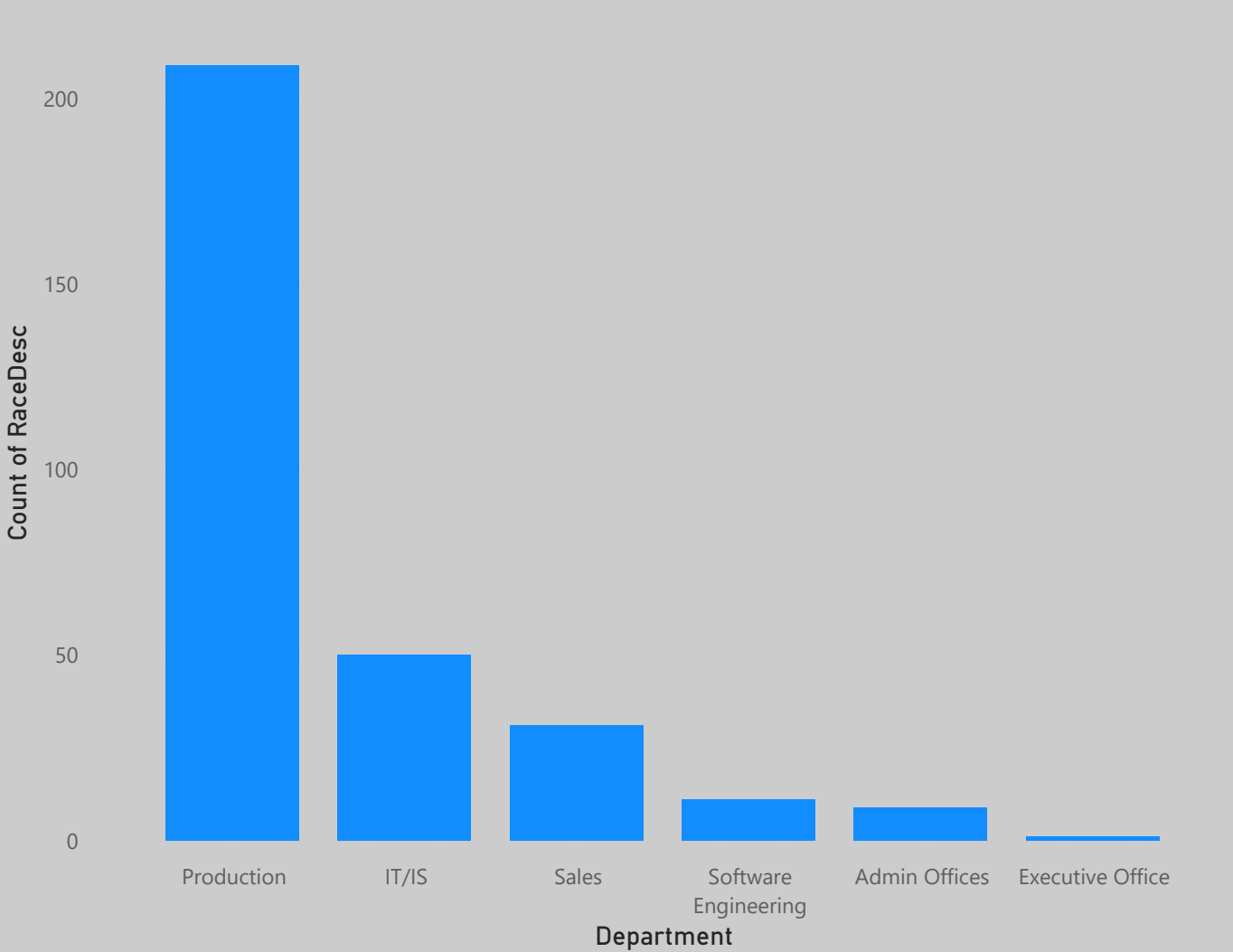
Recruitment Source Effectiveness

PerformanceScore	Exceeds		Fully Meets		Needs Improvement		PIP		Total
RecruitmentSource	Average of Termd	Sum of DaysLateLast30	Average of Termd	Sum of DaysLateLast30	Average of Termd	Sum of DaysLateLast30	Average of Termd	Sum of DaysLateLast30	Average
CareerBuilder	0.50	0	0.47	2	0.50	16			
Diversity Job Fair	0.33	0	0.67	0	0.25	14	1.00	3	
Employee Referral	0.00	0	0.16	0			1.00	4	
Google Search	0.50	0	0.58	1	1.00	14	1.00	5	
Indeed	0.08	0	0.26	2	0.75	11	0.00	24	
LinkedIn	0.33	0	0.20	0	0.33	13	0.67	15	
On-line Web application			1.00	0					
Other			0.50	0					
Website	0.00	0	0.10	0			0.00	5	
Total	0.22	0	0.33	5	0.56	68	0.38	56	

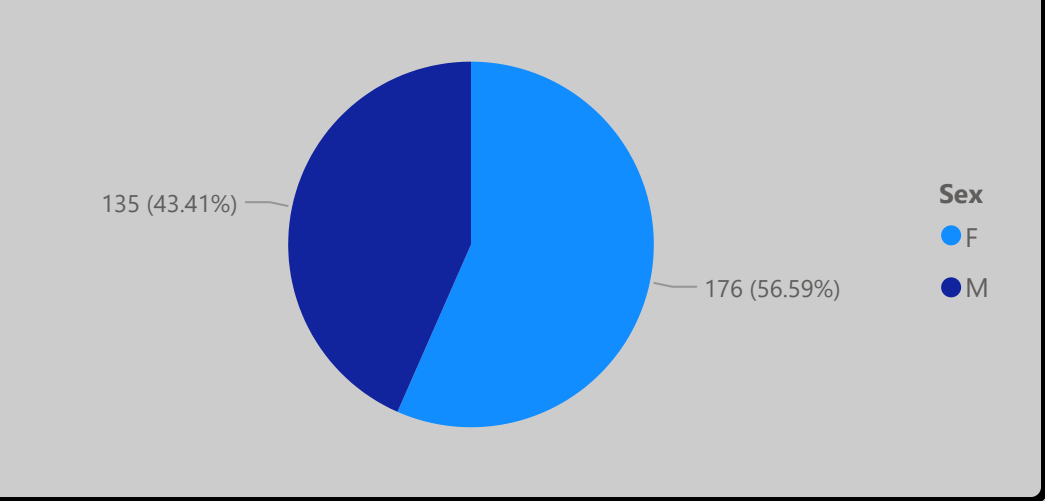


Diversity & Inclusion Analysis

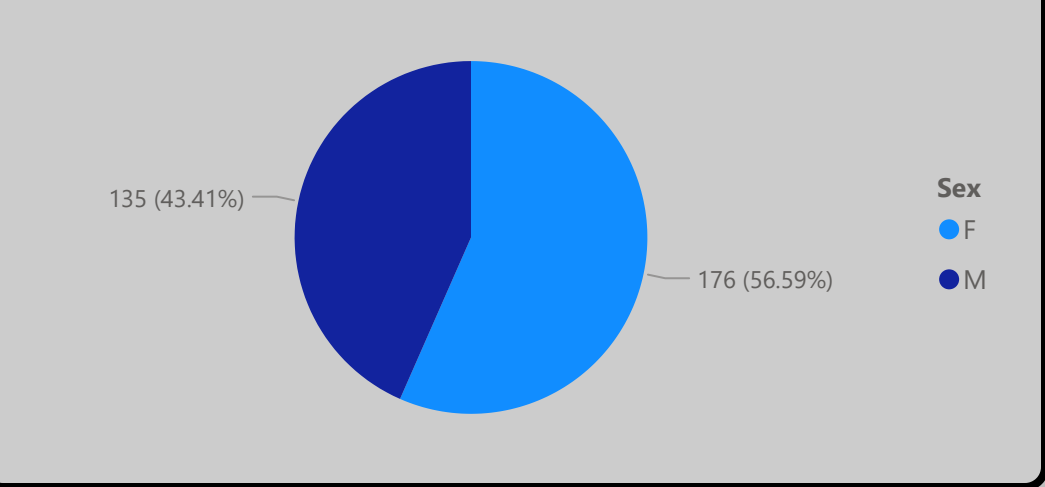
Count of RaceDesc by Department



Count of Department by Sex



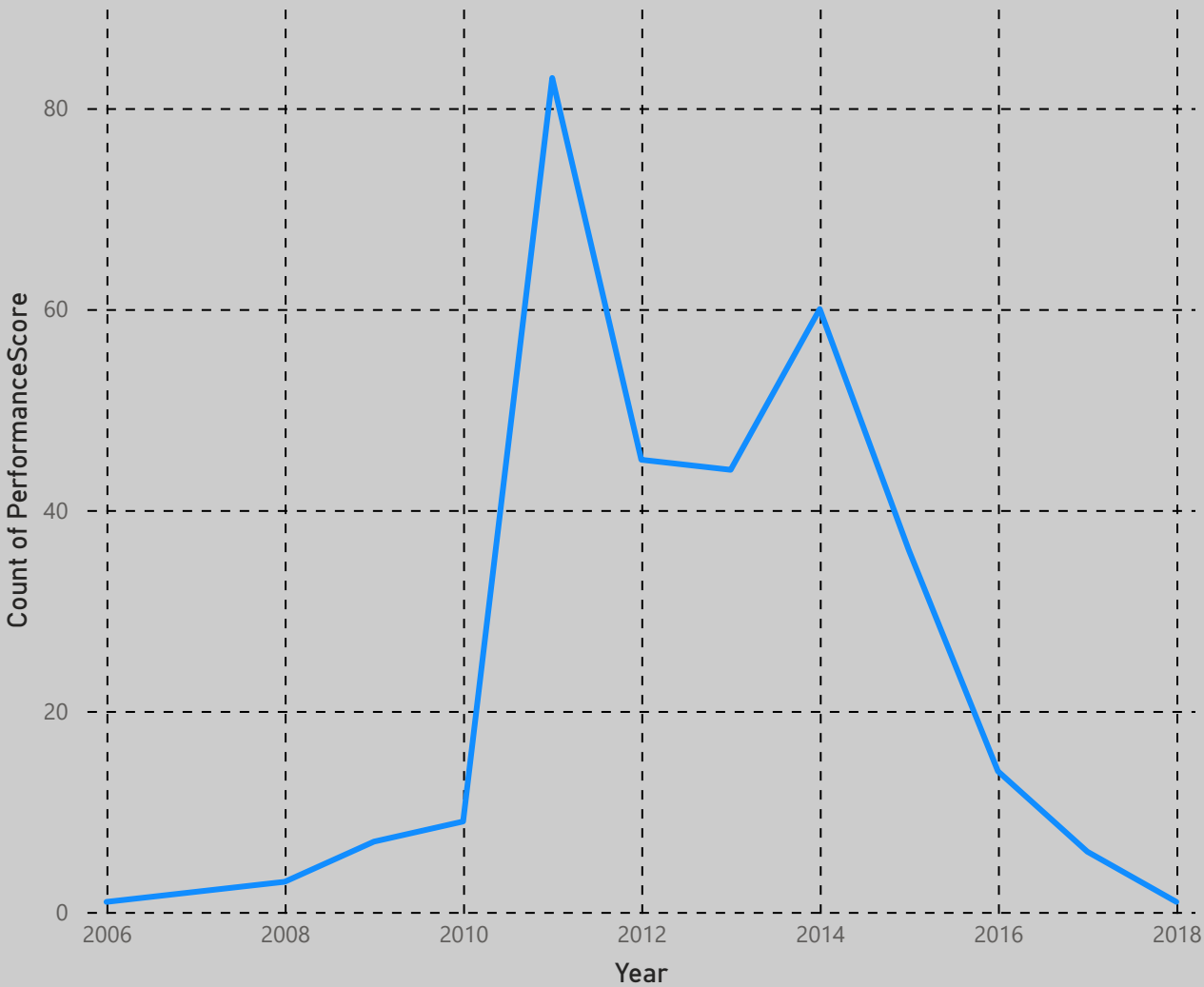
Count of EmplID by Sex



Tenure and Promotion Readiness

Employee_Name	Count of EmploymentStatus	Average of PerfScoreID	Average of Er
Adinolfi, Wilson K	1	4.00	
Ait Sidi, Karthikeyan	1	3.00	
Akinkuolie, Sarah	1	3.00	
Alagbe,Trina	1	3.00	
Anderson, Carol	1	3.00	
Anderson, Linda	1	4.00	
Andreola, Colby	1	3.00	
Athwal, Sam	1	3.00	
Bachiochi, Linda	1	3.00	
Bacong, Alejandro	1	3.00	
Baczinski, Rachael	1	3.00	
Barbara, Thomas	1	3.00	
Barbossa, Hector	1	4.00	
Barone, Francesco A	1	3.00	
Barton, Nader	1	3.00	
Bates, Norman	1	3.00	
Beak, Kimberly	1	4.00	
Beatrice, Courtney	1	3.00	
Becker, Renee	1	3.00	
Becker, Scott	1	3.00	
Bernstein, Sean	1	3.00	
Biden, Lowan M	1	3.00	
Billis, Helen	1	4.00	
Blum, David	1	3.00	
Total	3	2.98	

Count of PerformanceScore by Year



Manager Comparison Dashboard

ManagerName	Average of EngagementSurvey	Count of Absences	Department
Board of Directors	5.00	1	Admin Offices
Brandon R. LeBlanc	4.35	7	Admin Offices
Janet King	4.10	1	Admin Offices
Board of Directors	4.83	1	Executive Office
Brian Champaigne	4.06	8	IT/IS
Eric Dougall	4.59	4	IT/IS
Janet King	4.60	1	IT/IS
Jennifer Zamora	4.02	6	IT/IS
Peter Monroe	4.03	14	IT/IS
Simon Roup	4.23	17	IT/IS
Amy Dunn	3.92	21	Production
Brannon Miller	4.04	22	Production
David Stanley	4.15	21	Production
Elijah Gray	4.07	22	Production
Janet King	4.14	15	Production
Kelley Spirea	4.48	22	Production
Ketsia Liebig	4.05	21	Production
Kissy Sullivan	4.04	22	Production
Michael Albert	4.07	22	Production
Webster Butler	4.33	21	Production
Debra Houlihan	3.84	3	Sales
Janet King	4.50	1	Sales
John Smith	3.79	14	Sales
Lynn Daneault	3.80	13	Sales
Total	4.11	311	

