



# ***DOMO-LAYTON HACKATHON***

G6-

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## Headcount and Turnover

1. Designing Demographics Dashboard that allows HR team to be able to understand company's Headcount Distribution across different demographics.
2. Designing Monthly Turnover Rate Dashboard to help HR team analyze the Employee Turnover Rate.

***OBJECTIVE***



# ***Headcount Dashboard***

***Distribution across different demographics***

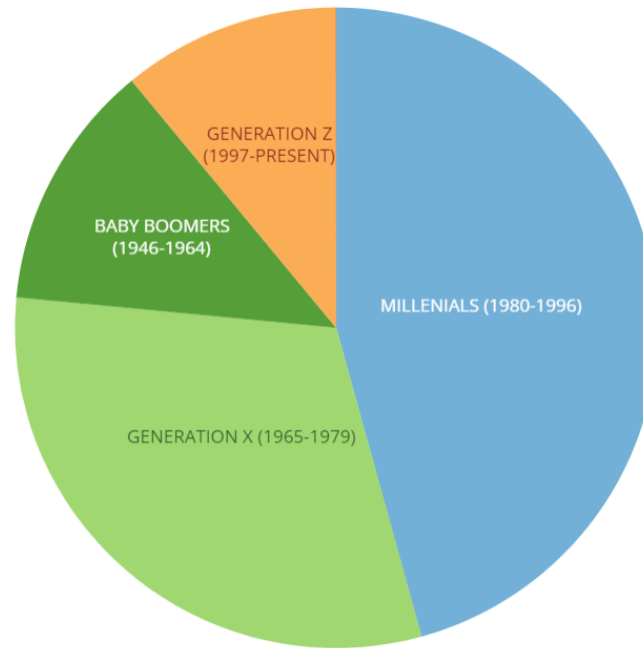
1. AGE BAND
2. GENERATION BAND
3. VETERAN STATUS
4. TENURE
5. GENDER
6. ETHNIC DISTRIBUTION



# GENERATION BAND

**29K** Active Employees

MILLENNIALS (1980-1996)	13,265
GENERATION X (1965-1979)	8,938
BABY BOOMERS (1946-1964)	3,628
GENERATION Z (1997-PRESENT)	3,179
TRADITIONALISTS (1945 AND BEFORE)	6



Total  
29,016

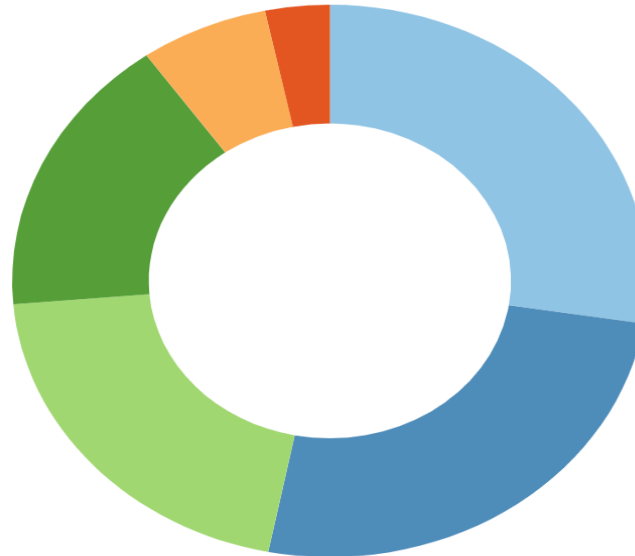


# AGE BAND

Headcount distribution across Age Band

**29K** Active Employees

25 < 35 years old	7,971
35 < 45 years old	7,440
45 < 55 years old	5,962
55 < 65 years old	4,802
< 25 years old	1,892
65+ years old	951



Average  
4,836.33

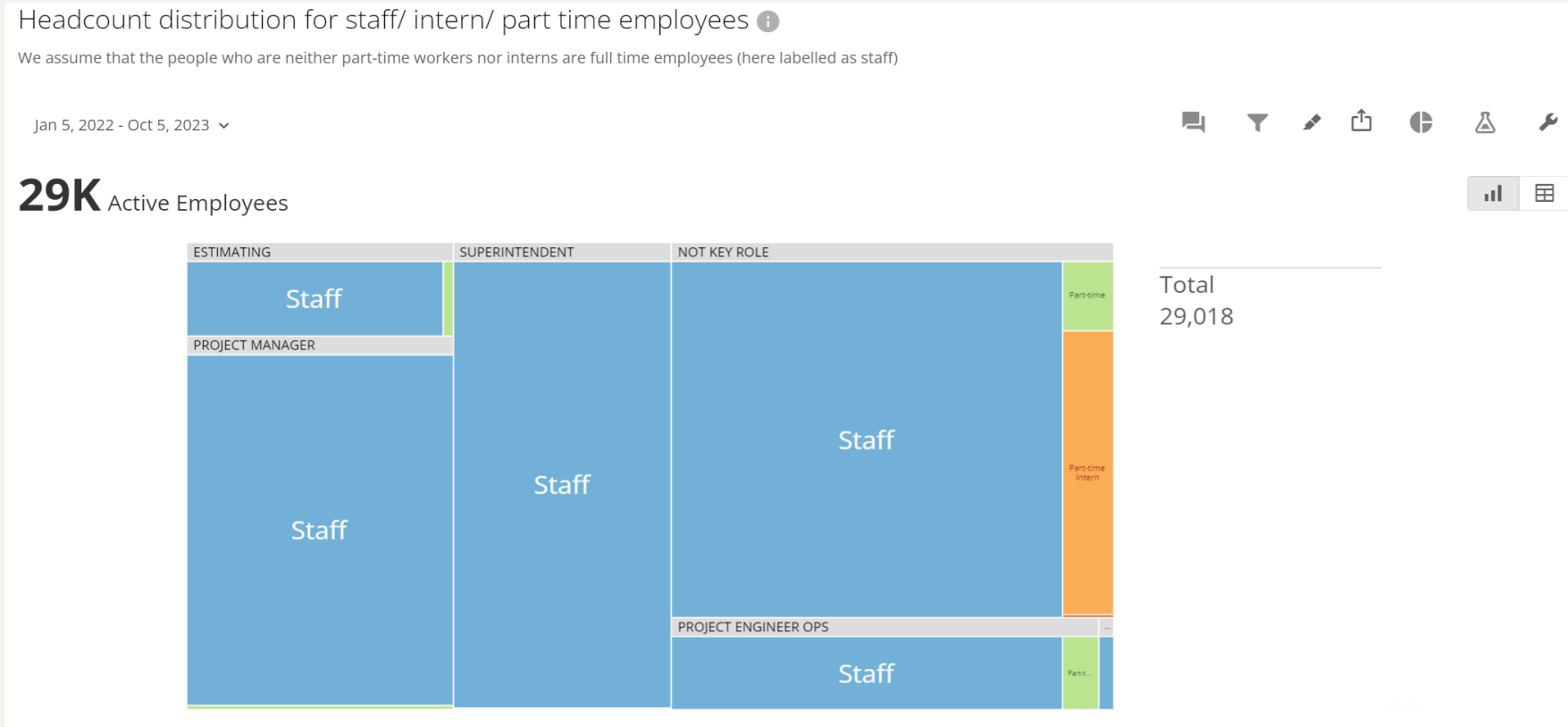


# ***Other KPI's***

[Headcount Dashboard](#)



# ***A headcount distribution for staff/ intern/ part time employees.***



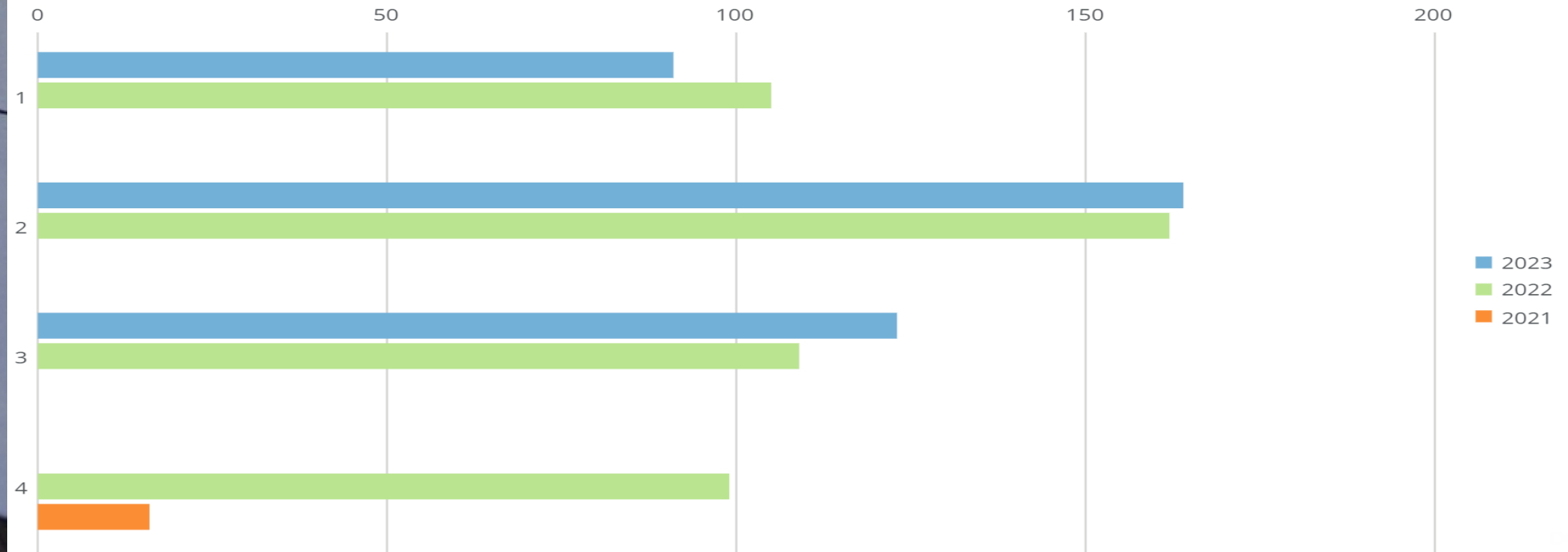


# New hires across the reporting periods

Indicates the number of new hires across the reporting periods

Horizontal grouped bar chart

**29K** Active Employees





# ***Previous year vs YTD new hire report.***



## **Interesting observation(s) in the headcount population across the different report periods**

Based on the headcount data, here are some interesting observations:

- Total headcount increased each month from Jan to May. This indicates business growth and hiring activity in the first half of 2022.
- There was a drop in headcount in June 2022. The dip in June could be due to higher turnover that month.
- Headcount remained steady from July to Oct 2022, showing stable workforce numbers in the second half of 2022 so far.

So, in summary, the data shows healthy business growth in 2022 indicated by increasing headcount, with some targeted hiring initiatives like in Technology. The trend seems relatively stable from mid-2022 onwards.



***THANK YOU !***

