Talent Management Audit Report

Dashboard

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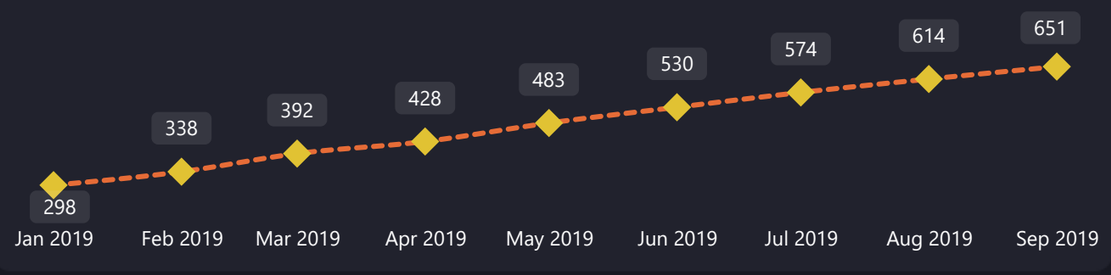
Clear all

Organization Workforce Landscape

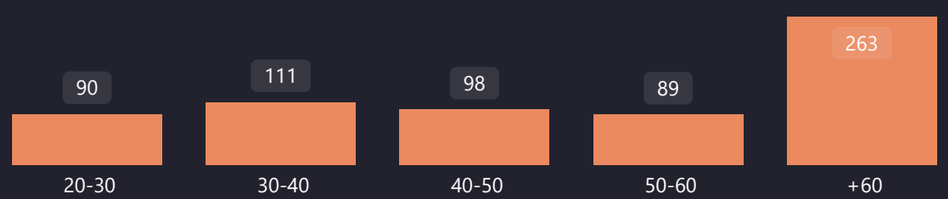
Division: All | Job Function: All | BusinessUnit: All | Month: Sep 2019

Beginning Headcount	Ending Headcount	Turnover % L12 Months	New Hires L12 Months	Exit L12 Months	Net Add L12 Months	New Hires Growth	Headcount Growth
614	651	8.20%	437	37	400	(Blank)	(Blank)

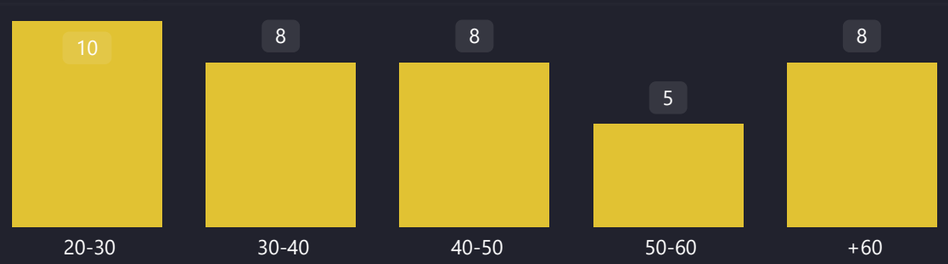
Headcount by month from Oct-18 to Sep-19



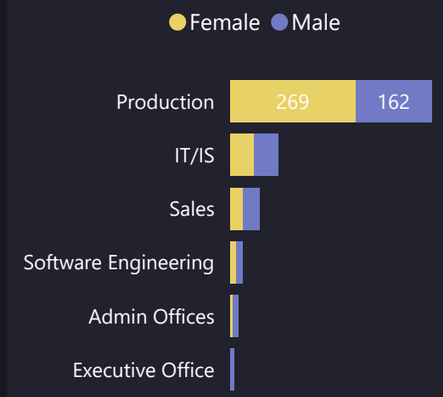
Headcount by Age Range



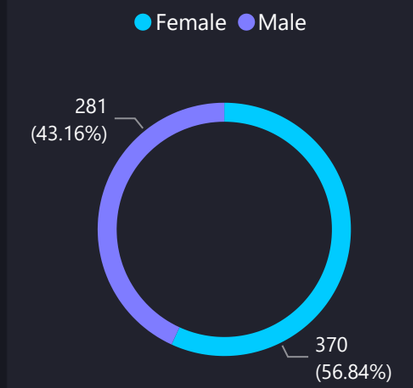
Hires by Age Range



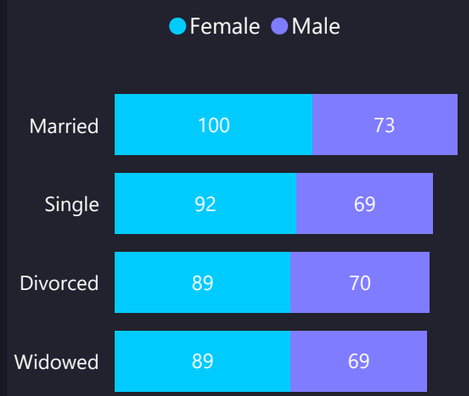
Headcount by Department and Gender



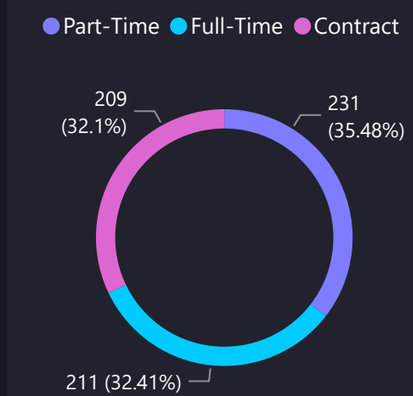
Headcount by Gender



Headcount by Marital Status and Gender



Headcount by Contract



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Termination Analysis

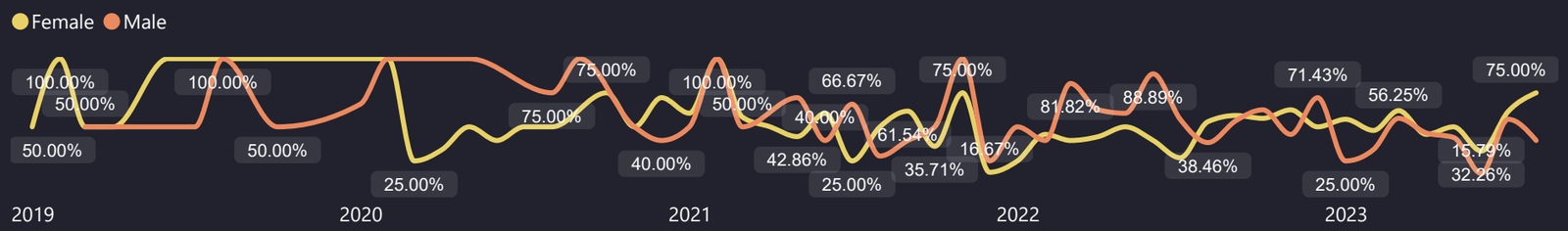
Division: All

Job Function: All

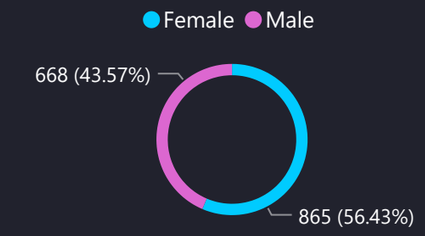
BusinessUnit: All

Date: 01-01-2019 – 29-01-2024

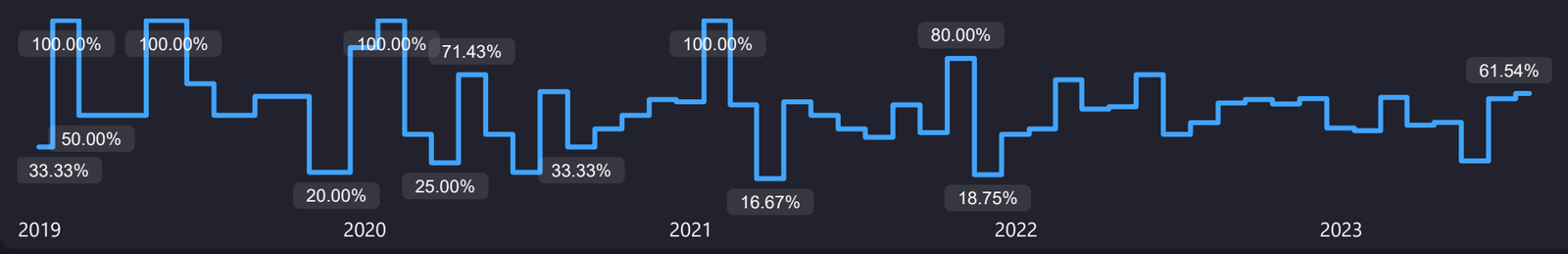
Gender Wise Termination (Vol %)



Termination by Gender

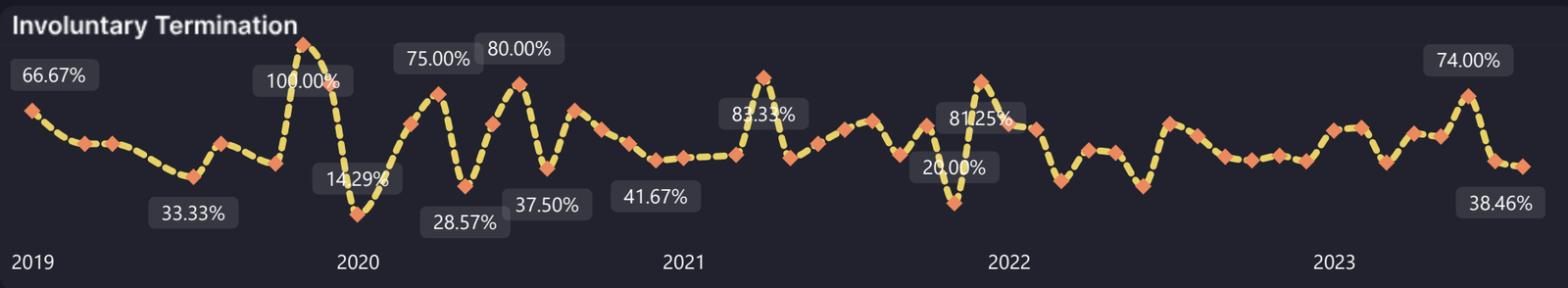


Voluntary Termination

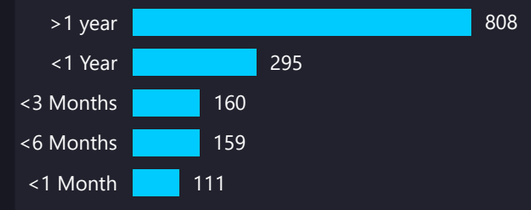


Termination by Type

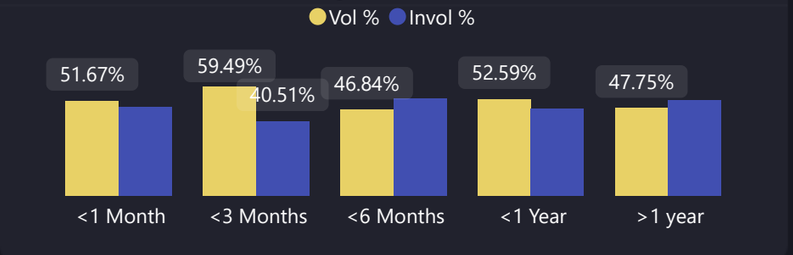
Involuntary Termination



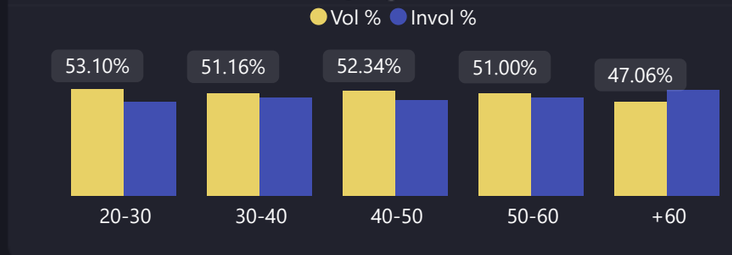
Termination by Tenure



Vol Vs. Invol Termination by Tenure (%)



Vol Vs. Invol Termination by Age (%)



Termination by Age

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Training Report

Division: All

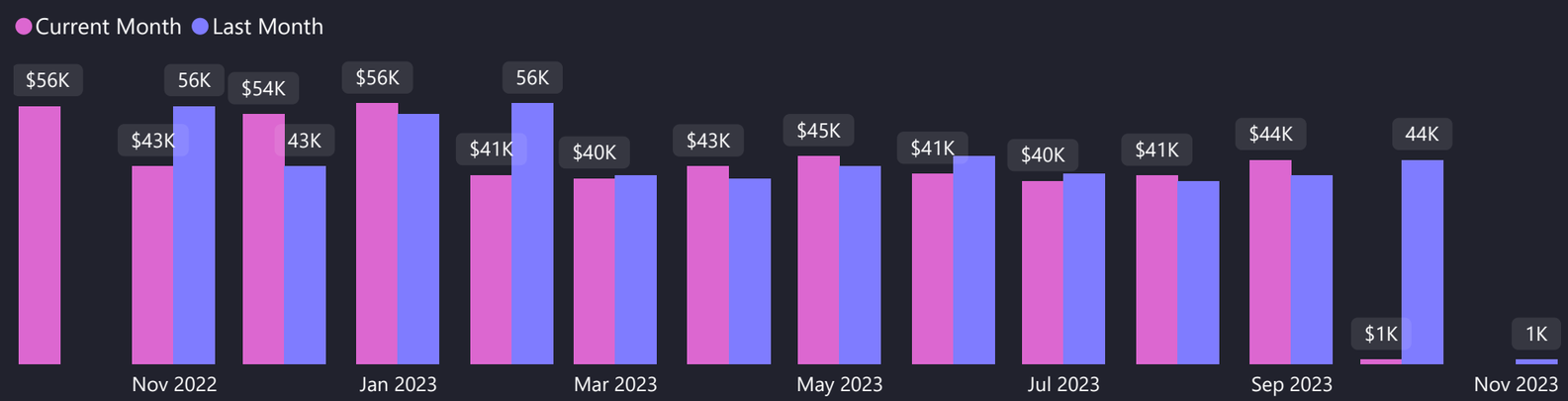
Job Function: All

BusinessUnit: All

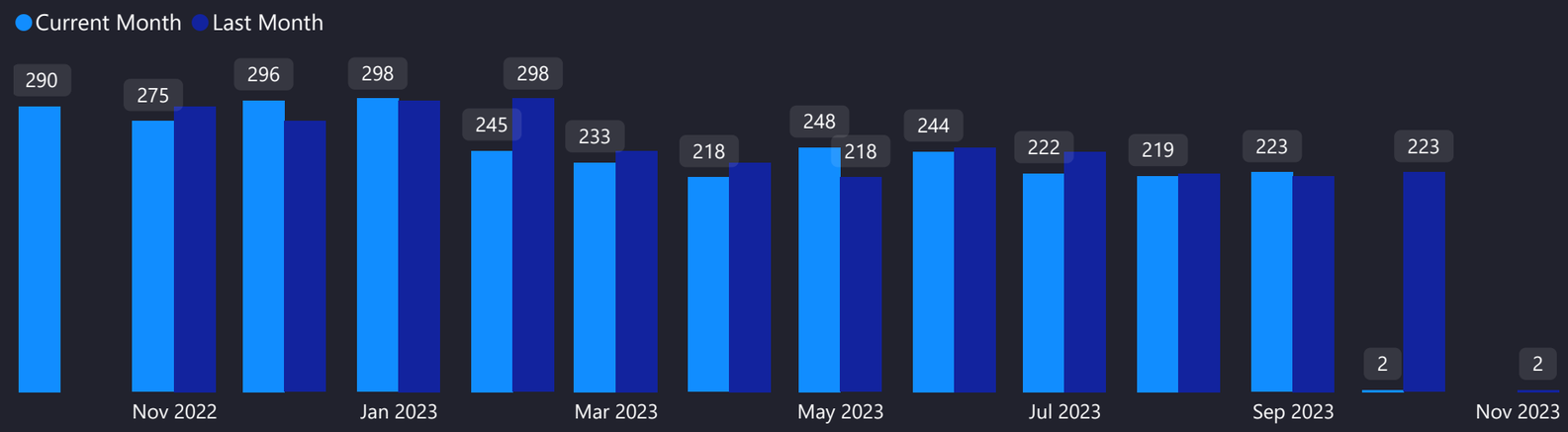
Date: 01-01-2019 – 29-01-2024

Training Cost Per Person	Training Cost	Training Duration	Training Programs	Unique Participants
702.71	$543.9K	3013	13	774

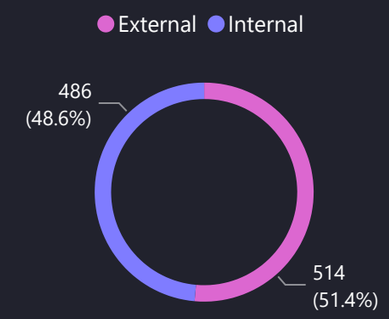
Training Cost by Month



Training Duration by Month

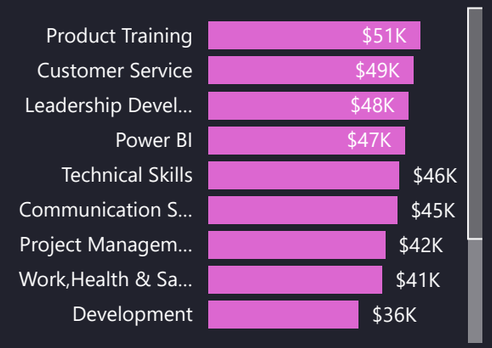


Total Program by Training Types



Completed Programs

Programs by Cost



OBSERVATIONS

Recruitment Report

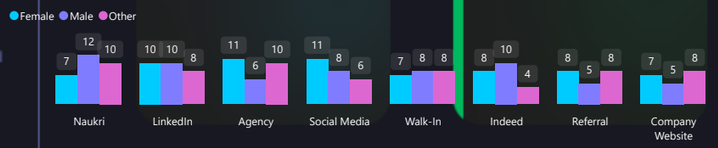
Division: All | Job Function: All | BusinessUnit: All | Date: 01-01-2019 – 29-01-2024

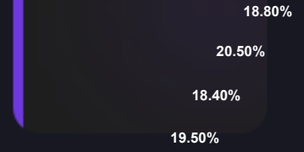
% Vacancies Filled: 19.50%

1000 | 205 | 184 | 188 | 195

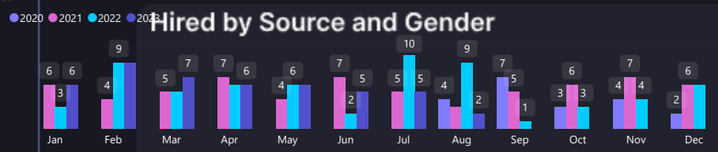
% Active Vacancies: 80.50%

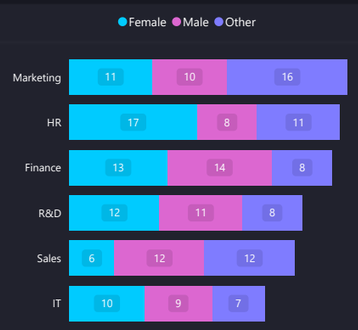
Applicants | Assessment | Rejected | Screening | Hires

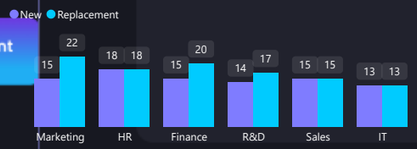


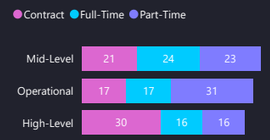


Hired by Source and Gender









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Hired by Month and Year

Hired by Department and New or Replacement?

Hired by Role and Position

Total Applicants by Department and Gender

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Performance Report

Division: All | Job Function: All | BusinessUnit: All | Date: 01-01-2015 – 29-01-2024

Rating 3 or Above	Rating Below 3	Rating 3 or Above(%)	Rating Below 3(%)
2219	781	73.97%	26.03%

Performance by Generation

1 2 3 4 5

	1	2	3	4	5
Gen X(1964-1982)	12%	14%	52%	14%	
Boomers(1946-1963)	9%	19%	49%	13%	9%
Gen Y(Millennials)(1983-1995)		16%	54%	13%	
Gen Z(1996 or later)		20%	52%	13%	9%
Traditionalists(1945 or earlier)	12%	15%	48%	14%	11%

Performance by Race

Asian Black Hispanic Other White

	Asian	Black	Hispanic	Other	White
5	14%	21%	23%	21%	20%
4	22%	20%	18%	20%	20%
3	19%	21%	20%	20%	21%
2	23%	19%	20%	16%	21%
1	24%	24%	12%	22%	18%

Performance by Employment

Contract Full-Time Part-Time

	Contract	Full-Time	Part-Time
5	30%	33%	37%
4	37%	33%	30%
3	35%	34%	31%
2	32%	35%	33%
1	28%	35%	37%

Performance by Gender

Female Male

	Female	Male
5	48%	52%
4	45%	55%
3	63%	37%
2	50%	50%
1	46%	54%

Performance by Business Unit

1 2 3 4 5

	1	2	3	4	5
P & L Construction LLC	10%	12%	52%	13%	13%
C.C.D.R Technologies LLC	12%	15%	49%	17%	6%
Black Paper Consulting	9%	21%	44%	14%	12%
North Engineering LLC	8%	13%	54%	19%	5%
East Warrior, LLC	11%	14%	55%	14%	6%
TNS Networks, LLC	7%	14%	61%	12%	7%
Pyzen Technologies	11%	20%	50%	13%	6%
SpaceCo	8%	19%	47%	12%	14%
Webloop Technologies	11%	22%	46%	11%	10%
South Valley Group, LLC	7%	18%	54%	10%	10%

Performance Rating	20-30	30-40	40-50	50-60	+60
1	12	16	24	33	54
2	34	44	30	35	101
3	104	131	136	108	273
4	24	36	37	28	74
5	18	23	11	27	54

Employee Profile

Abagail Moran

Search

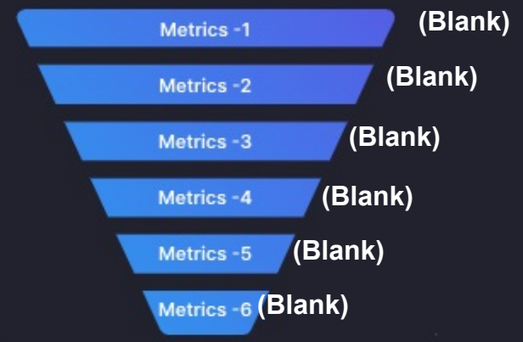
Engagement Score ★★★★★

Satisfaction Score ★★★★★

Work-Life Balance Score ★★★★★

Last Performance Rating	Training Programs	Annual Leave Balance (Days)
4	1	41

Performance Metrics



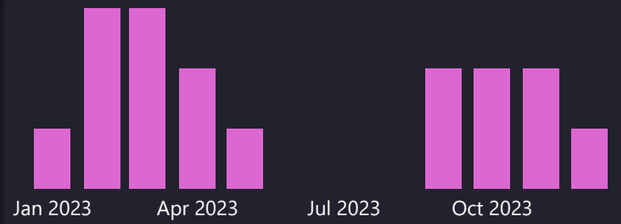
Personal Information

Employee Name :	Abagail Moran
Employment Status :	☑ Active
Date of Birth :	24-04-1992
Education :	BCA
Ethnicity :	White
Hire Date :	24-08-2019
Gender :	Female
Marital :	Single
Generation :	Gen Y(Millennials)(1983-1995)
Email :	abagail.moran@bilearner.com

Position & Financials

Supervisor :	Caitlin Stokes
Business Unit :	NEL
Job Title :	Production Technician II
Location :	38,475.00
Job Level :	Project Manager
Contract Type :	Contract
Last Salary :	76,574.89
State :	MA
Division :	Engineers
PayZone :	Zone C

Leaves Information



Date	Hours Worked	Leave Type	Weather	Overtime Hours	Time In	Time Out
21-10-2023	7.67	Unpaid	Cloudy	0.16	09:48:00	17:29:00
29-09-2023	7.79	Personal	Sunny	0.47	05:14:00	13:02:00
15-03-2023	12.69	Unpaid	Sunny	0.50	01:14:00	13:55:00
30-11-2023	0.00	Sick	Sunny	0.58	12:07:00	02:52:00
29-05-2023	0.00	Vacation	Rainy	0.80	14:39:00	06:55:00
30-03-2023	0.26	Personal	Sunny	0.94	20:52:00	21:08:00
05-04-2023	5.91	Sick	Sunny	0.98	10:04:00	15:59:00
19-02-2023	5.17	Sick	Cloudy	1.38	13:18:00	18:28:00
11-10-2023	3.62	Unpaid	Rainy	1.41	10:46:00	14:23:00
04-02-2023	15.39	Sick	Sunny	1.43	03:35:00	18:58:00
17-09-2023	0.00	Sick	Cloudy	1.50	10:23:00	06:54:00

Date	Training Type	Program Name	Outcome	Hours	Cost
09-11-2022	Internal	Power BI	Passed	5	$680.09997 55859375
Total				**5**	**$680.09997 55859375**

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Observation: HR Dashboard

-The sex ratio in the company is quite balanced, with females occupying 55% of the positions and males filling the remaining 45%.

-As far as employee contracts go, there is roughly an even split between full-time, part-time, and contractual employees, with each receiving nearly a third of the share.

-Marital status is another metric where the share is almost equally divided into four categories - single, married, divorced, and widowed.

-The company has a high average age, with over 37% of the employees occupying the 60+ category. The remaining staff (~63%) have an almost equal split between the other four categories: 20-30, 30-40, 40-50, and 50-60.

-The new hires also follow a similar trend, with over 44% aged 60 or higher.

-The most populous department is Production, which is home to close to 70% of employees. IT/IS and Sales also house a lot of employees, although nowhere near as many as Production

Observation : Training Analysis

-The company has spent close to $11 million on employee training till date.
-There are 13 unique training programs, with the estimated cost of training an employee amounting to $5.49K.
-The training programs could be either internal or external, with a company opting for a 50-50 split between the two.

Observation : Termination Analysis

-The termination ratio is almost identical to the sex ratio, with just over 55% of employees leaving the company identifying as females.

-Similarly, given the age distribution, it is not surprising to note that the majority of the employees leaving belong to the 60+ category.

-There is a very even split between four categories when it comes to reasons for employee termination, namely ‘Involuntary’, ‘Voluntary’, ‘Resignation’, and ‘Retirement’.

-Another thing to note about those terminating their contracts is that typically they have been engaged with the company for at least a year.

Observation : Performance Analysis

-Most employees perform to a standard that is at least fair, with nearly 74% of them receiving a rating of ‘3 or Above’ (out of a possible maximum of 5).

-There are no other metrics that stand out in this department. That is, it cannot be said that employees of a certain age, race, or gender perform better than others

Observation : Recruitment Analysis

-There are many methods employed by the company to hire new talent, such as using Naukri, going through an agency, using LinkedIn etc. and they are all equally popular.

-Hiring is not a task reserved for specific months of the year, it is an all-year-round exercise as is shown by the data.

-Hiring is also fairly competitive, with just over 20% of potential hires making the final cut.