

HR Data Analysis Report

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Introduction

This report presents a comprehensive analysis of HR data from the organisation, including employee demographics, performance, turnover, and managerial aspects. The analysis aims to provide valuable insights into various aspects of the workforce.

Key Findings

1. Employee Demographics:

- The organisation has a diverse workforce, with employees spanning various demographics, including gender and age.
- The mean age of employees is approximately 37 years, with a wide age range from -50 to 50 years.
- The gender distribution indicates that there are 171 female employees and 132 male employees, highlighting a gender diversity ratio within the company.

2. Performance Score Analysis:

- Performance scores vary among different managers, with some managers having higher percentages of employees who "Fully Meets" or "Exceeds" expectations.
- Managers such as Brannon Miller and Amy Dunn have a higher percentage of employees meeting or exceeding performance expectations.
- Performance scores are categorised into "Exceeds," "Fully Meets," "Needs Improvement," and "PIP" (Performance Improvement Plan).

3. Employee Termination Analysis:

- The analysis of termination dates and managers revealed no significant association between the termination dates of employees and the specific manager they report to.
- The organisation has seen a total of 104 terminations, with various managers overseeing different teams.
- The termination dates span from August 30, 2010, to November 10, 2018.

4. Department-wise Insights:

- The Production department has the highest attrition rate, with 83 employees leaving.
- Other departments, including IT/IS, Sales, and Software Engineering, also experienced departures, albeit in smaller numbers.

5. Hiring Trends:

- The organisation experienced growth in hiring from 2006 to 2014, with 2011 being a significant year with 82 new hires.
- In recent years, there have been fluctuations in the number of new hires, with 2018 having the lowest recruitment numbers.

6. Pay Rate Analysis:

- Pay rates vary by position, with some roles having higher average pay rates than others.
- The mean pay rate across all positions is approximately 11.10, with slight variations among different roles.

Recommendations

- Continuously monitor and analyse performance scores to identify areas for improvement and recognition of effective leadership.
- Investigate the reasons behind attrition in the Production department and consider retention strategies.
- Conduct a more detailed analysis of pay rates to ensure competitiveness within the industry.
- Implement talent development initiatives based on hiring trends and department-specific needs.

Conclusion

This HR data analysis provides valuable insights into the organisation's workforce dynamics, performance, and turnover. These insights can inform HR and management decisions, including talent management, recruitment strategies, and performance improvement initiatives.