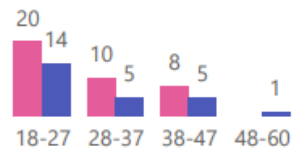


Head Count by Gender

Female Male



Education Field Wise Attrition



Head Count

63

Attrition Rate 19.05%



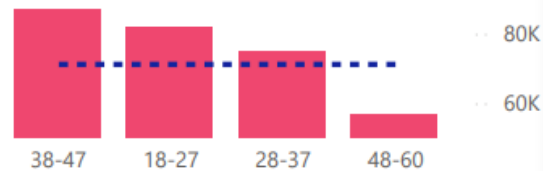
Avg.Age

29.38

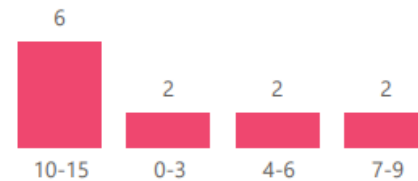
Avg.Salary

70,395

Salary by Age Slab



Attrition by Year of Exp.



Bachelors 27

Masters 15

High School 13

No Formal Qualifications 5

Doctorate 3

Divorced Married Single



Ethnicity

Employees

| | |
|----------------------------------|-----------|
| American Indian or Alaska Native | 2 |
| Asian or Asian American | 5 |
| Black or African American | 10 |
| Mixed or multiple ethnic groups | 12 |
| Native Hawaiian | 2 |
| Other | 2 |
| White | 30 |
| Total | 63 |

Human Resources



Sales



Technology

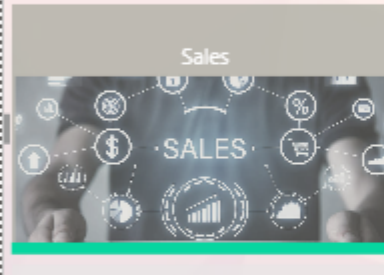
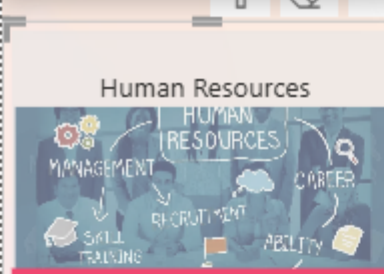
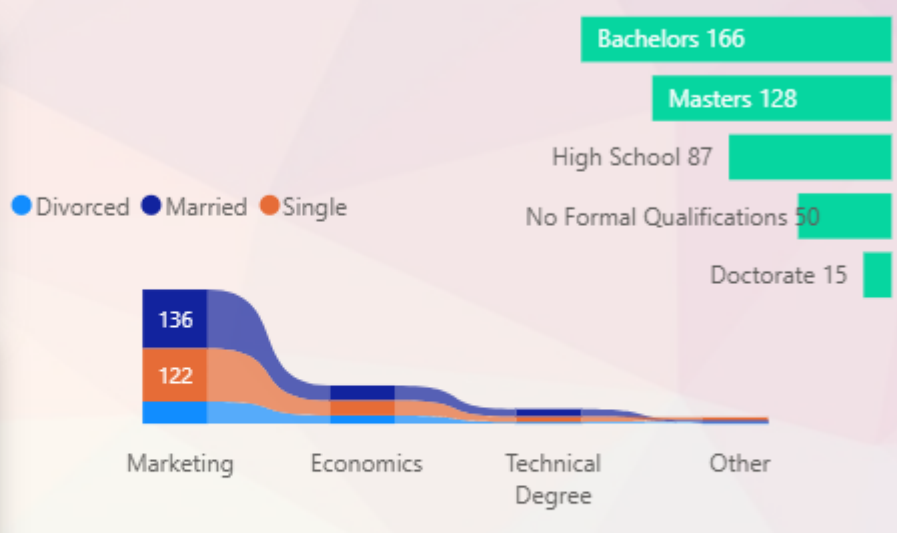
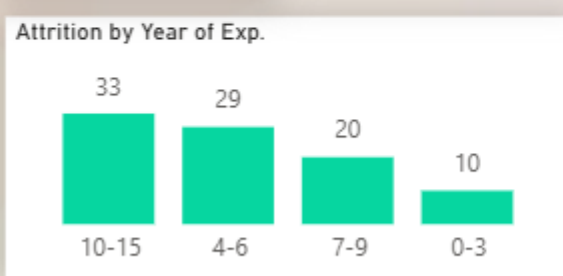
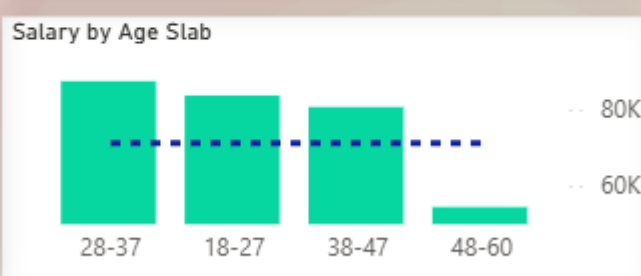
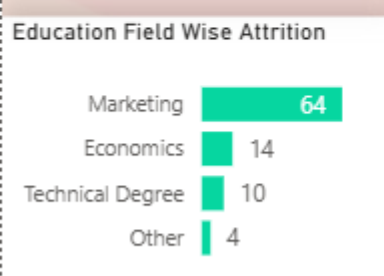
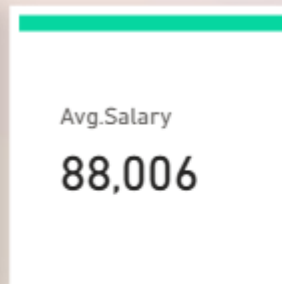
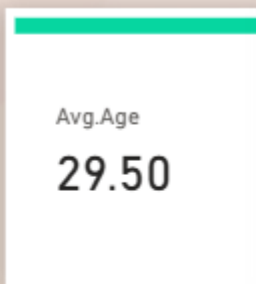
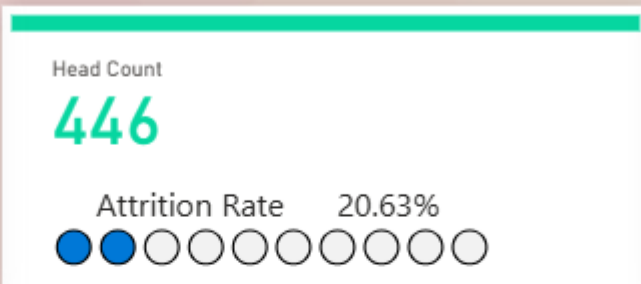
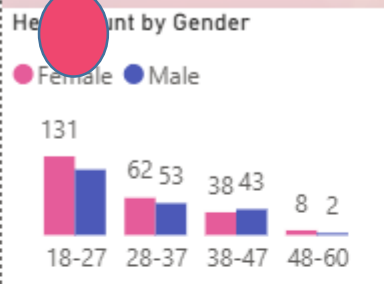


| JobRole | Salary | Head Count | Salaryratio | Avg.Salary | Salary SDV |
|----------------------------|------------------|------------|--------------|----------------|----------------|
| HR Executive | 2,642,145 | 28 | 1.59% | 89,376 | 42,979 |
| 28-37 | 1,046,034 | 8 | 0.63% | 137,668 | 29,526 |
| 18-27 | 999,158 | 15 | 0.60% | 55,805 | 25,117 |
| 38-47 | 596,953 | 5 | 0.36% | 98,608 | 44,732 |
| HR Business Partner | 2,198,017 | 7 | 1.32% | 309,964 | 96,417 |
| 38-47 | 1,548,321 | 4 | 0.93% | 396,226 | 59,142 |
| 18-27 | 649,696 | 3 | 0.39% | 219,195 | 20,322 |
| HR Manager | 1,797,323 | 4 | 1.08% | 486,156 | 79,811 |
| 28-37 | 509,940 | 1 | 0.31% | 509,940 | 0 |
| 48-60 | 509,261 | 1 | 0.31% | 509,261 | 0 |
| 38-47 | 463,051 | 1 | 0.28% | 463,051 | 0 |
| 18-27 | 315,071 | 1 | 0.19% | 315,071 | 0 |
| Recruiter | 903,540 | 24 | 0.54% | 30,854 | 14,786 |
| 18-27 | 409,099 | 15 | 0.25% | 26,880 | 4,868 |
| 28-37 | 300,000 | 5 | 0.10% | 60,000 | 0 |
| Total | 7,541,025 | 63 | 4.54% | 70,395 | 127,614 |

| JobRole | 1 | 2 | 3 | 4 | 5 | Total |
|---------------------|----------|-----------|-----------|-----------|-----------|------------|
| Recruiter | 4 | 34 | 33 | 44 | 34 | 149 |
| HR Executive | 1 | 30 | 31 | 24 | 29 | 115 |
| HR Business Partner | | 8 | 3 | 8 | 4 | 23 |
| HR Manager | | 4 | 7 | 2 | 3 | 16 |
| Total | 5 | 76 | 74 | 78 | 70 | 303 |

Department-Human Resources

- The majority of employees hold a bachelor's degree (27 employees) or a master's degree (15 employees)
- High school graduates account for 13 employees, followed by those with no formal qualifications (5 employees) and a doctorate (3 employees)
- The attrition rate is highest among employees with 10-15 years of experience
- The average salary is highest for HR Managers (\$486,156), followed by HR Business Partners (\$96,417) and HR Executives (\$89,376)
- The Recruiter role has the lowest average salary at \$30,854
- The HR Executive role has the highest head count with 28 employees, while the HR Manager role has the lowest with 4 employees



| JobRole | Salary | Head Count | Salaryratio | Avg.Salary | Salary SDV |
|-----------------------------|-------------------|------------|---------------|----------------|---------------|
| Sales Executive | 38,003,322 | 326 | 22.89% | 99,375 | 65,772 |
| 28-37 | 14,203,674 | 91 | 8.55% | 140,158 | 60,423 |
| 18-27 | 13,412,017 | 176 | 8.08% | 68,858 | 29,675 |
| 38-47 | 9,567,116 | 55 | 5.76% | 173,037 | 69,833 |
| 48-60 | 820,515 | 4 | 0.49% | 203,239 | 58,180 |
| Manager | 11,748,649 | 37 | 7.08% | 313,891 | 94,078 |
| 38-47 | 5,138,960 | 15 | 3.09% | 314,961 | 71,377 |
| 28-37 | 3,696,099 | 10 | 2.23% | 368,794 | 80,803 |
| 18-27 | 1,587,382 | 8 | 0.96% | 188,846 | 52,183 |
| 48-60 | 1,326,208 | 4 | 0.80% | 322,907 | 57,342 |
| Sales Representative | 3,374,483 | 83 | 2.03% | 36,101 | 16,781 |
| 18-27 | 1,842,253 | 56 | 1.11% | 29,401 | 11,302 |
| 28-37 | 813,992 | 14 | 0.49% | 52,984 | 16,778 |
| 38-47 | 625,234 | 11 | 0.38% | 48,922 | 11,681 |
| 48-60 | 108,004 | 2 | 0.06% | 54,002 | 10,376 |
| Total | 53,126,454 | 446 | 32.00% | 88,006 | 91,461 |

| Ethnicity | Employees |
|----------------------------------|------------|
| American Indian or Alaska Native | 14 |
| Asian or Asian American | 36 |
| Black or African American | 55 |
| Mixed or multiple ethnic groups | 66 |
| Native Hawaiian | 7 |
| Other | 6 |
| White | 262 |
| Total | 446 |

| JobRole | 1 | 2 | 3 | 4 | 5 | Total |
|----------------------|-----------|------------|------------|------------|------------|-------------|
| Sales Executive | 24 | 393 | 370 | 364 | 369 | 1520 |
| Sales Representative | 14 | 133 | 113 | 112 | 117 | 489 |
| Manager | 3 | 32 | 35 | 41 | 29 | 140 |
| Total | 41 | 558 | 518 | 517 | 515 | 2149 |

Department-Sales

Headcount Demographics

- **Gender and Age:** The largest group is female employees aged 18-27, with a headcount of 131, followed by male employees in the same age group with a headcount of 62. The smallest group is employees aged 48-60, with only 2 employees.
- **Ethnicity:** The largest ethnic group is White, with 262 employees. The next largest groups are Black or African American with 55 employees and Asian or Asian American with 36 employees.
- **Education:** A Bachelor's degree is the most common educational qualification, held by 166 employees. This is followed by a Master's degree (128 employees) and a High School diploma (87 employees).
- **Attrition:** Attrition is highest for employees with 10-15 years of experience (33 employees), followed by those with 4-6 years of experience (29 employees) and 7-9 years of experience (20 employees). The lowest attrition is for the 0-3 years of experience group (10 employees).

Department-Sales

Salary and Job Roles

Job Role by Headcount:

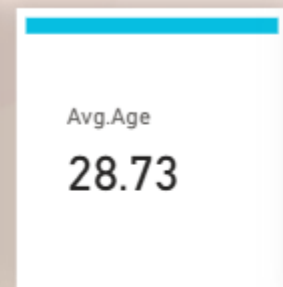
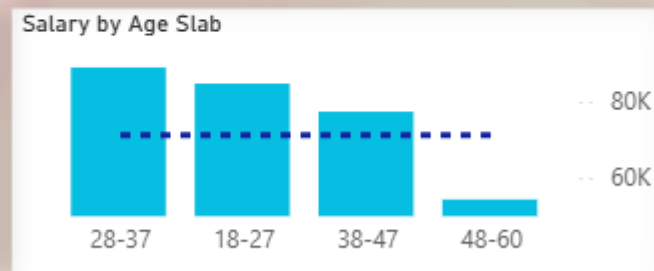
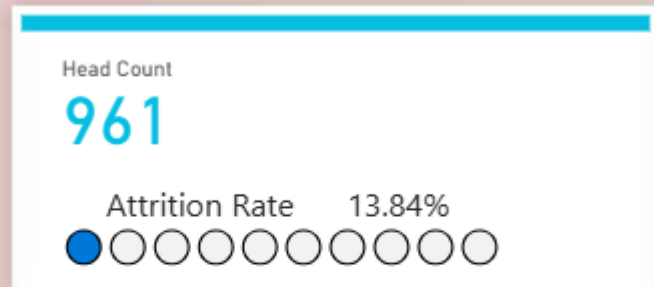
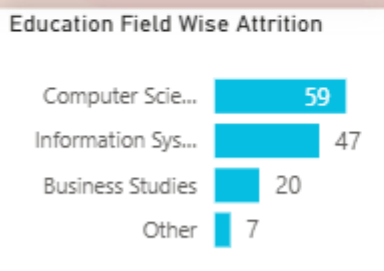
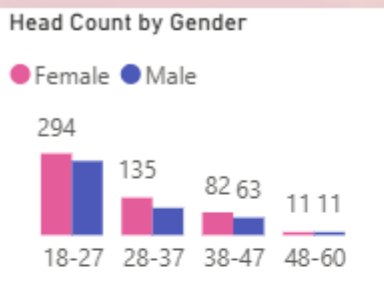
- The most populated job role is Sales Executive with 326 employees, followed by Sales Representative with 56 employees, and Manager with 37 employees.

Salary by Job Role:

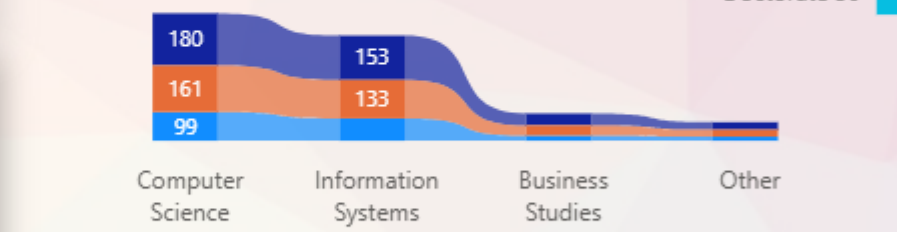
- Managers have the highest average salary at \$313,891.
- Sales Executives have an average salary of \$99,375.5
- Sales Representatives have the lowest average salary at \$36,101.

Salary by Age Slab:

- The average salary is highest for the 38-47 age group, with a salary of \$88,006. It is lowest for the 18-27 age group.



● Divorced ● Married ● Single



| Ethnicity | Employees |
|----------------------------------|-----------|
| American Indian or Alaska Native | 34 |
| Asian or Asian American | 72 |
| Black or African American | 142 |
| Mixed or multiple ethnic groups | 120 |
| Native Hawaiian | 17 |
| Other | 8 |
| White | 568 |
| Total | 961 |

| JobRole | 1 | 2 | 3 | 4 | 5 | Total |
|---------------------------|----|------|------|------|-----|-------|
| Data Scientist | 27 | 316 | 355 | 332 | 330 | 1360 |
| Software Engineer | 29 | 321 | 341 | 356 | 287 | 1334 |
| Machine Learning Engineer | 7 | 136 | 140 | 147 | 128 | 558 |
| Senior Software Engineer | 10 | 139 | 120 | 115 | 110 | 494 |
| Engineering Manager | 8 | 73 | 55 | 84 | 82 | 302 |
| Analytics Manager | 3 | 55 | 48 | 56 | 46 | 208 |
| Total | 84 | 1040 | 1059 | 1090 | 984 | 4257 |

Department-Technology

Headcount Demographics

- The largest age group is 28-37 years old, with 381 employees (198 female and 183 male). The next largest group is 38-47 years old, with 260 employees (127 female and 133 male).
- The majority of the workforce is male, with 572 employees compared to 389 female employees. The most prevalent ethnic group is White with 465 employees, followed by Black or African American with 163 employees.
- The majority of employees are single, with 460 employees, compared to 395 married and 106 divorced employees.
- A Bachelor's degree is the most common educational qualification, held by 383 employees, followed by a Master's degree (272 employees) and a High School diploma (171 employees).

Department-Technology

Salary and Job Roles

- The average salary is highest for Research Directors (\$162,154) and Managers (\$130,550).
- The lowest average salary is for Research Scientists (\$42,150) and Sales Representatives (\$43,476).
- The most common job role is Sales Executive with a headcount of 278, while Research Director is the least common with a headcount of 17.
- The highest average salary is for the 48-60 age group at \$80,422, while the lowest is for the 18-27 age group at \$49,503.

Attrition Analysis

- The highest attrition rates are seen among employees with 10-15 years of experience, with 37 employees in this category having left.
- The attrition rate is highest in the Human Resources and Life Sciences fields.
- Voluntary attrition is higher than involuntary attrition.