

Key KPIs at a Glance

job_title

Total Headcount

100,000

Average Tenure

6

Average Age

33

Average Performance Rating

3.00

Average Years of Experience

12

Most of our employees have an education level of :

PhD

Average Compensation Package

362,680.44 €

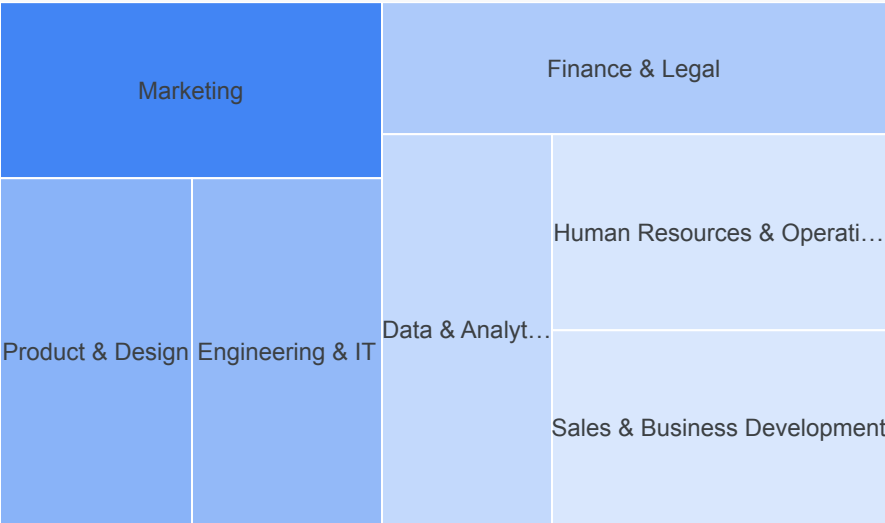
Compensation Analysis

job_title

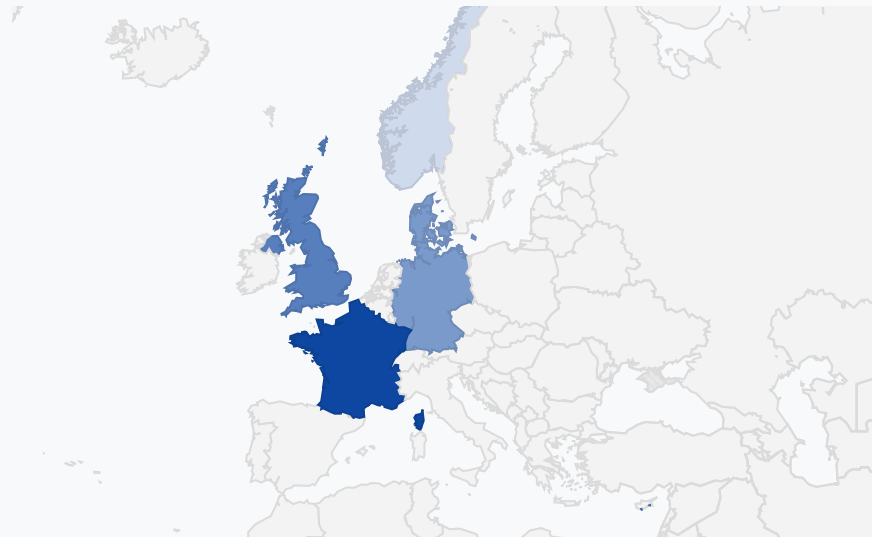
Total Compensation by Department



Total Compensation by Department



Total Compensation by Country



Experience vs Total Compensation



Average Base Salary

194,632.92 €

Salary Analysis

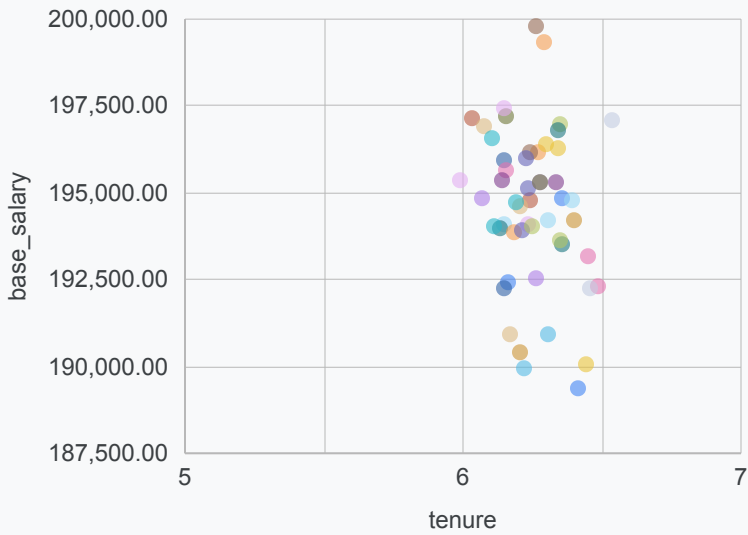
job_title

Job Titles by Average Salary

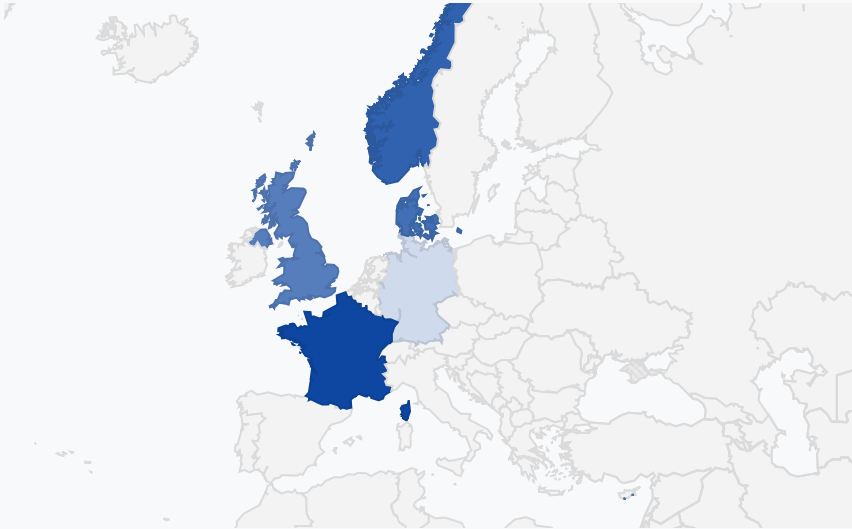
job_title	base_salary ▾	employee_id
Account Executive	199,785.71	
Marketing Manager	199,322.46	
Office Manager	197,408.82	
Product Manager	197,202.22	
Data Scientist	197,134.87	
Quality Assurance Engineer	197,078.55	
Controller	196,942.22	

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Tenure vs Salary



Average Base Salary by Country



performance_rating	experience_years	base_salary ▾
5	12	222,754.85
2	7	222,243.83
2.9	22	221,257.79
5	10	218,893.27
3.1	0	218,241.67
4.3	1	217,661.29
4.4	14	217,586.7
4.9	10	217,048.65
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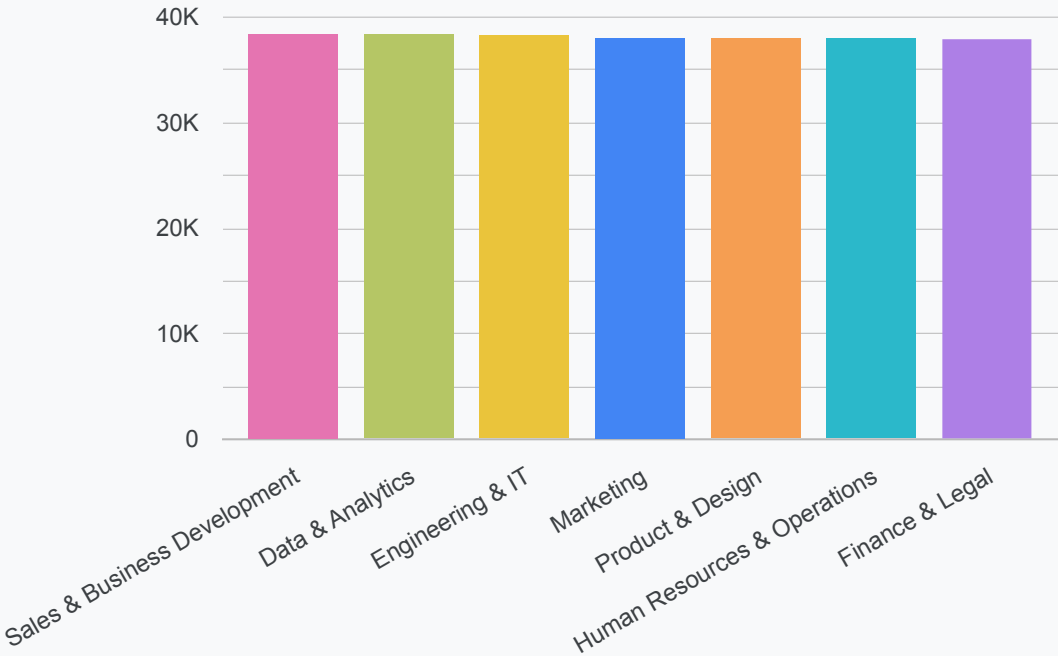
Average Company Bonus

38,041.01 €

Bonus Analysis

job_title

Average Bonus by Department

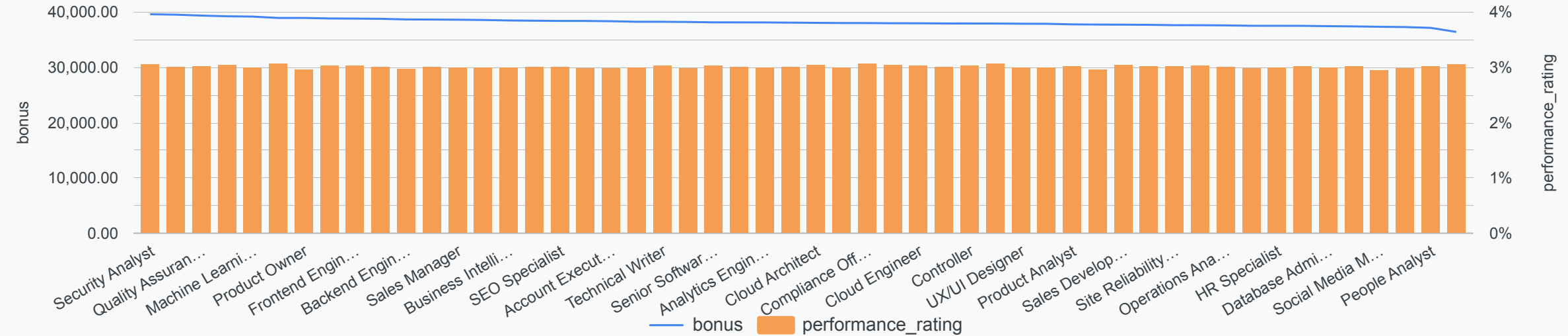


Bonus Percentage Based on Salary and Job Title

job_title	base_salary	Bonus Percentage
IT Support Specialist	189,329.82 €	21%
Security Analyst	194,024.33 €	20%
Solutions Architect	190,926.61 €	20%
Machine Learning Engineer	192,280.80 €	20%
Learning & Development Coordi...	196,125.60 €	20%
Customer Success Manager	193,127.00 €	20%
Product Owner	194,178.35 €	20%
Backend Engineer	193,479.80 €	20%

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Bonus vs Performance Rating



130,006.51 €

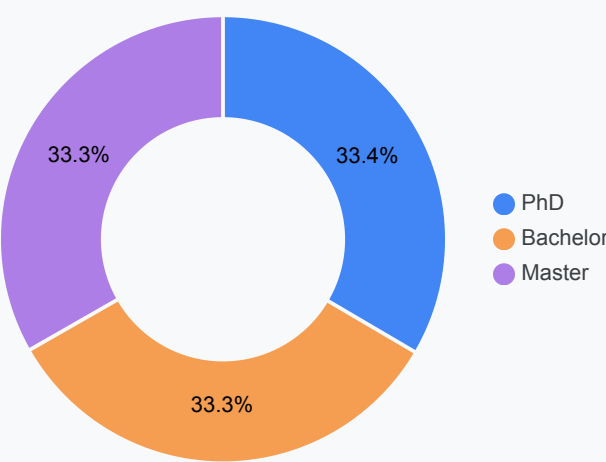
Stock Options Analytics

job_title

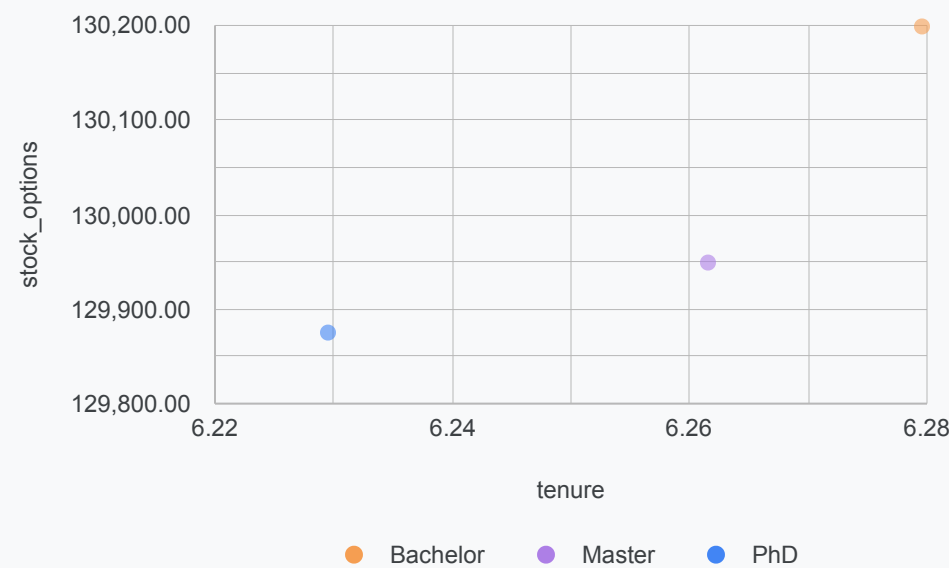
Average Stock Options by Department



Stock Option Pool by Education Level



Stock Options vs Tenure



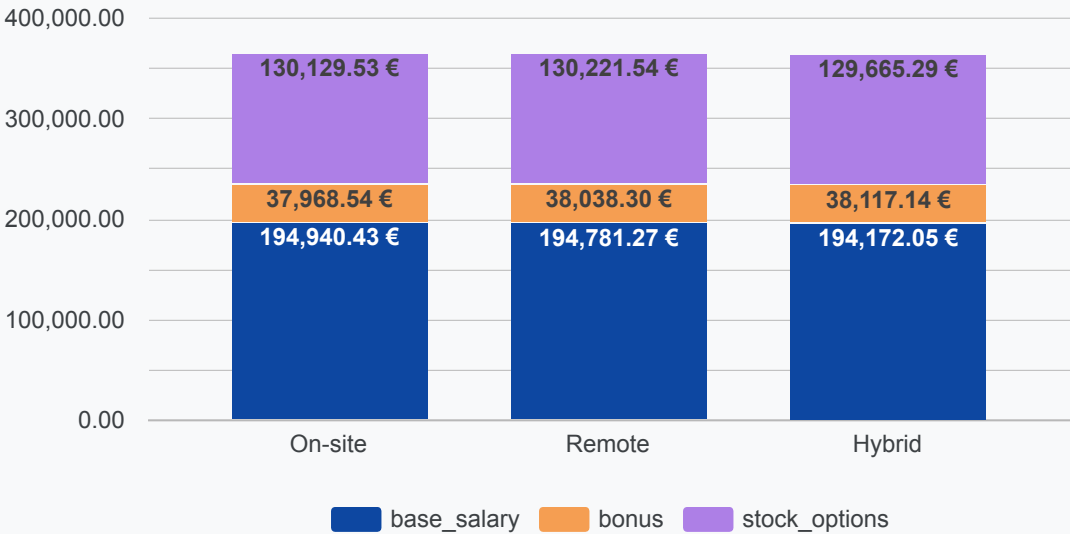
Compensation Mix by Job Title

job_title	base_salary	stock_options
Business Intelligence Analyst	196,794.02 €	127,459.03
Backend Engineer	193,479.80 €	127,847.69
HR Specialist	195,264.75 €	127,956.23
Recruiter	195,917.95 €	127,974.73
Data Analyst	195,357.76 €	128,016.91
Frontend Engineer	196,900.36 €	128,306.28
Financial Analyst	194,005.83 €	128,397.96

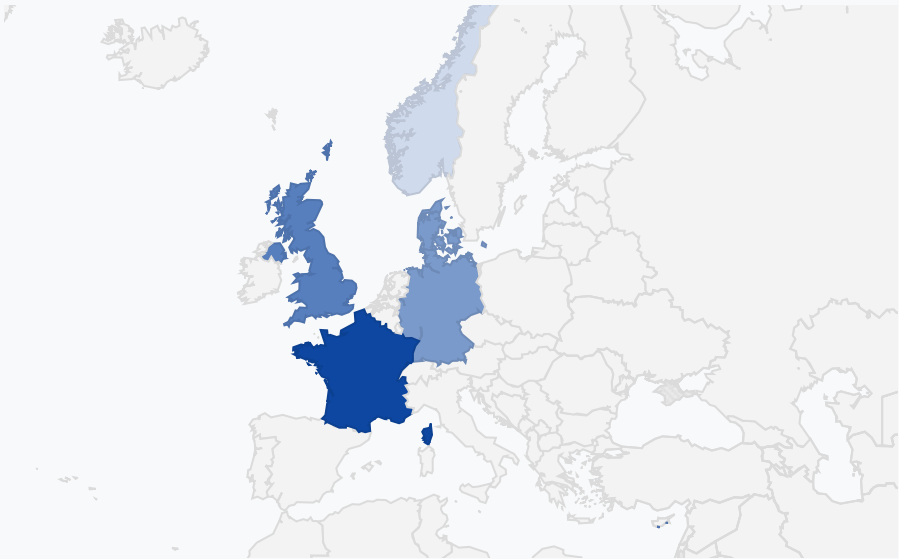
Most Popular Work Model

Remote

Compensation by Work Model



Total Compensation by Country



Work Model by Country

