

Employee Wise Detailed Analysis Report



Hire Year	Department	Manager Name	Performance	Employment Status
All	All	All	All	All

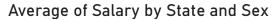
Employee Name	Position	Department	Salary	Engagement Survey	Satisfaction	Performance	Absences	At Risk	High Performer
Adinolfi, Wilson K	Production Technician I	Production	62506	4.60	5	Exceeds 🜟	1	No 🔵	Yes
Ait Sidi, Karthikeyan	Sr. DBA	IT/IS	104437	4.96	3	Fully Meets 🗸	17	No 🔵	No
Akinkuolie, Sarah	Production Technician II	Production	64955	3.02	3	Fully Meets 🗳	3	No 🔵	No
Alagbe,Trina	Production Technician I	Production	64991	4.84	5	Fully Meets 🗳	15 🕕	No 🔵	No
Anderson, Carol	Production Technician I	Production	50825	5.00	4	Fully Meets 🗳	2	No 🔵	No
Anderson, Linda	Production Technician I	Production	57568	5.00	5	Exceeds 🌟	15 🕕	No 🔵	Yes
Andreola, Colby	Software Engineer	Software Eng.	95660	3.04	3	Fully Meets 🗳	19 🕕	No 🔵	No
Athwal, Sam	Production Technician I	Production	59365	5.00	4	Fully Meets 🗳	19 🕕	No 🔵	No
Bachiochi, Linda	Production Technician I	Production	47837	4.46	3	Fully Meets 🗳	4	No 🔵	No
Bacong, Alejandro	IT Support	IT/IS	50178	5.00	5	Fully Meets 🕜	16	No 🔵	No
Baczenski, Rachael	Production Technician I	Production	54670	4.20	4	Fully Meets 🗳	12	No 🔵	No
Barbara, Thomas	Production Technician I	Production	47211	4.20	3	Fully Meets 🗸	15	No 🔵	No
Barbossa, Hector	Data Analyst	IT/IS	92328	4.28	4	Exceeds 🌟	9	No 🔵	Yes
Barone, Francesco A	Production Technician I	Production	58709	4.60	4	Fully Meets 🗸	7	No 🔵	No
Barton, Nader	Production Technician I	Production	52505	5.00	5	Fully Meets 🗳	1 🐼	No 🔵	No
Bates, Norman	Production Technician I	Production	57834	5.00	4	Fully Meets 🗸	20	No 🔵	No
Beak, Kimberly	Production Technician II	Production	70131	4.40	3	Exceeds 🌟	16	No 🔵	No
Beatrice, Courtney	Production Technician I	Production	59026	5.00	5	Fully Meets 🗸	12	No 🔵	No
Becker, Renee	Database Administrator	IT/IS	110000	4.50	4	Fully Meets 🗸	8	No 🔵	No
Becker, Scott	Production Technician I	Production	53250	4.20	4	Fully Meets 🗸	13	No 🔵	No
Bernstein, Sean	Production Technician I	Production	51044	5.00	3	Fully Meets 🗸	13	No 🔵	No
Biden, Lowan M	Production Technician I	Production	64919	4.20	3	Fully Meets 🗸	2	No 🔵	No
Billis, Helen	Production Technician I	Production	62910	5.00	3	Exceeds	19	No O	No
Blount, Dianna	Production Technician II	Production	66441	2.00	3	Needs Improvement ()	3	No O	No

Source: Human Resources Data Set (<u>Kaggle</u>)

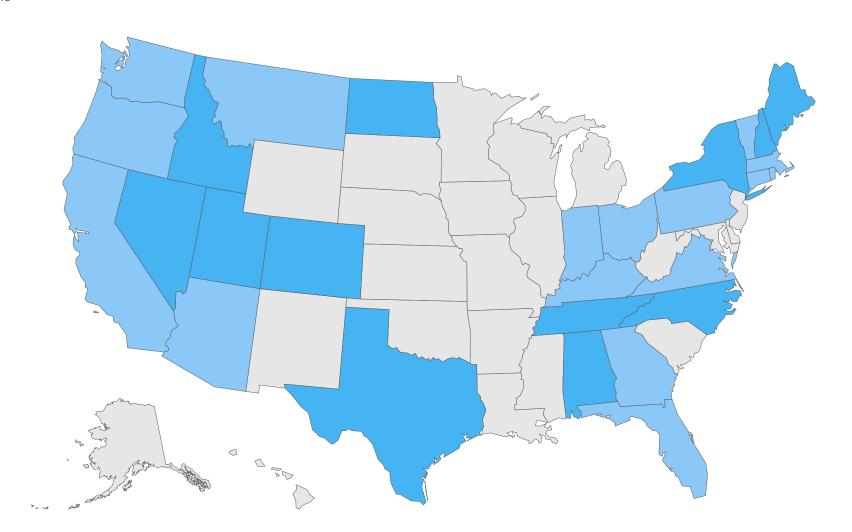
Created Date: 2-Dec-2024

STATE WISE Gender & Salary Map





Sex • Female • Male



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	FL	ND	
	GA	NH	
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Key Insights

Employee Demographics and Distribution

- Total Employees: The organization has **311 employees**, with a gender split of **176 females** (56.59%) and **135 males** (43.41%).
- **Departments**: The majority of employees (67%) are in **Production (209 employees)**, followed by **IT/IS (50)** and **Sales (31)**. Smaller departments like **Executive Office** and **Admin Office** have fewer employees.
- Age Categories:
- The largest group is **36-45 years old**.
- Male employees dominate most age categories except for **26-35**, where females lead slightly.

Recruitment Sources

- Top Sources:
- Indeed (87 hires) and LinkedIn (76 hires) are the most significant recruitment sources.
- Minimal hires come from sources like **Job Fairs** and **Other** (2 combined).

Salary Trends

- · Highest Salaries:
- Top-paying roles include **President & CEO (\$250K)**, **CIO (\$220K)**, and **Director of Sales (\$180K)**.
- Gender Pay Distribution:
- Average salary analysis by gender shows disparities across states, but details are contextdependent.

Performance and Engagement

- Engagement and Satisfaction:
- Departments like **Software Engineering (4.09)** and **Executive Office (4.03)** have the highest satisfaction scores.
- Sales (3.00) shows the lowest satisfaction, suggesting areas for improvement.
- Top Performers:
- High performers dominate in the IT/IS and Production departments.
- Employees with Exceeds Expectations performance often correlate with higher satisfaction and salaries.

Absenteeism and Punctuality

- Absences:
- Employees in critical departments like Production report higher absenteeism.
- Punctuality:
- The **DaysLateLast30** metric highlights employees who need interventions to improve attendance.

Tenure and Turnover

- · Average Tenure:
- Employees stay for approximately 11 years.
- Shortest durations are seen in positions like **Senior BI Developer** and **Data Architect**.
- Long-Term Roles:

Concluding Observations

- 1. **Production Dependency**: With most employees in Production, strategies should focus on enhancing engagement and satisfaction in this area.
- 2. **Diversity and Inclusion**: While gender distribution is balanced, minority representation (Non-Citizen) is minimal (1.29%).
- 3. **Leadership Retention**: Stable tenures in leadership roles reflect strong retention policies for high-value employees.
- 4. Recruitment Insights: Strong reliance on Indeed and LinkedIn for recruitment indicates an effective digital hiring strategy.