

HR Compensation Analysis DashBoard

Total Employees
1,000

Average Compensation
\$64.74k

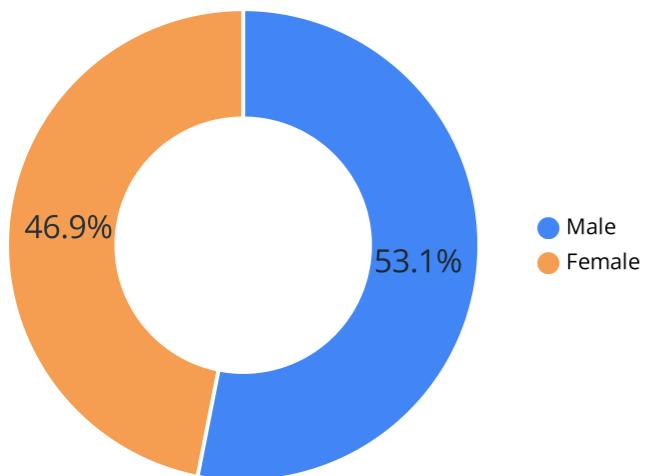
Average Salary
\$62.28k

Average Bonus
\$2.46k

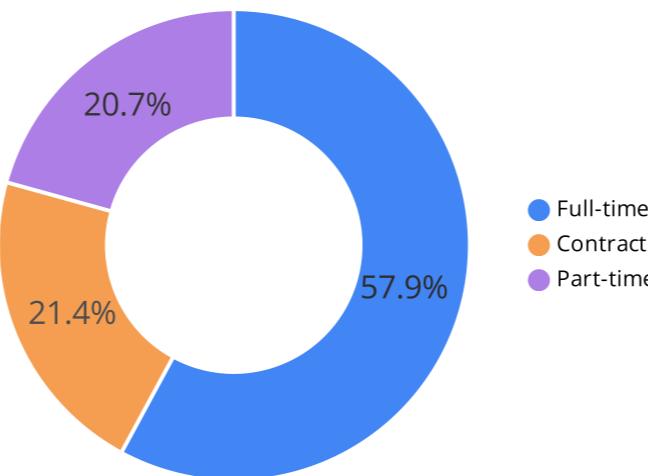
Average Overtime
\$5.37k

Years of Experience
10.1k

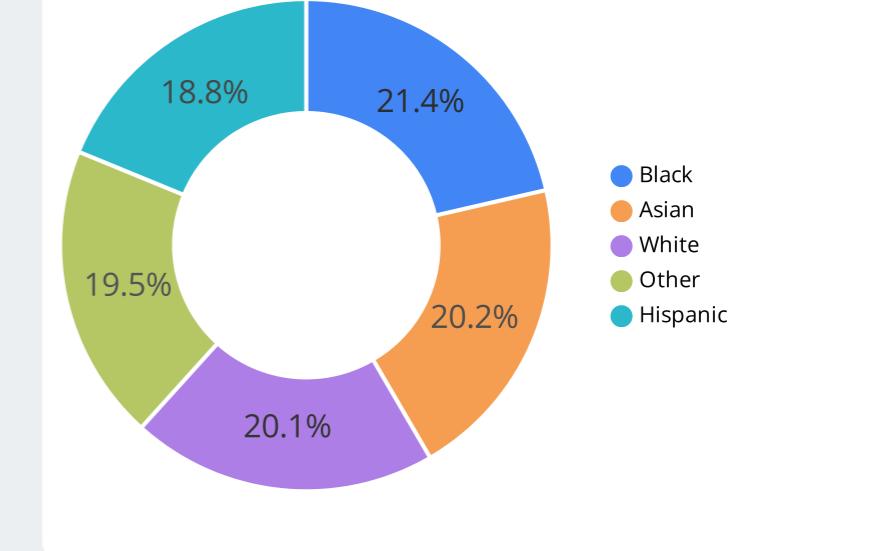
Total Employees by Gender



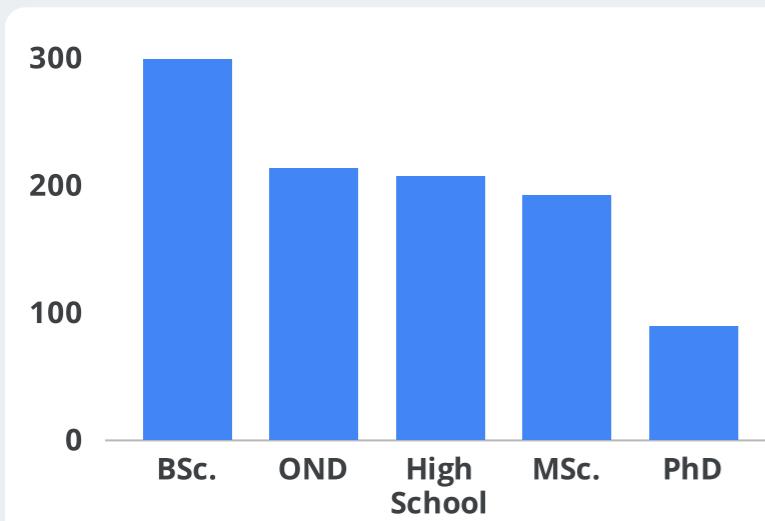
Employees by Employment Status



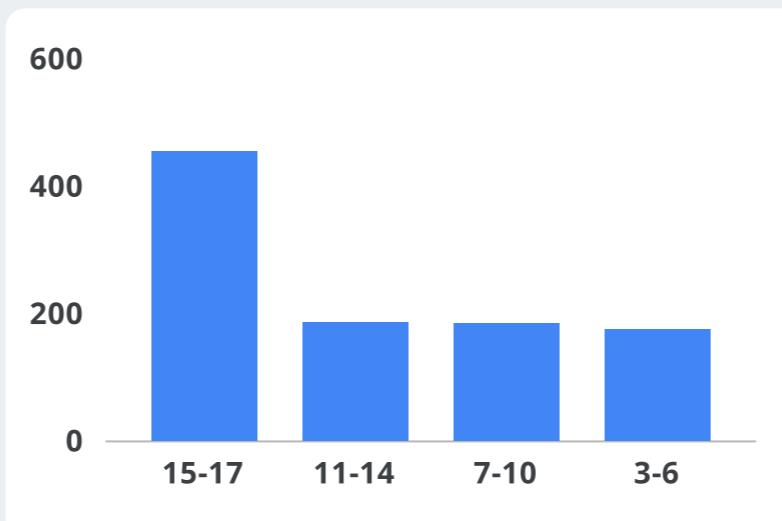
Employees by Race Ethnicity



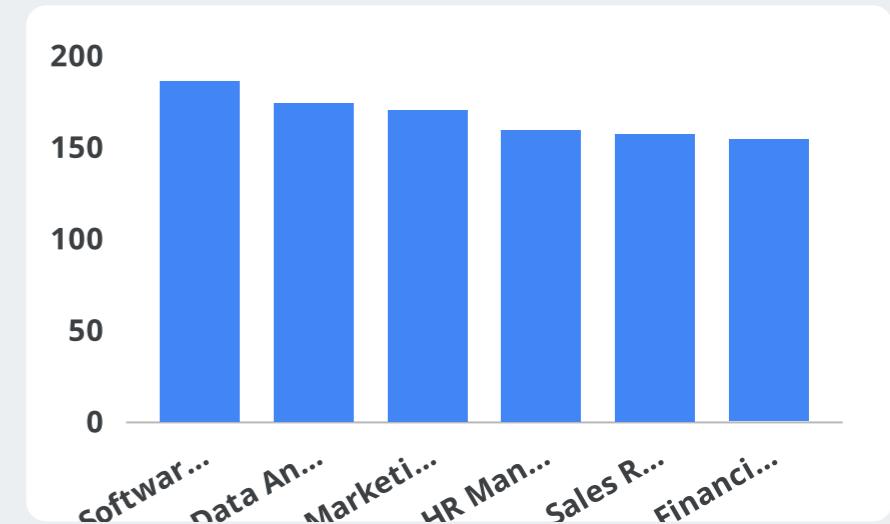
Total Employees by Education Level



Employees by Years of Experience



Employees by Job Title

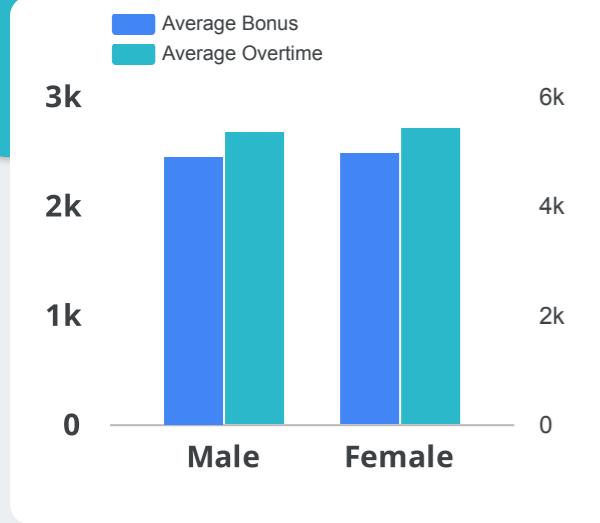


Gender, YOE, and Race Analysis DashBoard

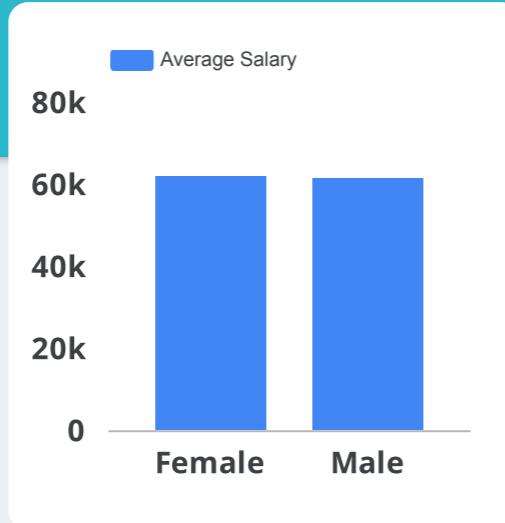
Employee Status

Education Level

Bonus & Overtime Pay by Gen...



Salary by Gender



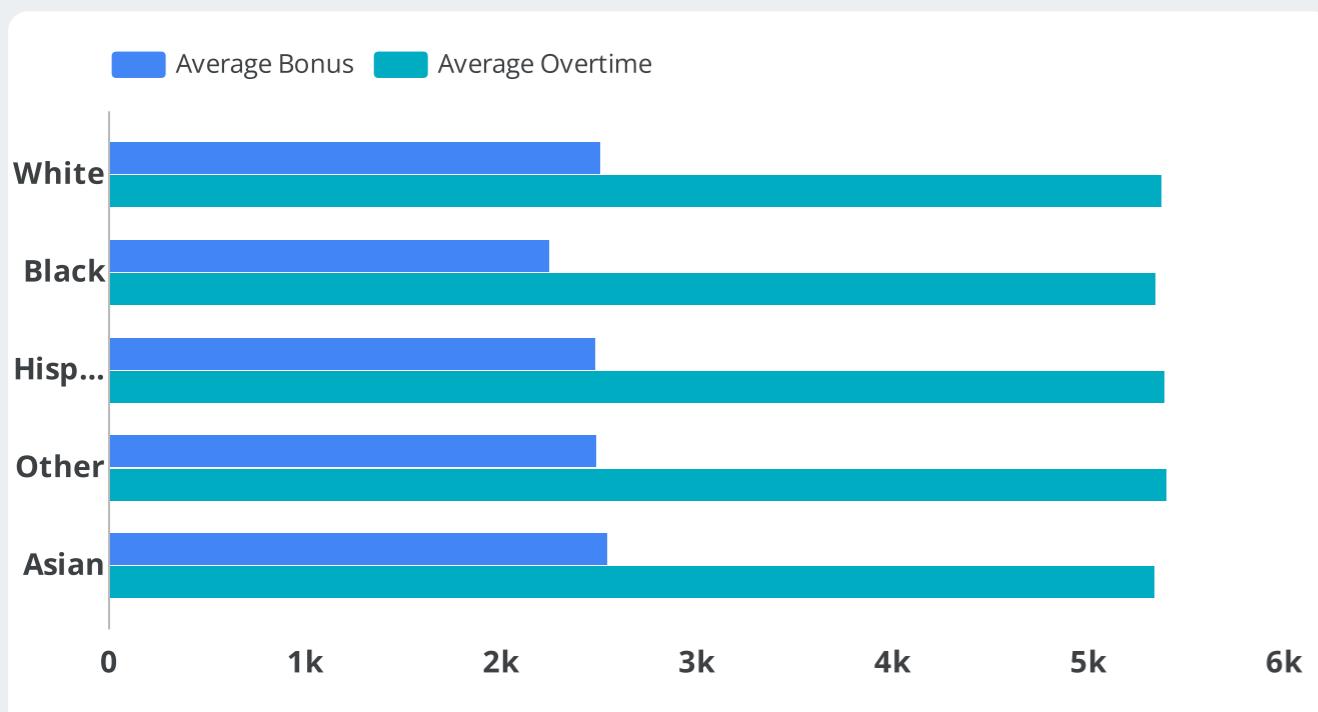
Bonus & OvertimePay by YOE



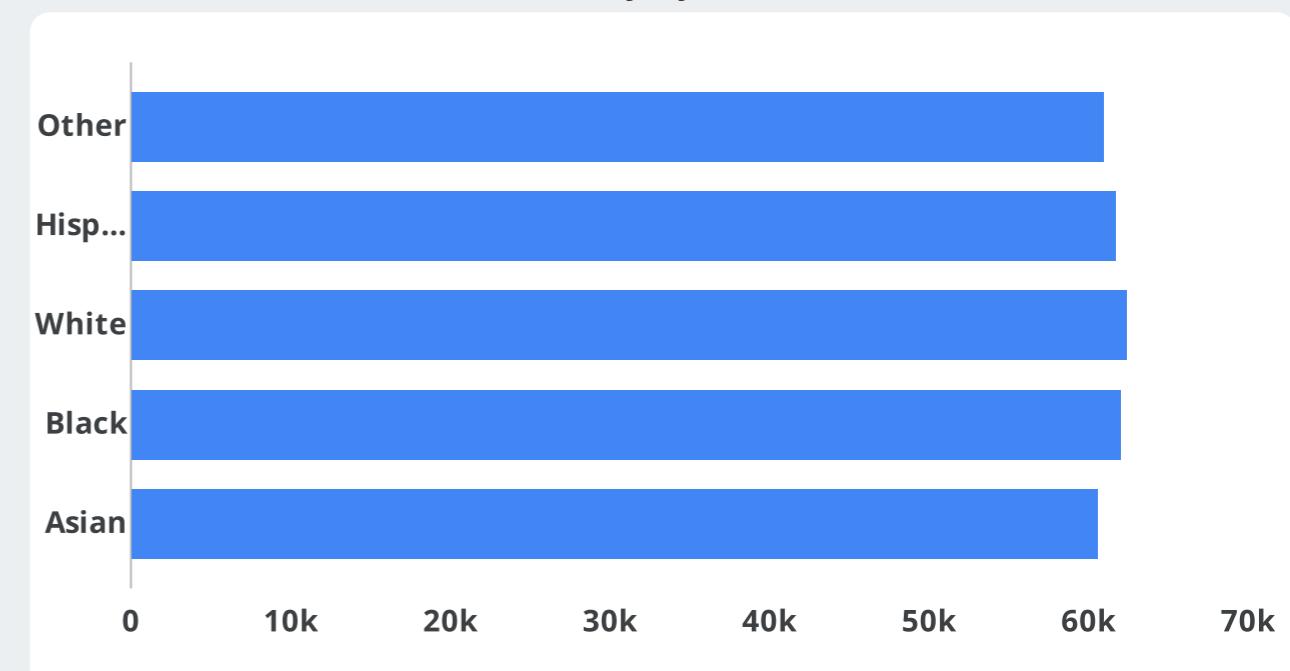
Salary by YOE



Bonus & Overtime Pay by Race

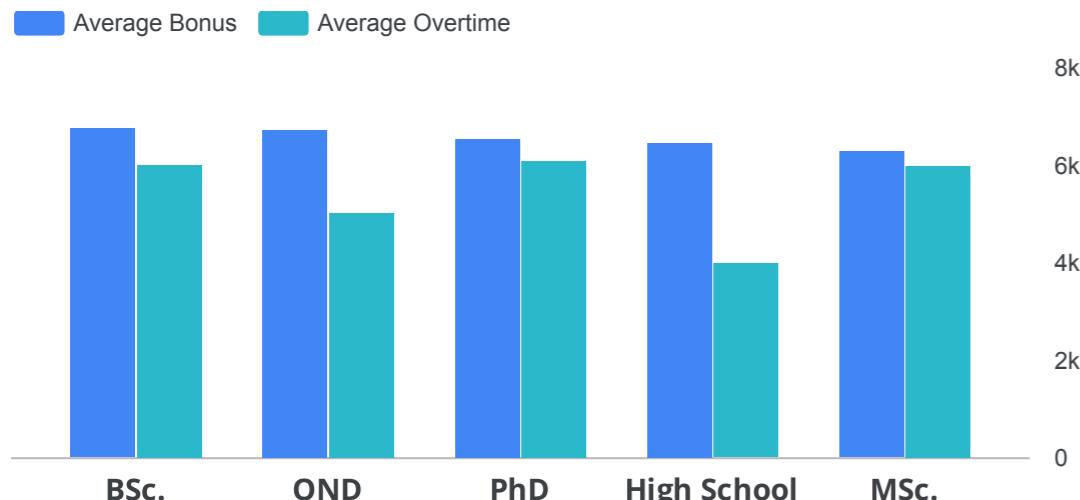


Salary by Race

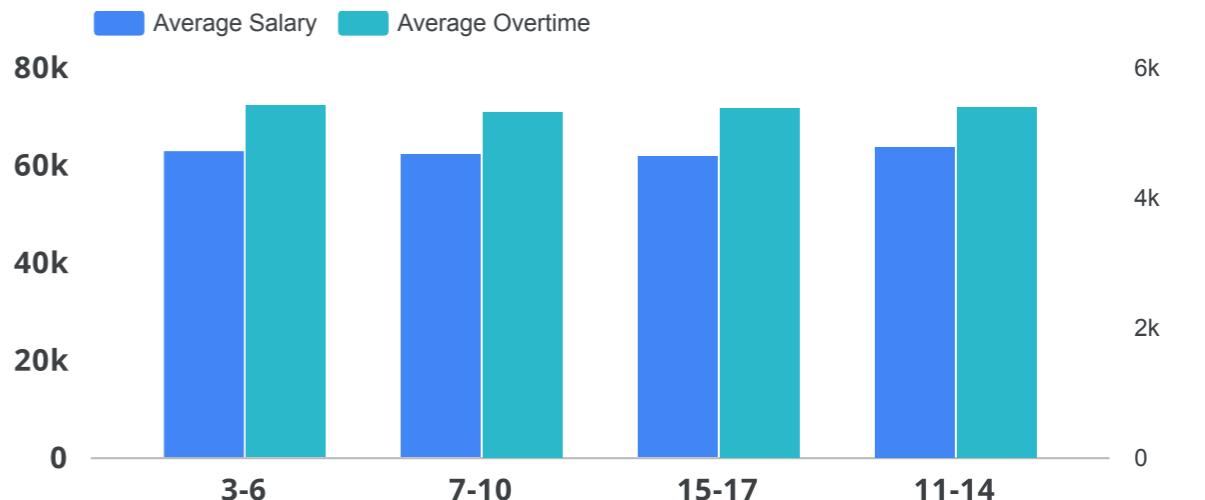


Education Level & Employment Status Analysis

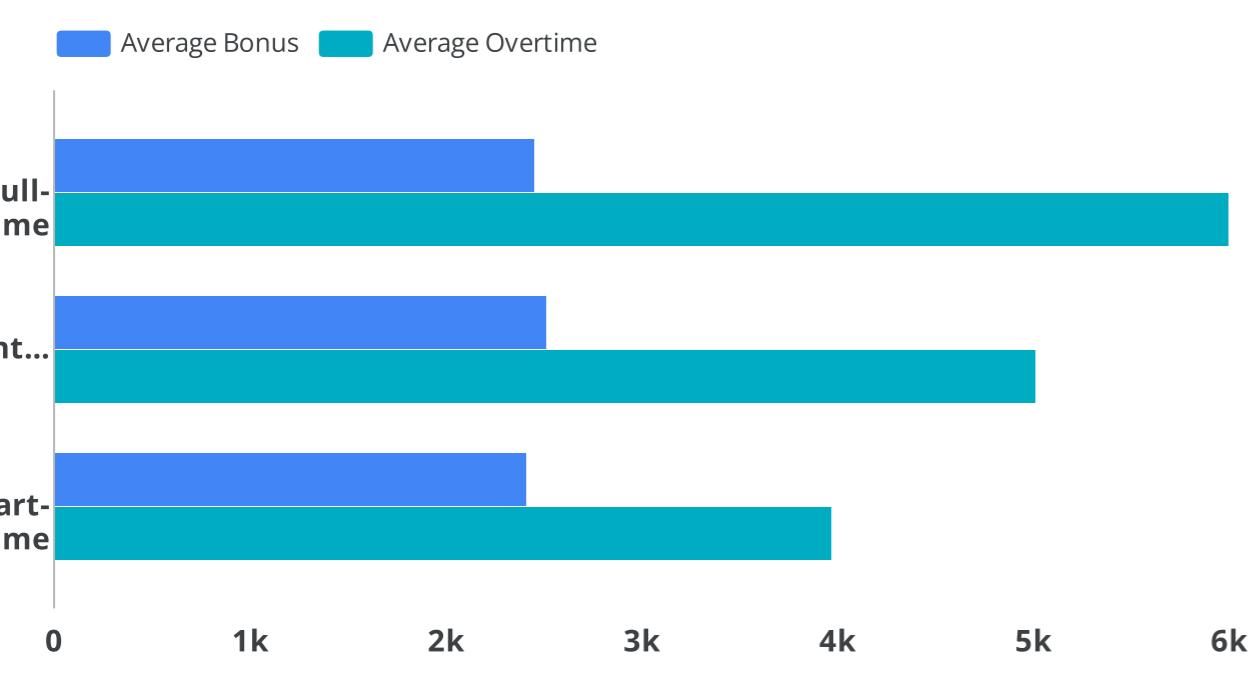
Bonus & Overtime Pay by Education Level



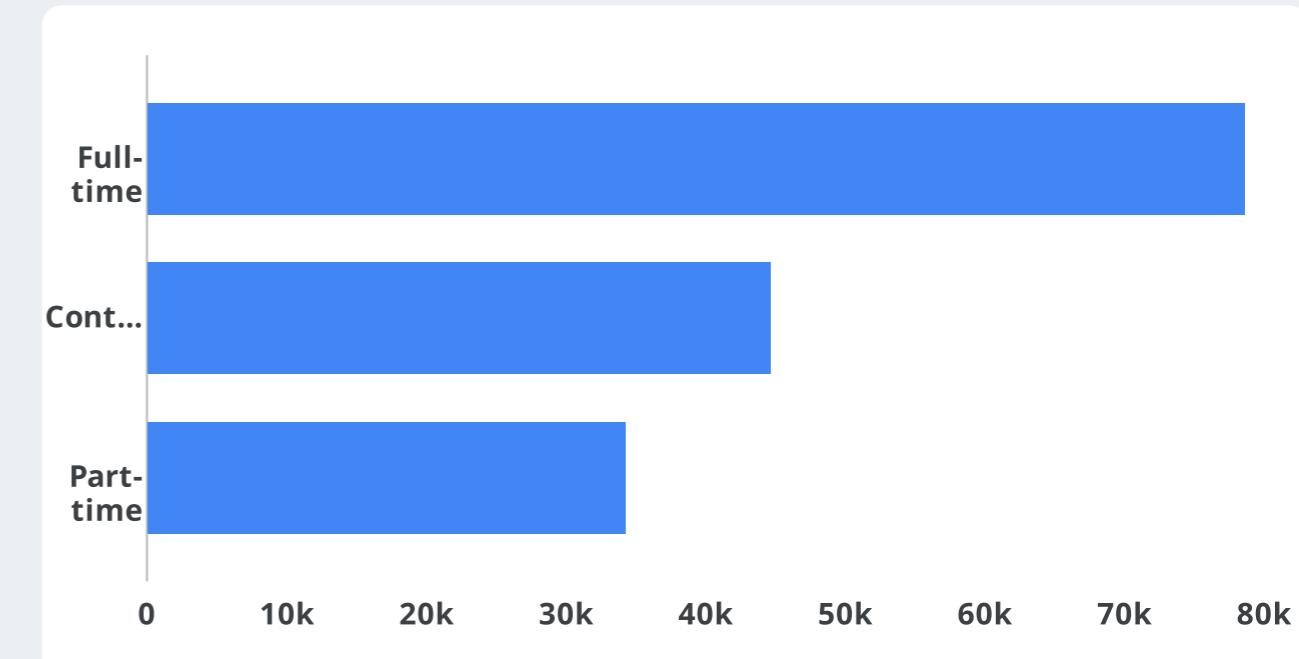
Bonus & Overtime Pay by Education Level



Bonus & Overtime Pay by Employment Status



Salary by Employment Status



Insights -

Education & Compensation Employees with higher qualifications (MSc, PhD) generally receive higher bonuses and overtime pay. However, base salary does not consistently increase with education level, as some employees with lower qualifications earn more than those with advanced degrees. **Employment Status Impact** Full-time employees receive higher bonuses and overtime pay compared to part-time and contract workers. This is expected, but compensation fairness across different employment types should be reviewed.

Gender Pay Analysis There is no significant difference in average bonus and overtime pay between genders, indicating a relatively balanced distribution in these areas. **Experience & Compensation** Bonus and overtime pay tend to increase with years of experience. However, employees in the mid-career range (7-10 years) appear to be under-compensated relative to their experience level. **Racial Pay Differences** The data shows disparities in compensation across racial groups, with some groups receiving lower average bonuses and overtime pay.

This suggests potential systemic issues that require further investigation. **Overall Workforce Demographics** The workforce is nearly evenly split by gender and shows diversity across racial groups and education levels. **Average Compensation Levels** Average salary, bonus, and overtime values provide useful benchmarks for evaluating individual compensation packages. **Years of Experience Distribution** Most employees fall within the 7-10 year experience range, followed by those with 15-17 years of experience. Compensation trends should better reflect this experience distribution. **Job Title Representation** Roles such as Marketing Specialist and Software Engineer are highly represented. Pay structures for these roles should be reviewed to ensure they remain competitive and equitable.

Recommendations

Conduct a Pay Equity Audit Perform a detailed analysis to identify any unjustified differences in pay across gender, race, and employment type. **Review Compensation Structures** Ensure pay levels reflect role value, experience, and qualifications, rather than employment status alone. **Address Potential Biases** Implement diversity and inclusion initiatives to reduce systemic bias affecting compensation. **Improve Transparency** Develop clear policies explaining how bonuses and overtime are calculated and awarded, and apply them consistently across the organization. **Support Career Development** Provide training and progression opportunities, particularly for mid-career employees, to better align pay growth with experience and performance. **Regularly Monitor Pay Trends** Establish a process for periodic review of compensation to account for inflation, market changes, and industry benchmarks.