

HR Report

Our current retention rate remains strong around 97%, indicating stable trends compared to previous quarters. Key factors include investments in professional development, comprehensive benefits, and a supportive management culture.

Employee feedback highlights high job satisfaction, particularly praising flexible work arrangements and recognition programs. Moving forward, we aim to sustain retention through targeted mentorship, wellness initiatives, and proactive employee engagement strategies.

Our focus remains on fostering a supportive environment that nurtures talent and ensures long-term success.



Headcount



Retention



Turnover



Operational HR Analysis: HEAD COUNT

Pick A Timeframe For The Report

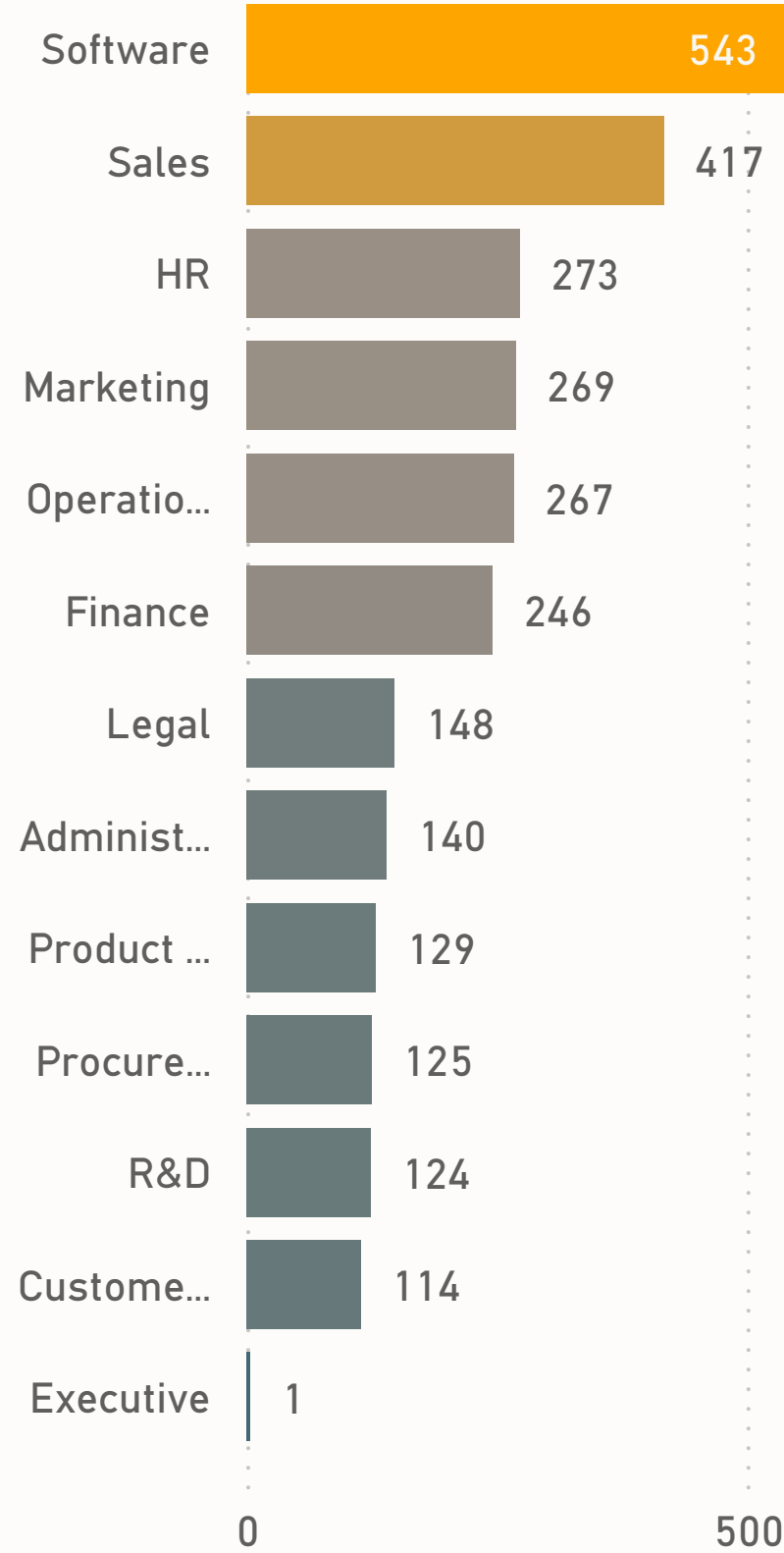
2013

2019

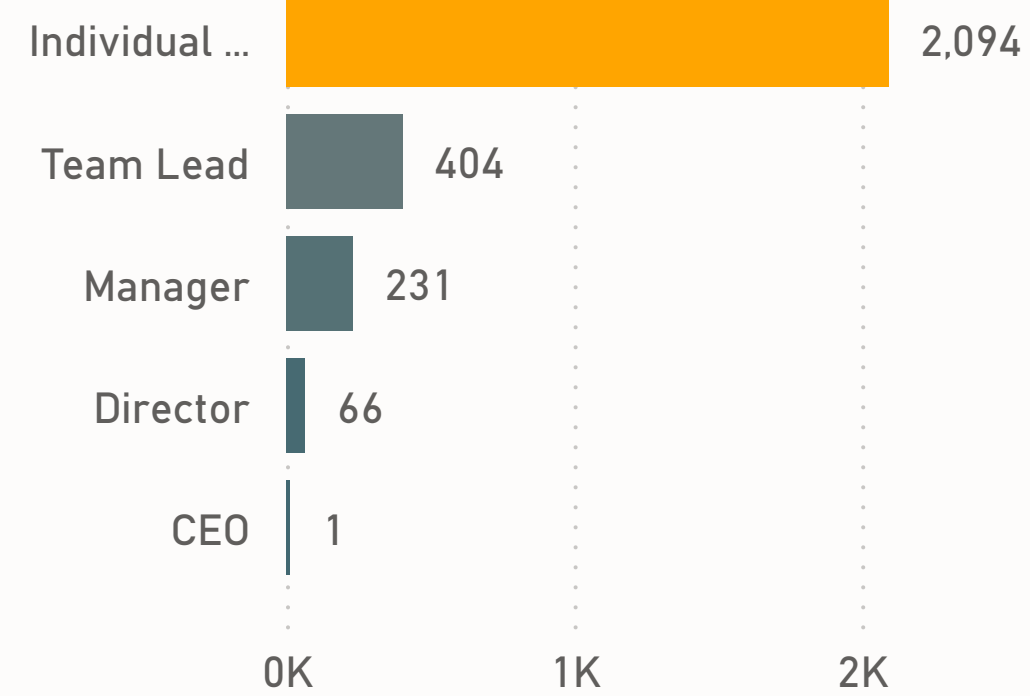
2,796

Head Count

Department & Employee Numbers

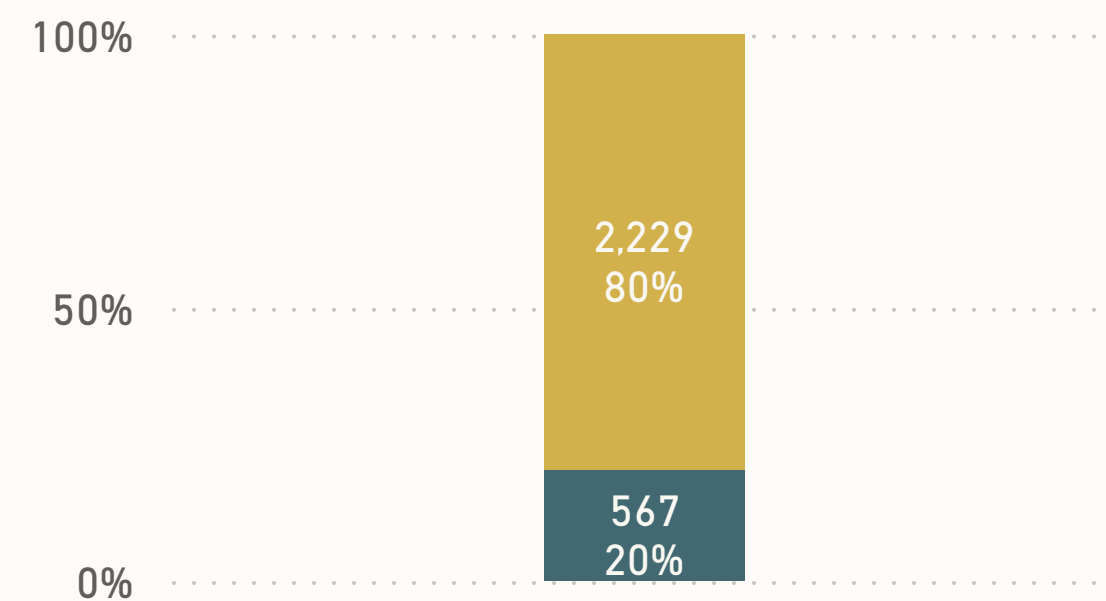


Headcount by Job Level



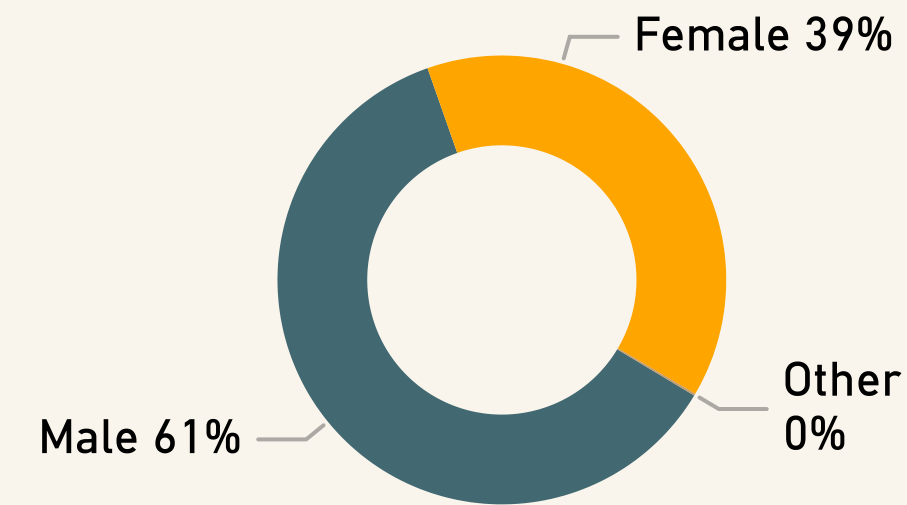
Headcount by location

location ● On-site ● Remote

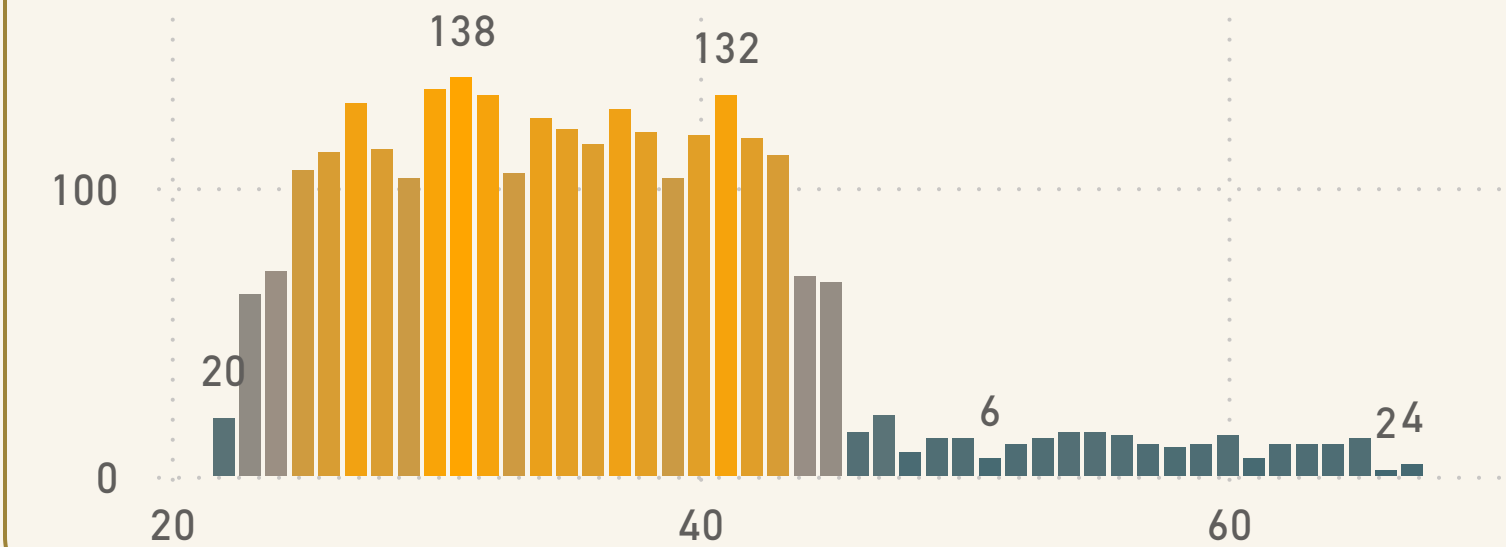


How does **headcount** compare by different **employee demographics**?

Headcount by gender

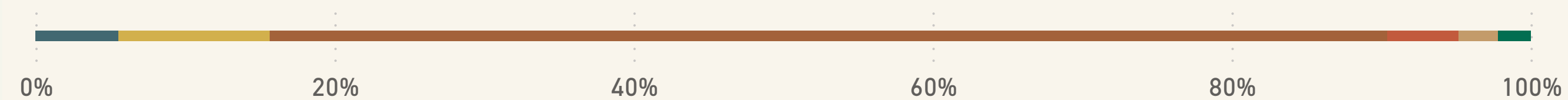


Headcount by age

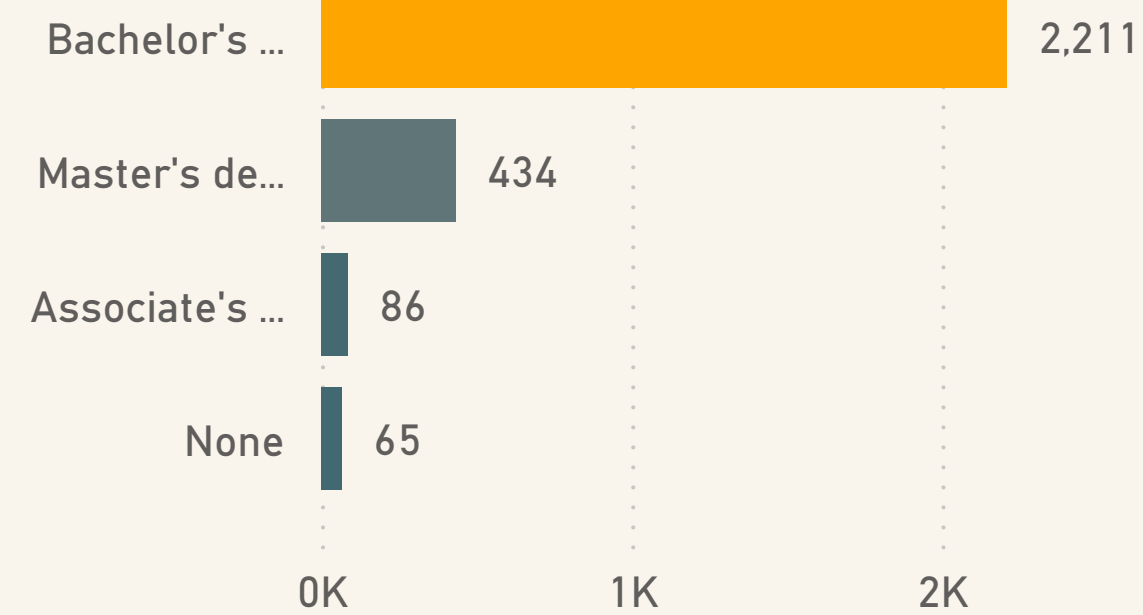


Headcount by race

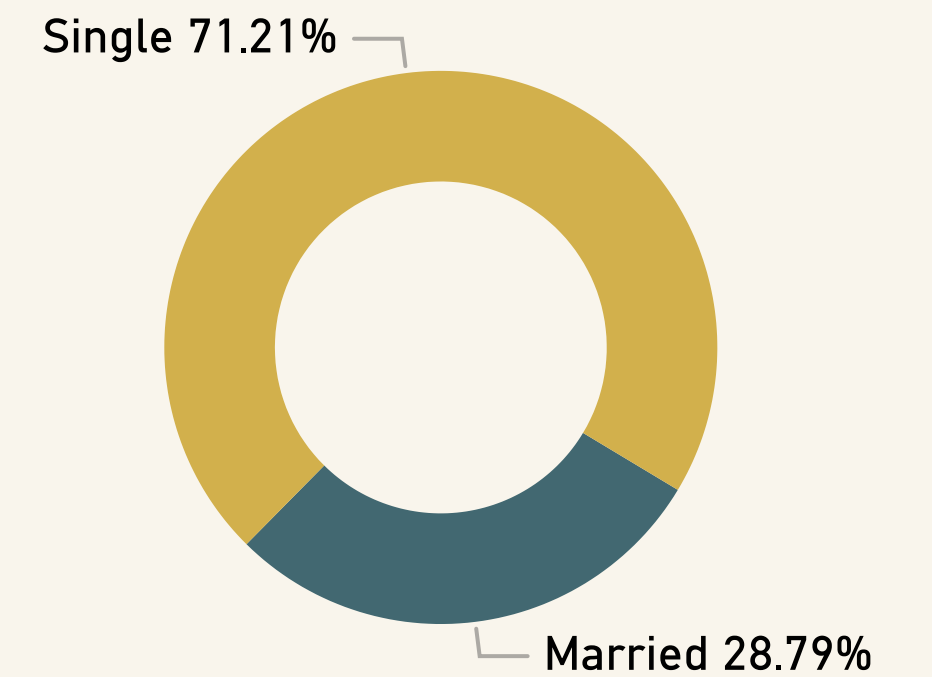
race ● African American ● Asian ● Caucasian ● Hispanic ● Native American ● Other



Headcount by education



Headcount by marital_status



Operational HR Analysis: RETENTION

Year

2013

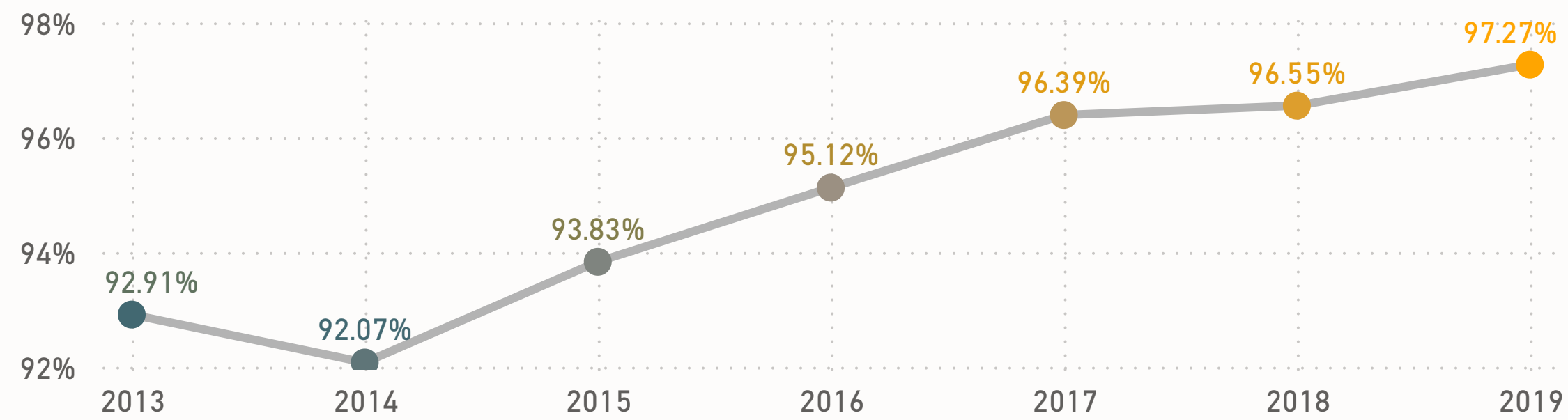
2019

Employee Retention

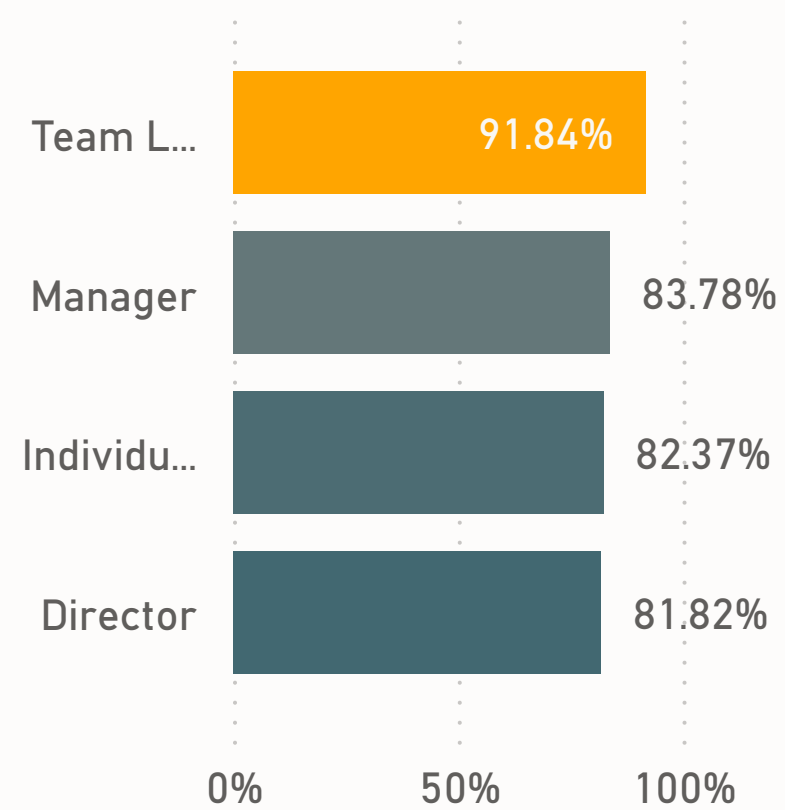
83.6%

starting headcount:409
ending headcount:342

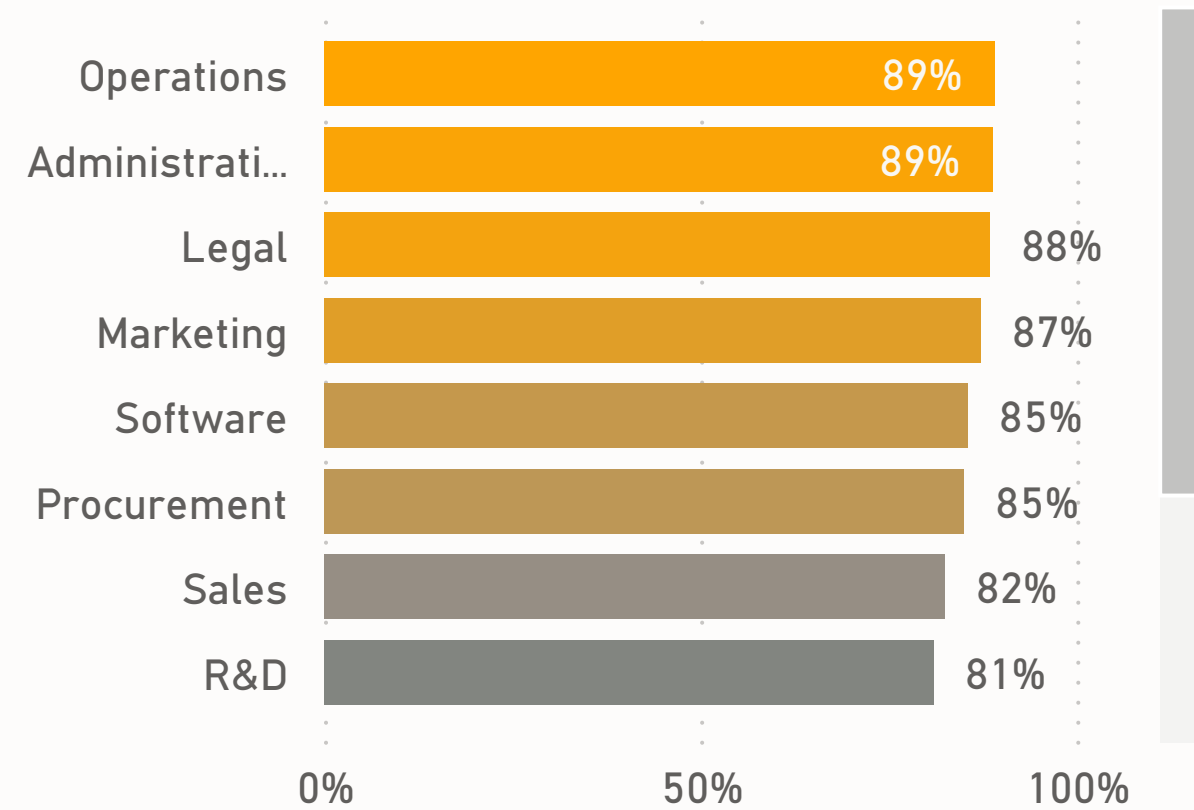
Employee Retention by Year



Retention by Job Level



Retention by department

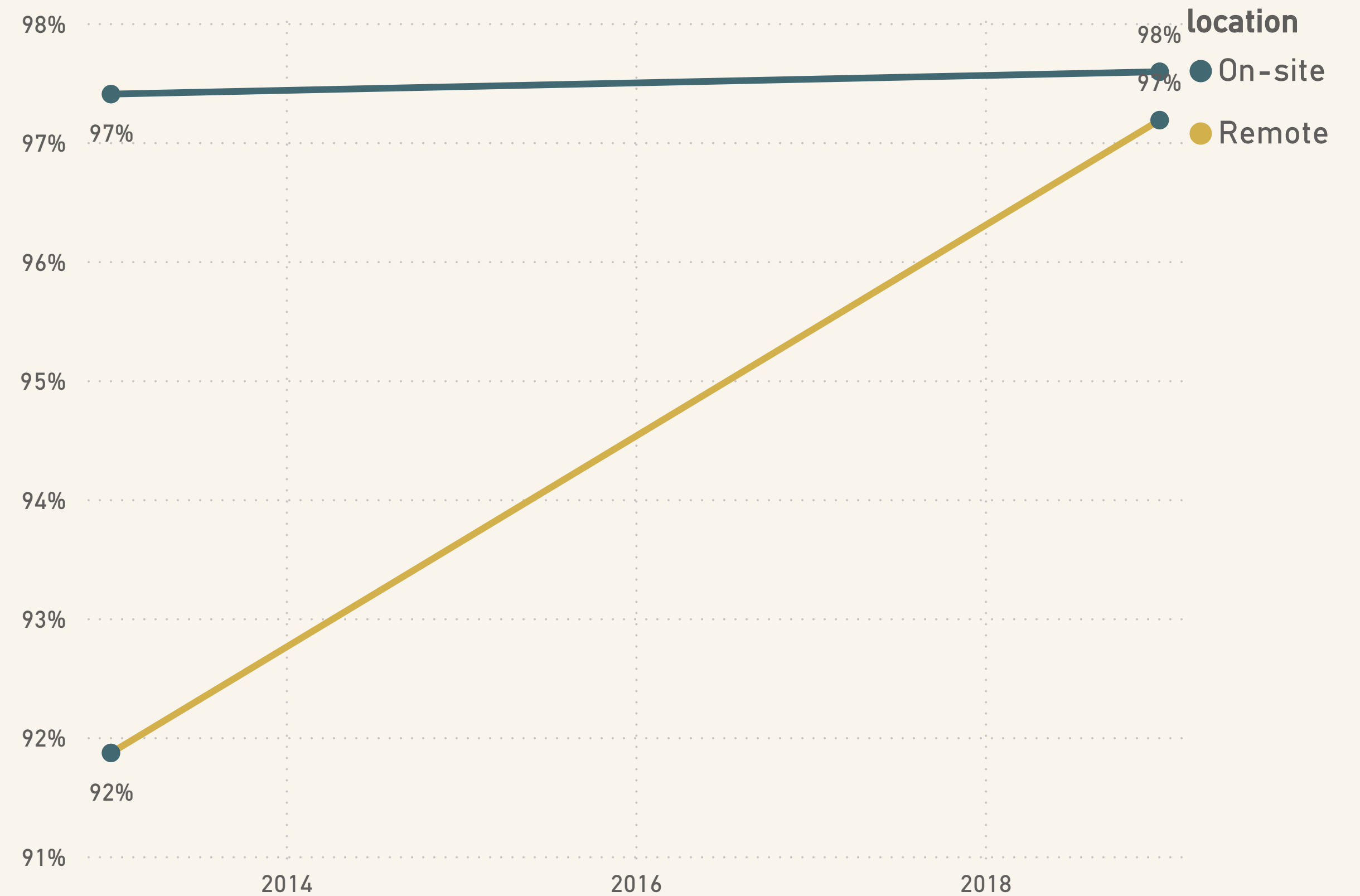


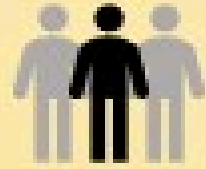
Select a Field to Compare Employee Retention from 2013 -2019

location



MIN MAX retention by Year and location





Operational HR Analysis: EMPLOYEE TURNOVER

Year

2013

2019

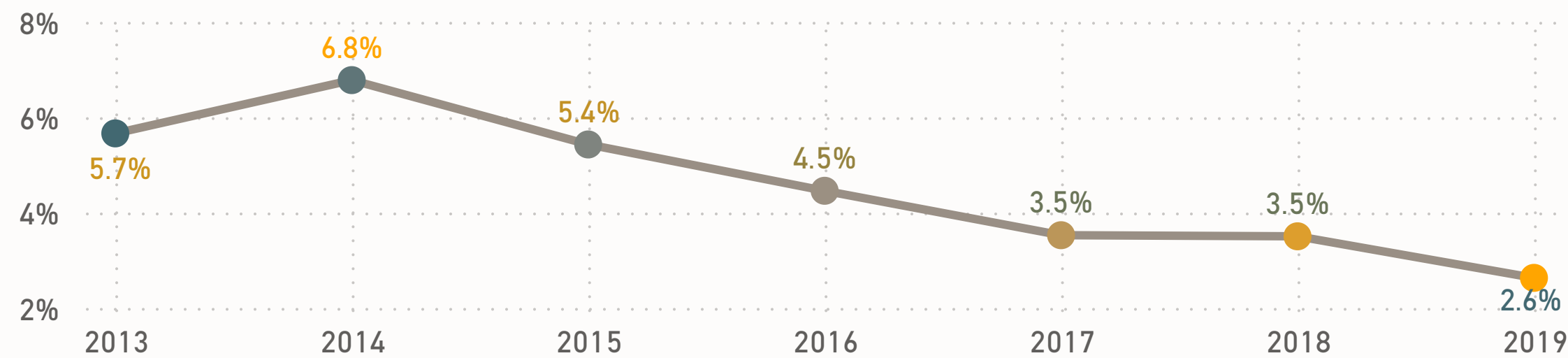
Turnover Rate

28.5%

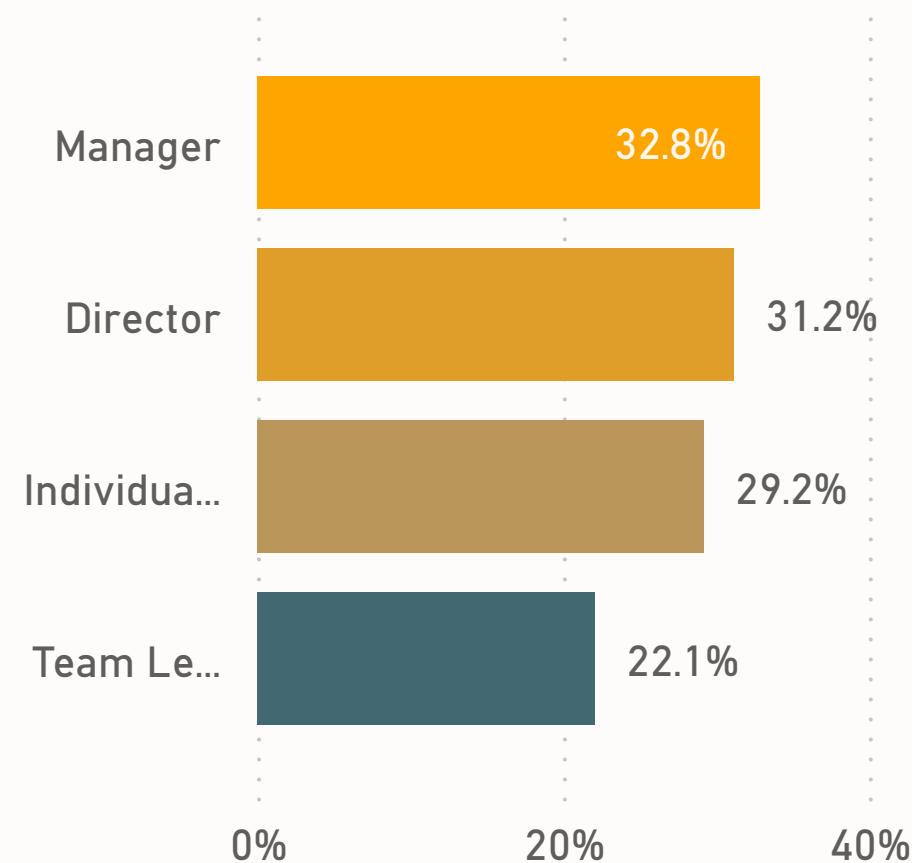
Departed Employees:457

Average # of Employees:1,603

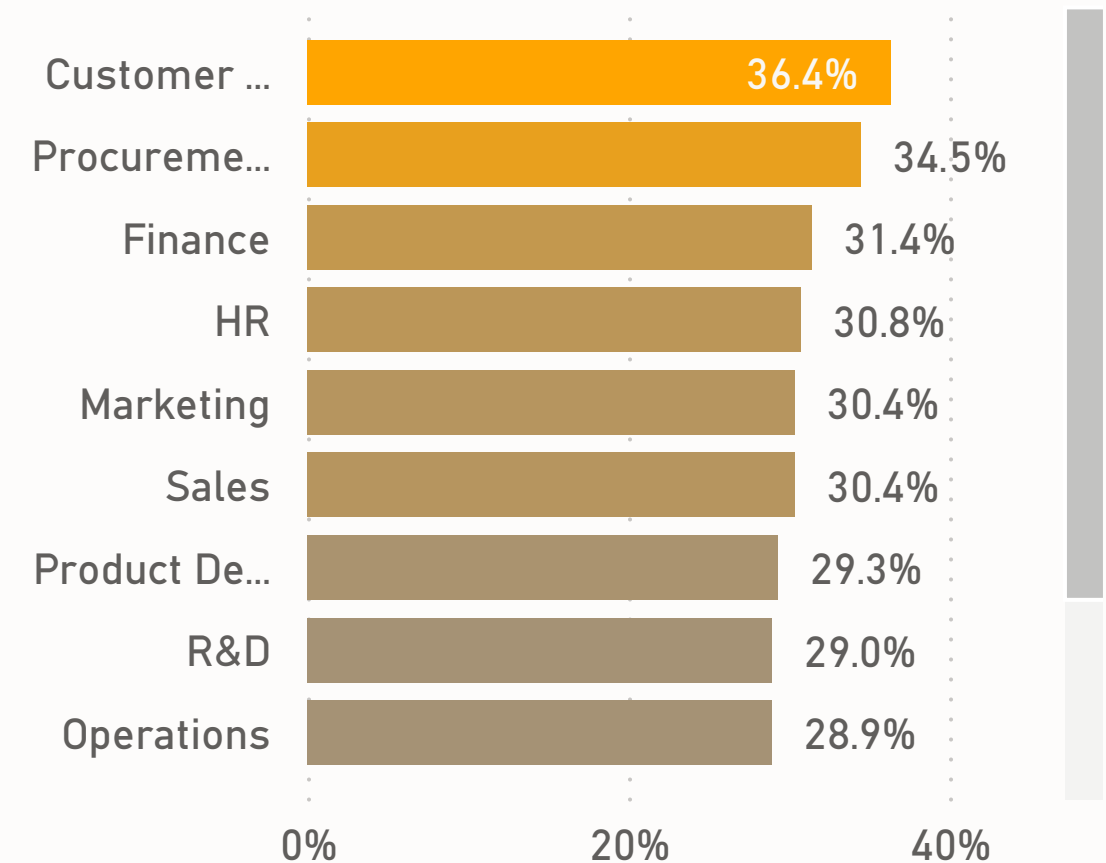
Turnover rate by Year



Turnover rate by job_level



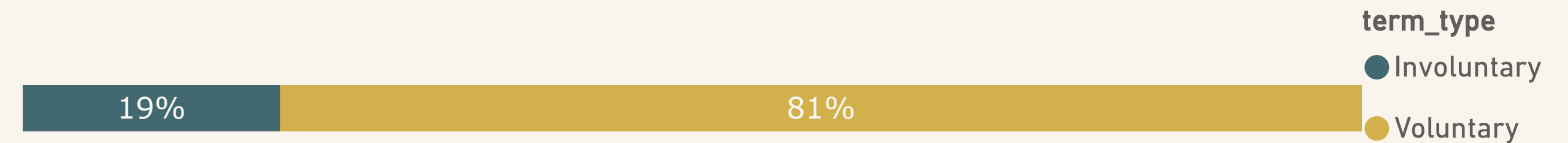
Turnover rate by department



What Do We Know About *Employees Who Have Left The Company?*

Full Name	term_date	department	Sum of salary	departed employees
Abagael Ackwood		Operations	\$64,504	
Abagael Kruschov		HR	\$68,659	
Abbe Starcks		Procurement	\$60,766	
Abbey Guest	17/5/2019	HR	\$68,237	1
Abbi Carter		Software	\$83,672	
Abbi Maudlen		HR	\$77,784	
Abbie Connealy		Finance	\$81,440	
Abbie Rushbury		Finance	\$89,449	
Abby Applewhaite	10/6/2018	Legal	\$104,134	1
Abby Defries		Operations	\$71,612	
Abdel Schnieder		Sales	\$81,443	
Abel Proback		Finance	\$66,290	
Total			\$328,885,724	457

departed employees by term_type



departed employees by term_reason

