

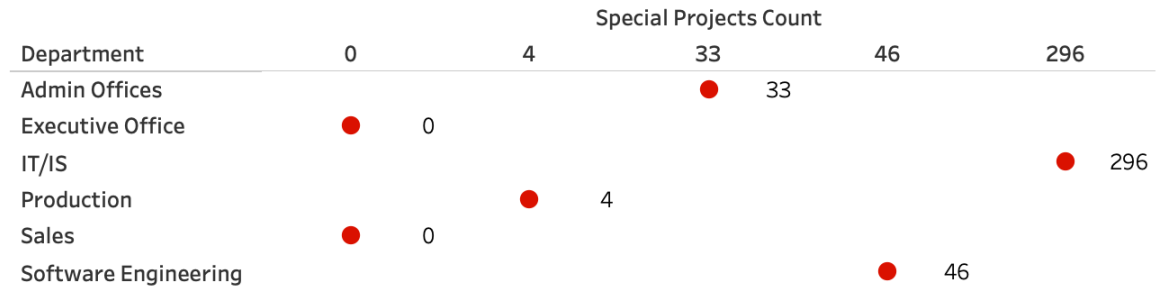
# Q1: Absences Dashboard

Absences are mostly impacted by Manager Name, Number of Special Projects and the Department

## Absences Rate

8.736  
Change:0.00%  
Overall Average:8.736

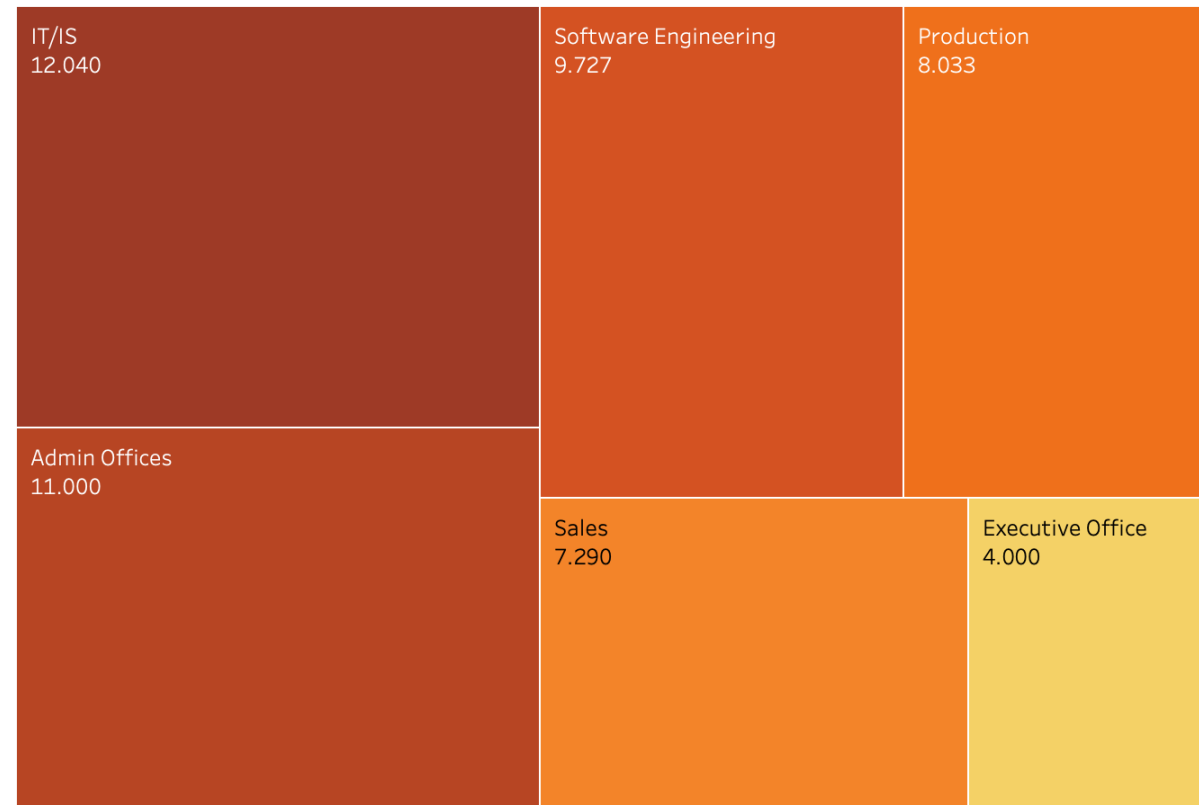
## Special Project Count



## Manager Names

Manager Name	
Eric Dougall	16.00
Brian Champaigne	13.38
Peter Monroe	11.79
Jennifer Zamora	11.71
Brandon R. LeBlanc	11.71
Alex Sweetwater	10.78
Simon Roup	10.35
Ketsia Liebig	8.48
Janet King	8.37
Kissy Sullivan	8.23
Webster Butler	8.00
Kelley Spirea	8.00
Elijah Gray	8.00
David Stanley	7.95
Brannon Miller	7.91
John Smith	7.79
Amy Dunn	7.76
Michael Albert	7.73
Debra Houlihan	7.67
Lynn Daneault	6.92
Board of Directors	5.00

## Department



# Q2: Attrition Dashboard

The major fields that affect the attrition rate are the managers, departments and types of recruitment.

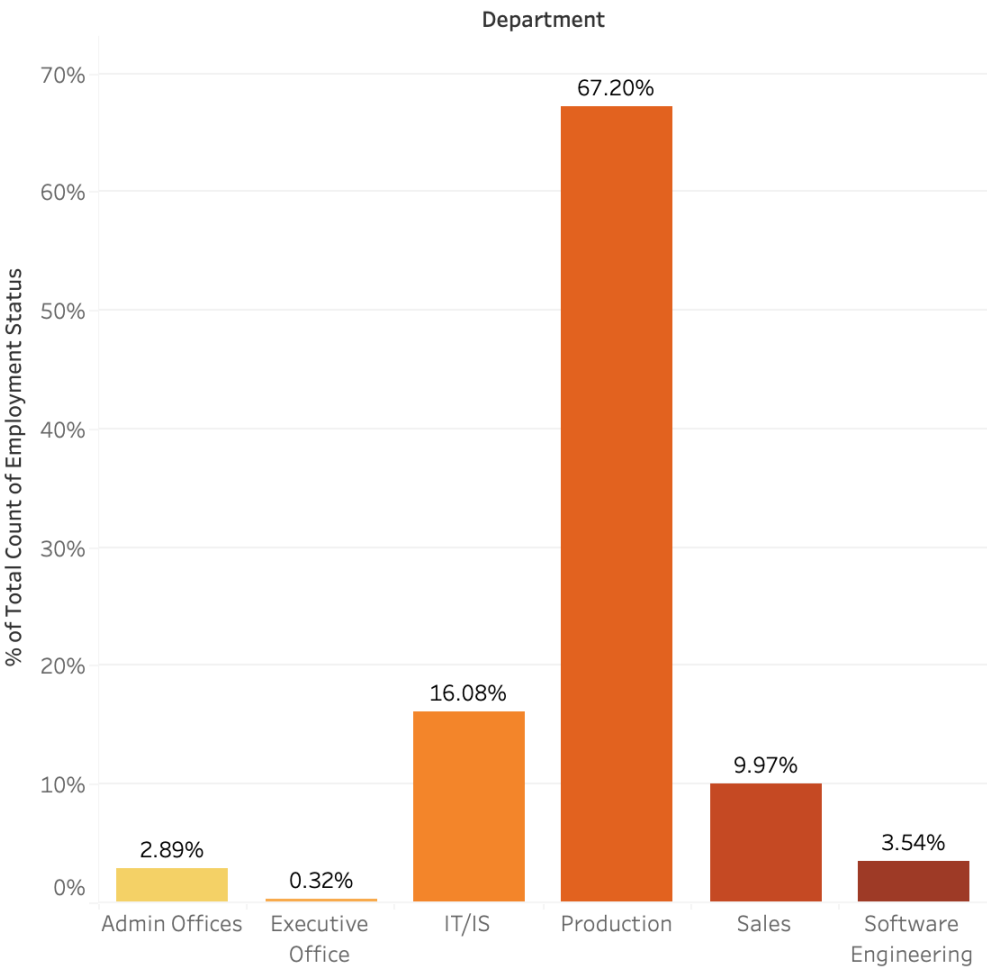
Attrition by Manager Name

Manager Name	Employment Status		
	Active	Terminated for..	Voluntarily Ter..
Alex Sweetwater	6	1	2
Amy Dunn	8		13
Board of Directors	2		
Brandon R. LeBlanc	5	1	1
Brannon Miller	16		6
Brian Champaigne	8		
David Stanley	15		6
Debra Houlihan	2		1
Elijah Gray	14	1	7
Eric Dougall	4		
Janet King	13	1	5
Jennifer Zamora	6		1
John Smith	11	1	2
Kelley Spirea	16	2	4
Ketsia Liebig	16	1	4
Kissy Sullivan	10	2	10
Lynn Daneault	12	1	
Michael Albert	13	1	8
Peter Monroe	13		1
Simon Roup	9	4	4
Webster Butler	8		13

Attrition Rate

33.44%

Attrition by Department



Attrition By Recruitment Source

Recruitment Source	Employment Status		
	Active	Terminated for Cause	Voluntarily Terminated
CareerBuilder	12	1	10
Diversity Job Fair	13		16
Employee Referral	26	3	2
Google Search	19	5	25
Indeed	66	4	17
LinkedIn	58	3	15
On-line Web applic..			1
Other	1		1
Website	12		1

# Q3: Engagement Dashboard

Employees with lower performance score results, less punctuality and that are less satisfied with work, are more likely to have a lower engagement score.

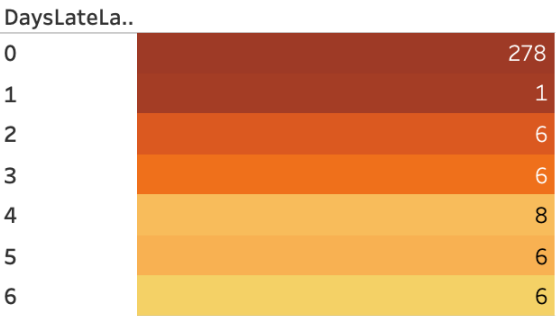
EmpSatisfaction KPI

3.891  
Change:0.00%  
Overall Average:3.891

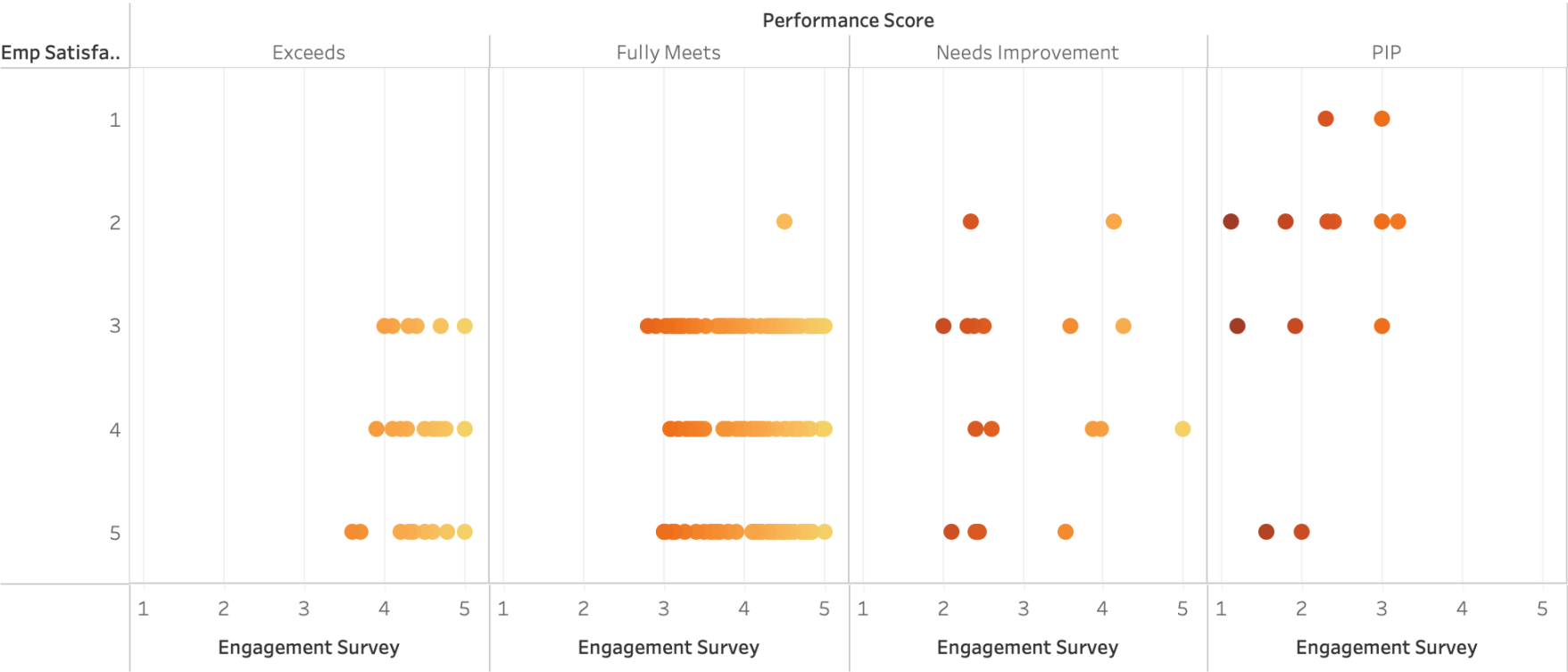
Engagement KPI

4.110  
Change:0.00%  
Overall Average:4.110

Days Late Last 30



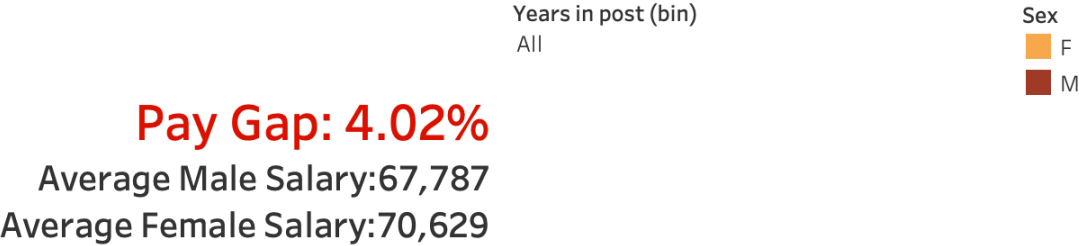
## Engagement Score by EmpSatisfaction and Performance Score



Q4: Gender Pay Gap

Overall, there’s not much of a gender pay gap, with an exception of a few in specific positions.

Gender Pay Gap



Gender Pay Gap by Department, Position

