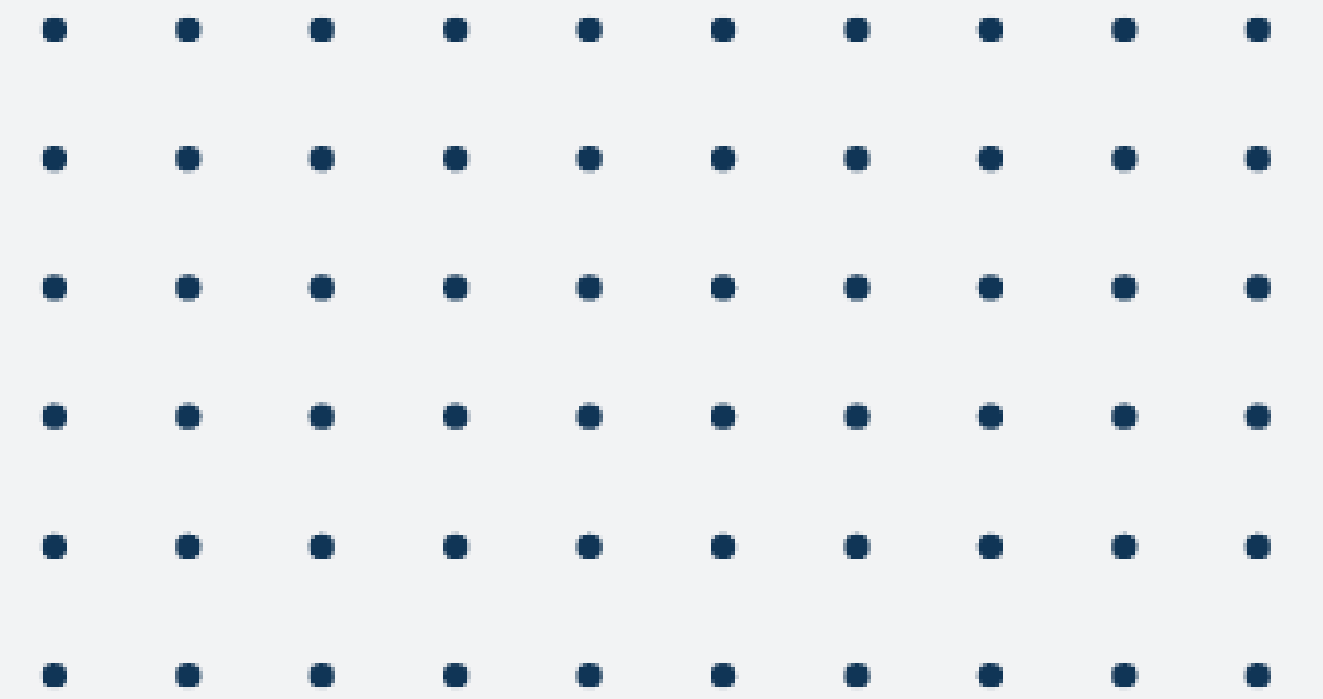


HR ANALYTICS DASHBOARD



1. EMPLOYEE DETAILS
2. EMPLOYEE SALARIES
3. EMPLOYEE TERMINATIONS

by Hasnain

Analysis - Employee Details

Active/Inactive Employees Filter

Filter by Sexual-Orientation of Employees

Active

Inactive

Bisexual

Gay

Heterosexual

Lesbian

Other

4831

Total_Employees

1259

Married_Employees

938

Onsite_Employees

3893

Remote_Employees

4723

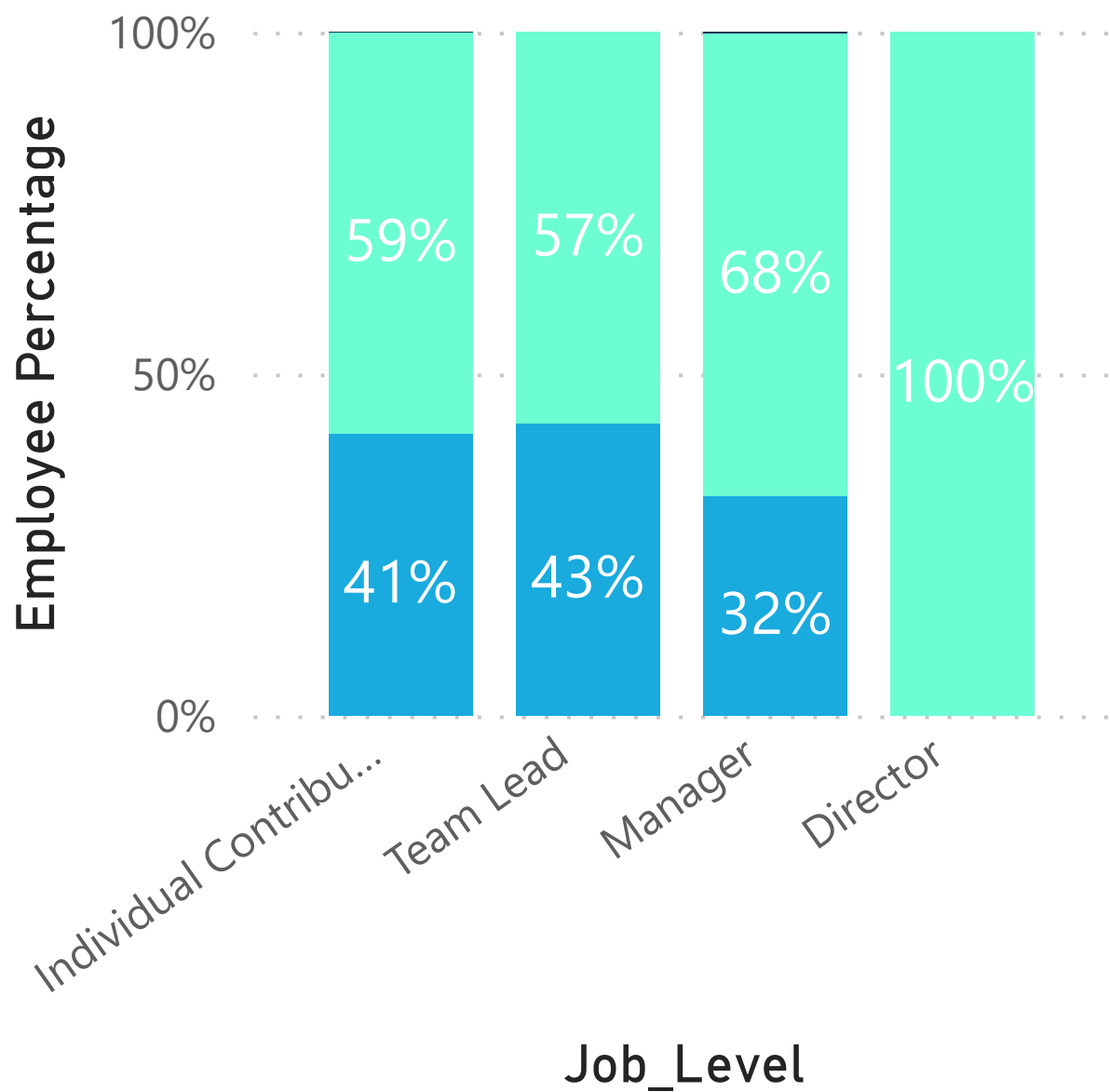
FullTime_Employees

108

Contract_Employees

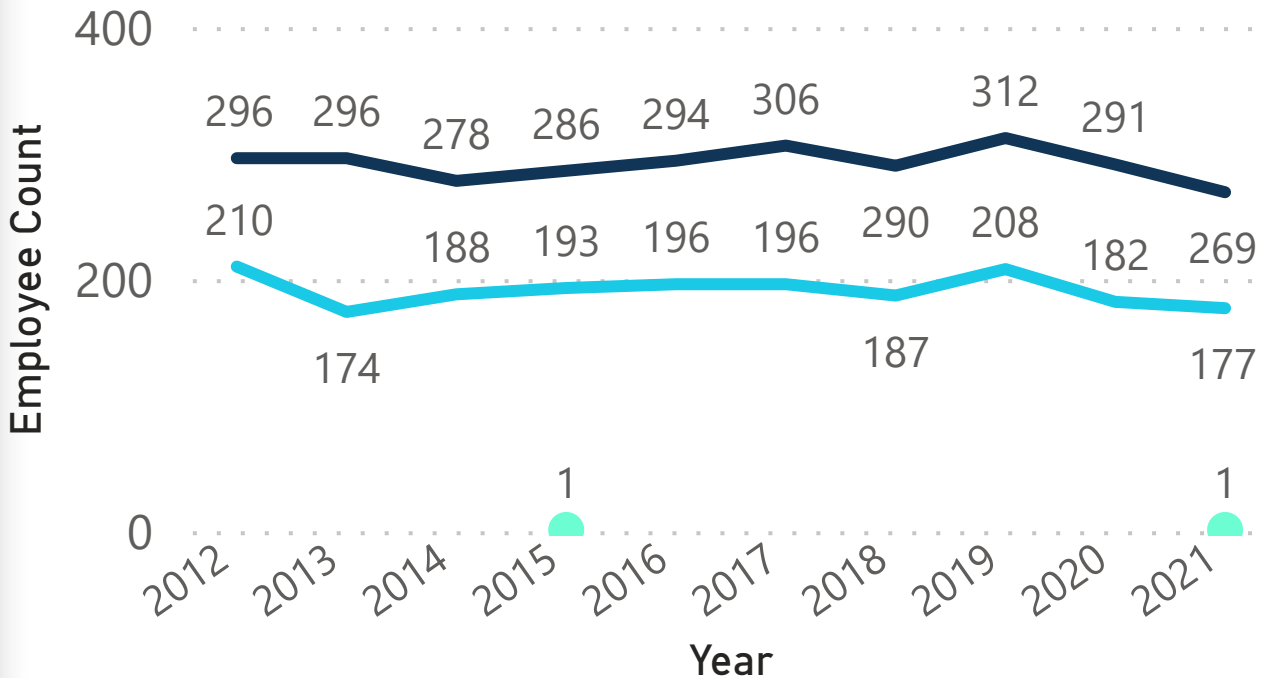
Employee %Age by Gender in each Job-Role

Gender ● Female ● Male ● Other



Employees Hired by Gender in each Year

Gender ● Female ● Male ● Other

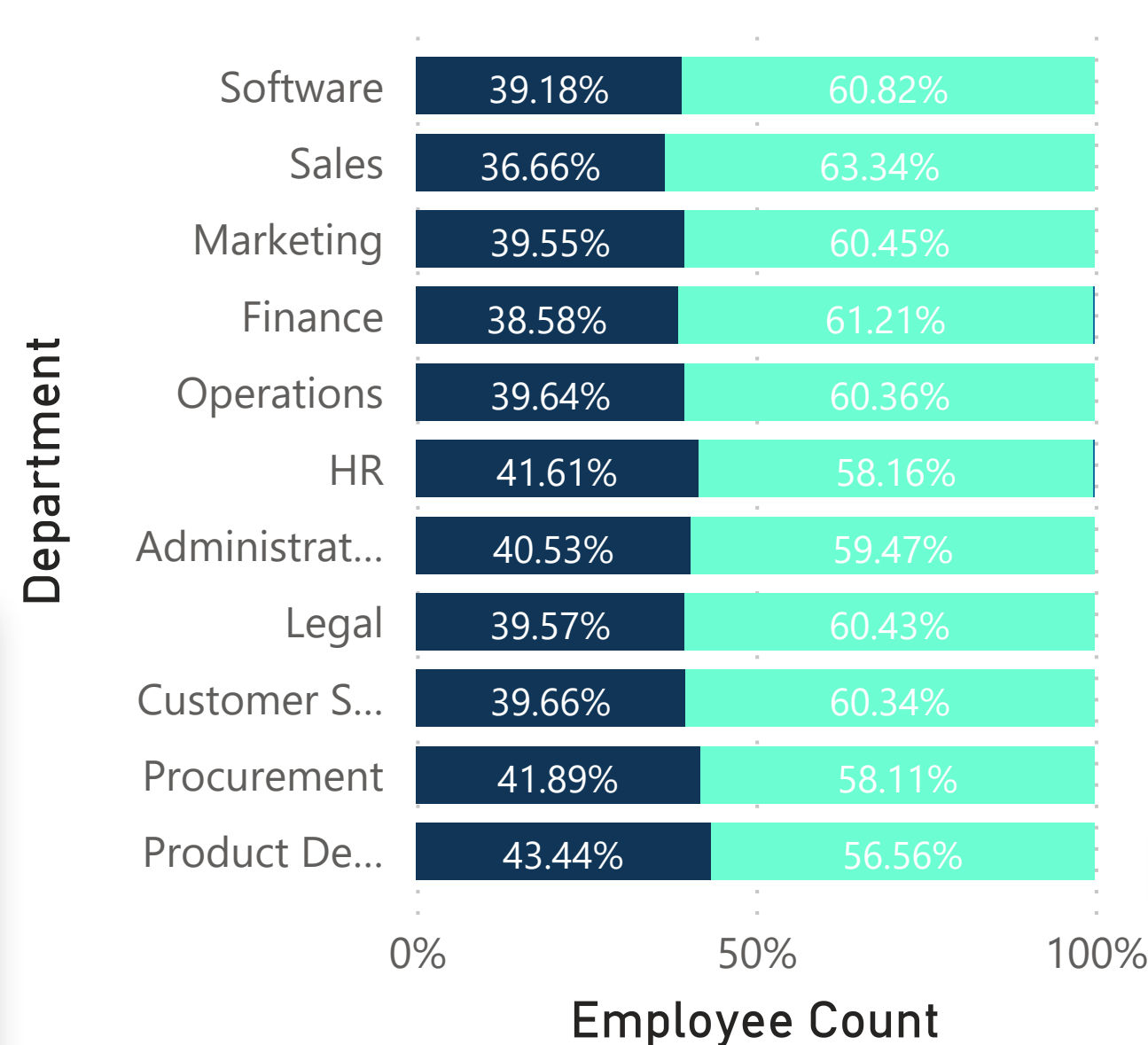


Insights:

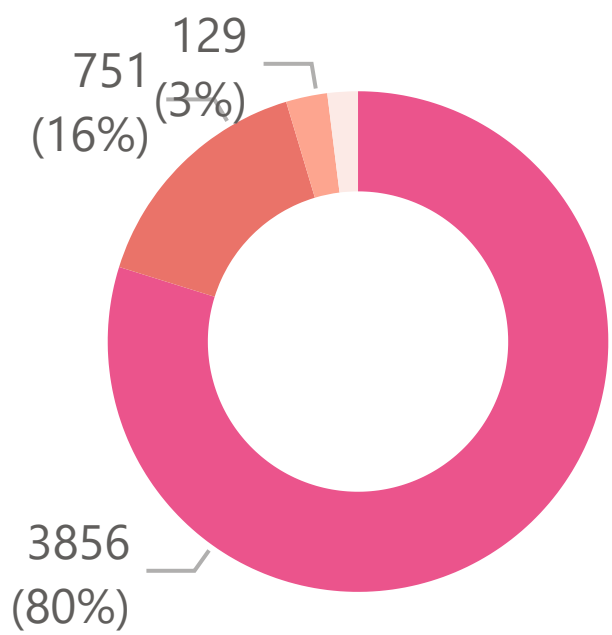
- There is **no female employee** in director job-role.
- Manager job-role have only **30%** of female employees.
- **Over 90%** of employees belong to Caucasian race.
- The female percentage is **8-15%** less in every dept.
- The percentage of female hires varies by approximately **10% each year**.

Employee %Age by Gender in each Department

Gender ● Female ● Male ● Other



Educational Background of Employees

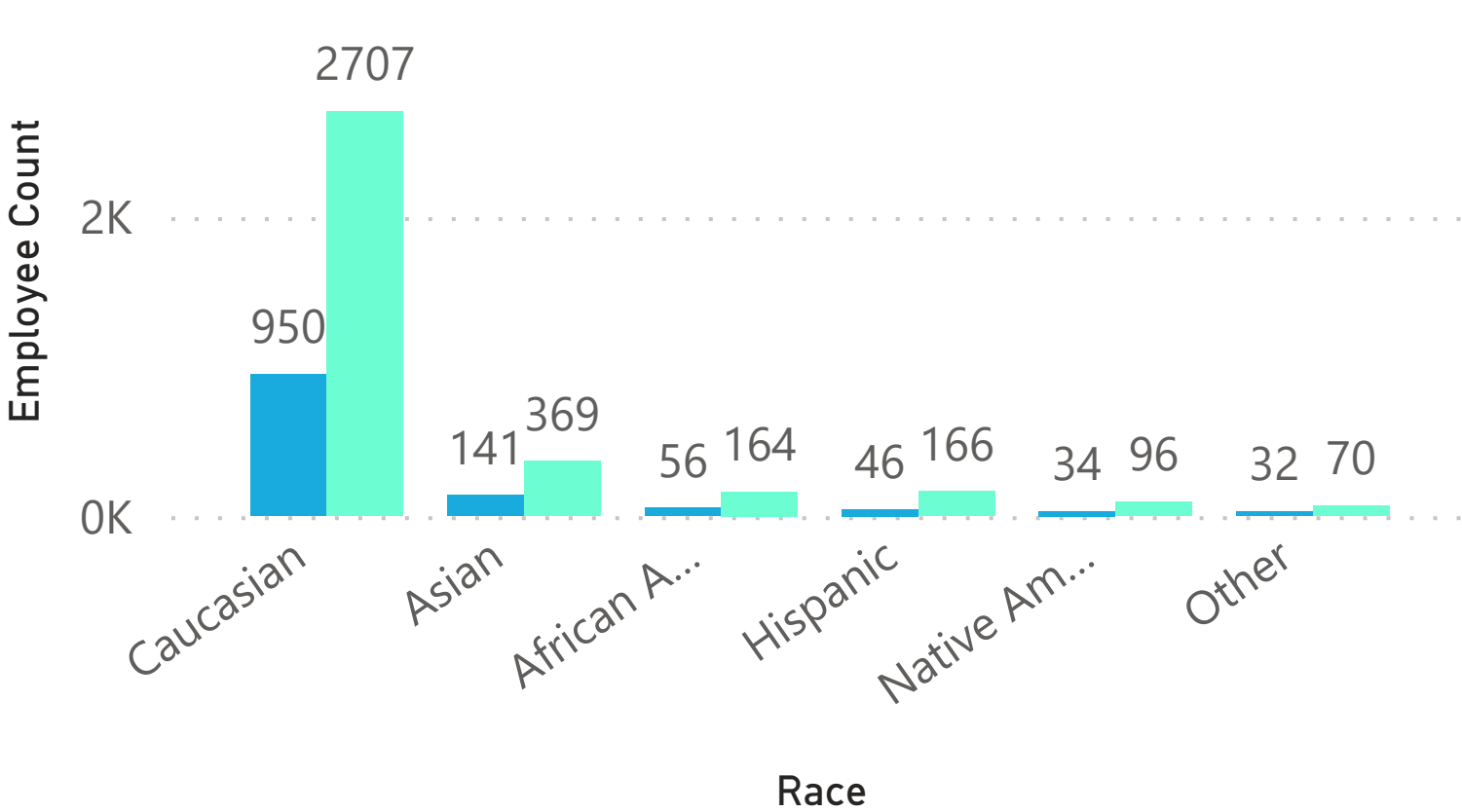


Education

- Bachelor's degree
- Master's degree
- Associate's degree
- None

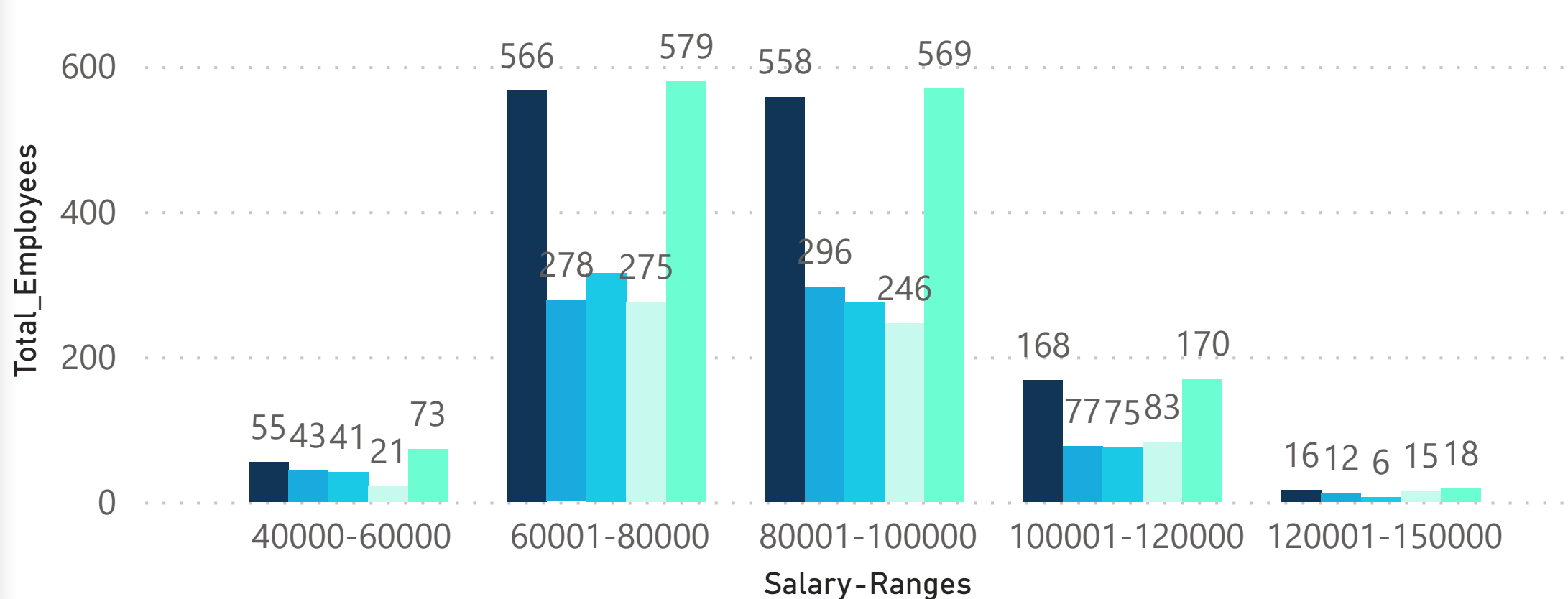
Employee Count by Race and Marital_Status

Marital_Status ● Married ● Single



Total_Employees by Salary-Ranges and Tenure-Groups

Tenure-Groups ● 0-30 ● 31-50 ● 51-70 ● 71-90 ● 90-150



Analysis - Employee Salaries

4831

Total_Employees

400M

Total Salary

82.74K

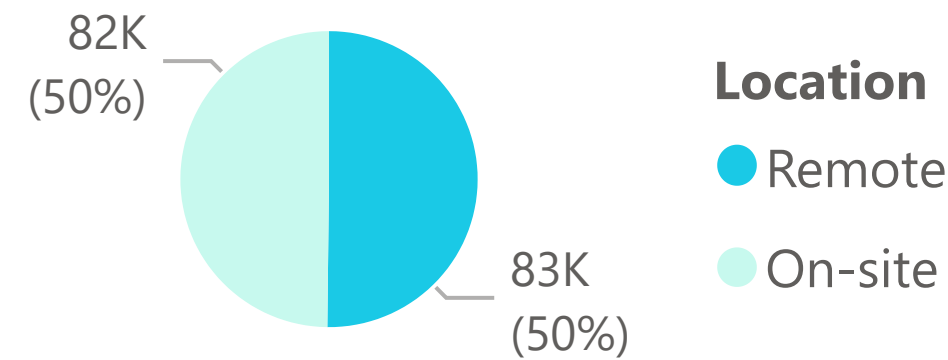
Average of salary

Active/Inactive Employees Filter

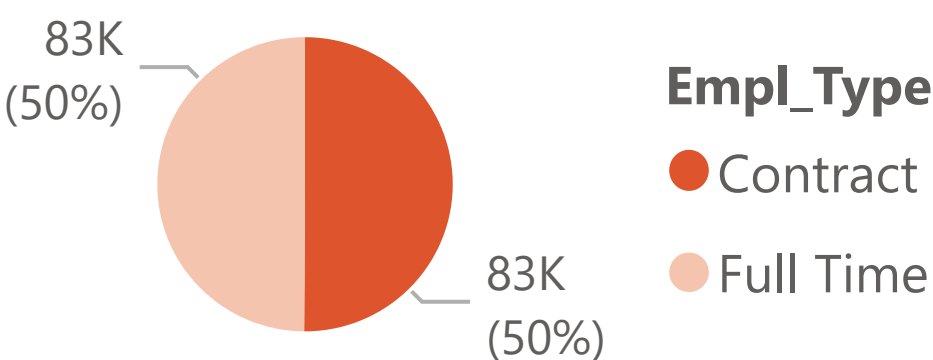
Active

Inactive

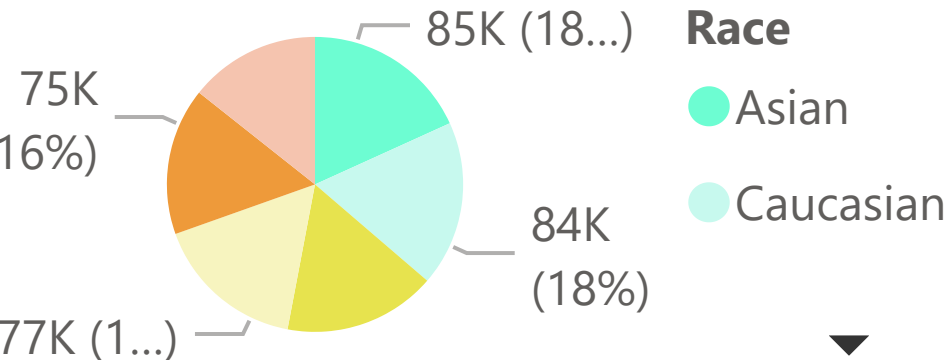
Average Salary by Location



Average Salary by Empl_Type

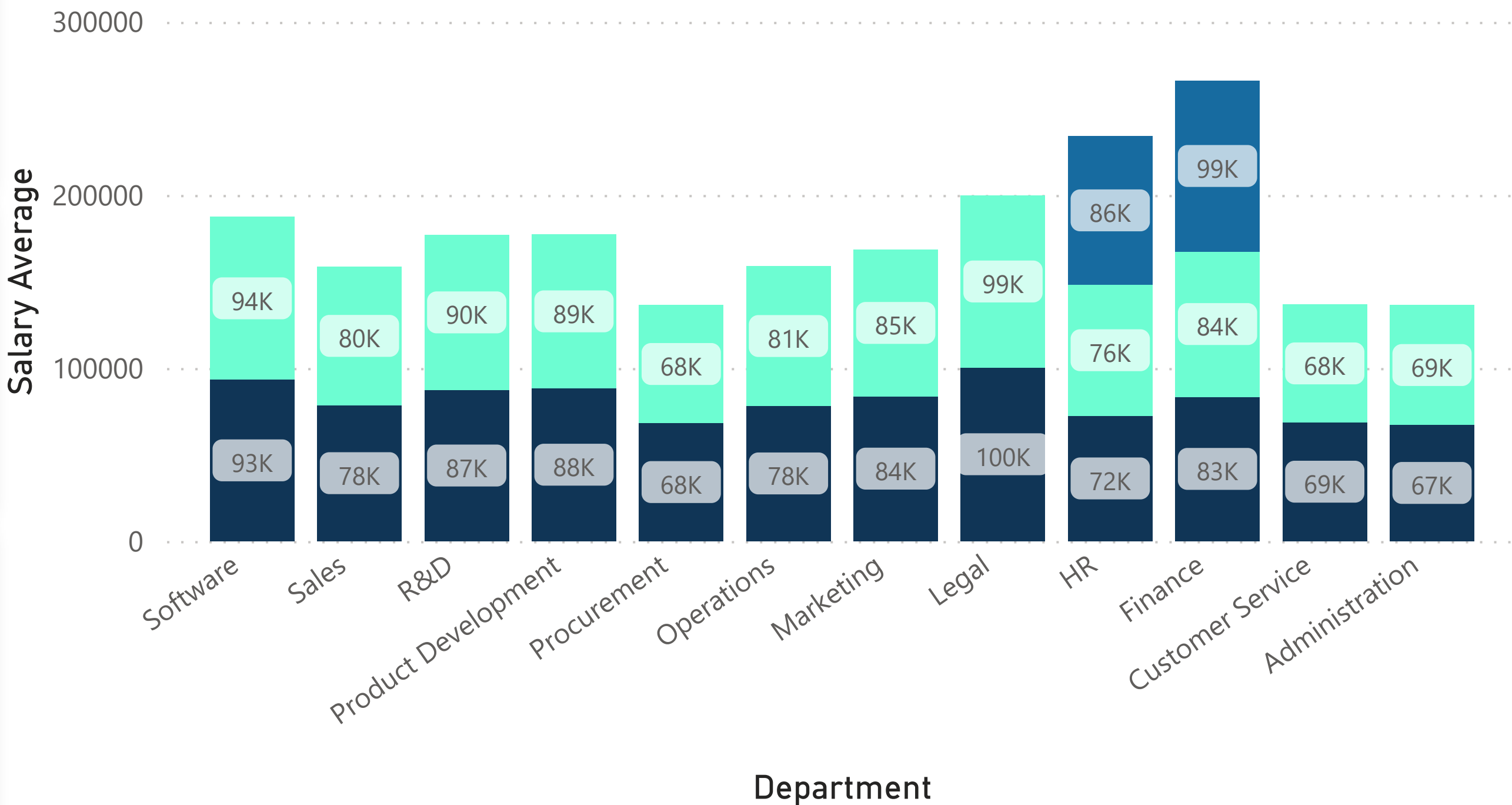


Average Salary by Race



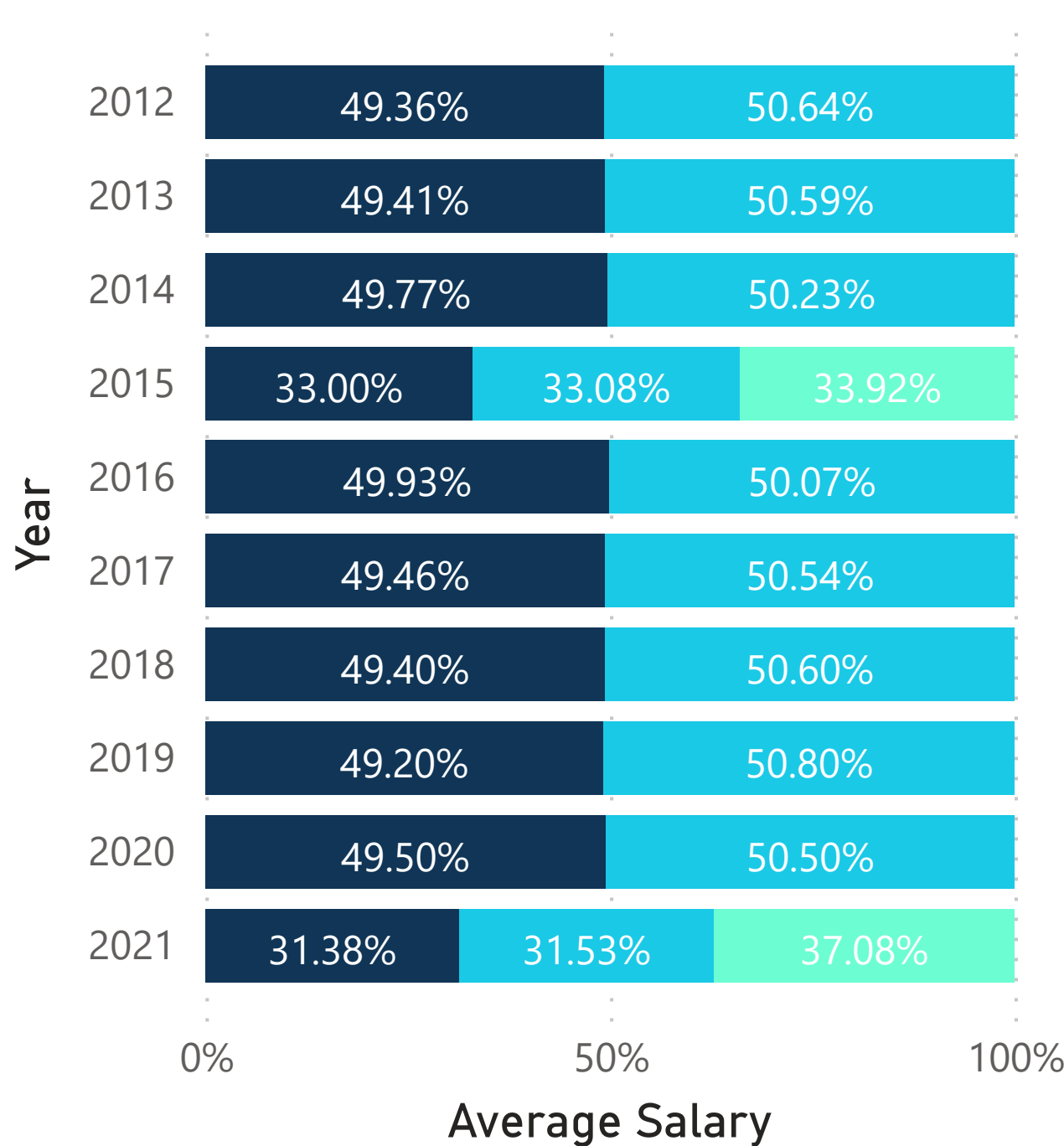
Average Salary by Gender in each Department

Gender ● Female ● Male ● Other



Average Salary by Gender in each Year

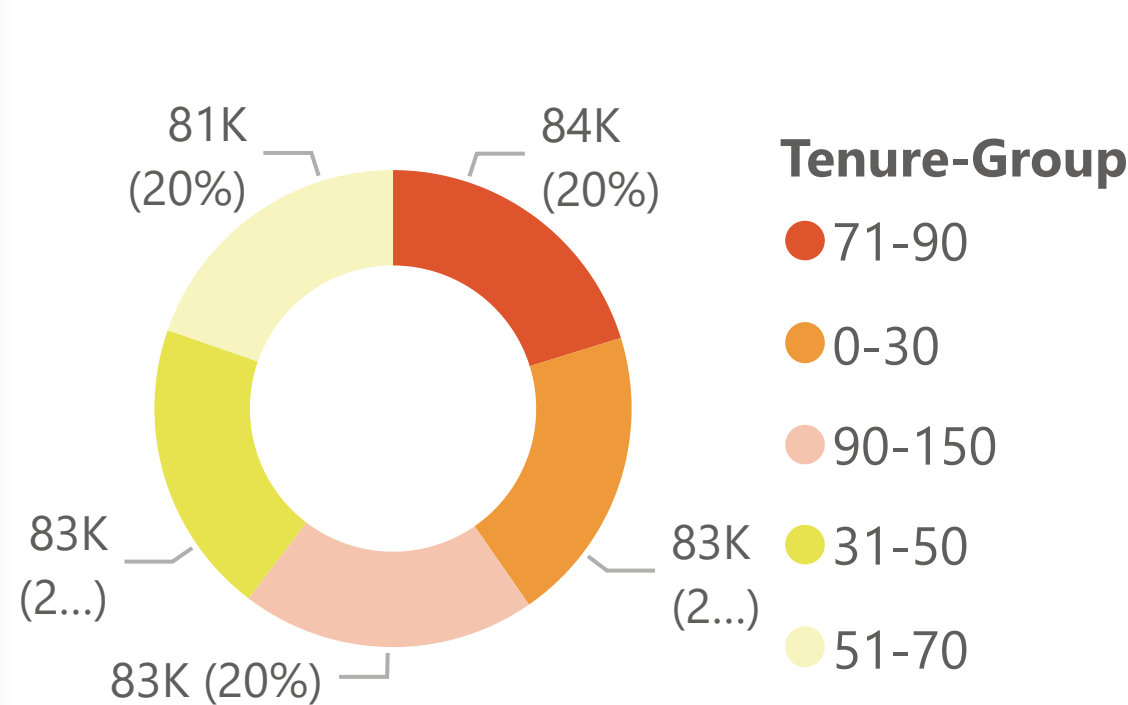
Gender ● Female ● Male ● Other



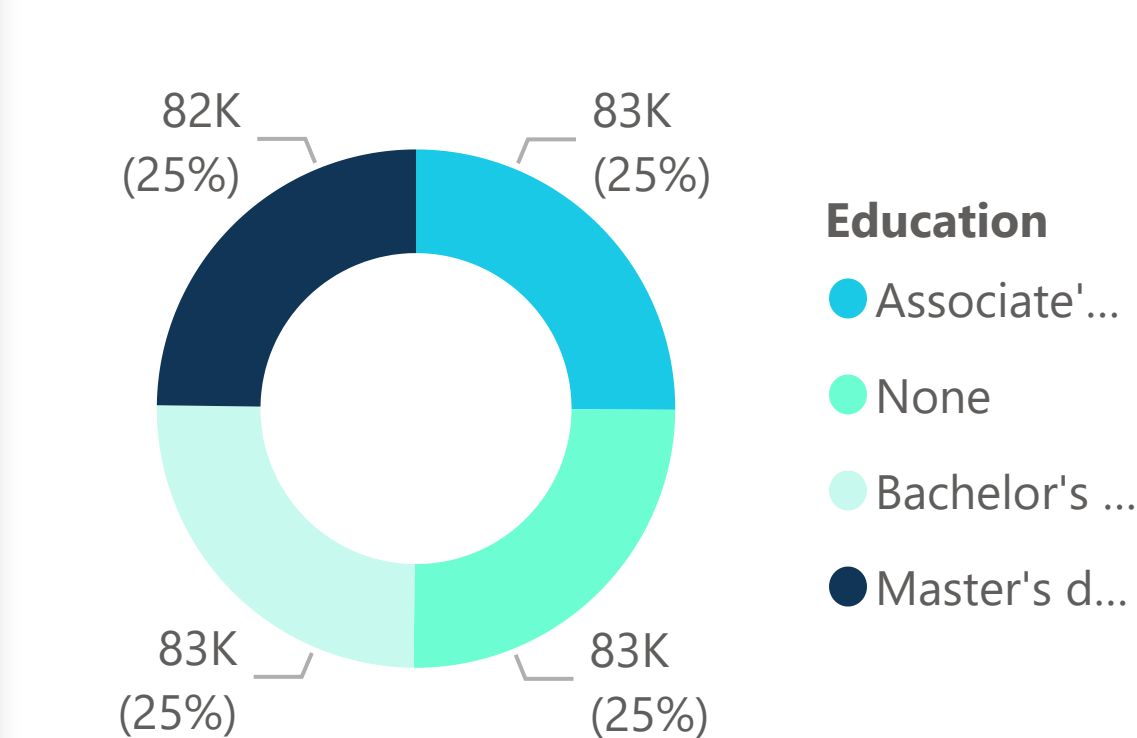
Insights:

- An amount of **329 million** is being distributed among active employees across all departments as salaries.
- Average salary among active employees is **82.57K**
- There is **no substantial disparity** in the average salary earned by male and female employees.
- The role of director is the highest paying job, accounting for nearly **30% of the total salary distribution**, although they make up only **3% of the total workforce**.
- The difference between the average salaries of director and individual contractor job role is almost 25K.
- The average salary difference between a director and an individual contractor role is around **25000** and between the Asian and African American race is around **20000**.

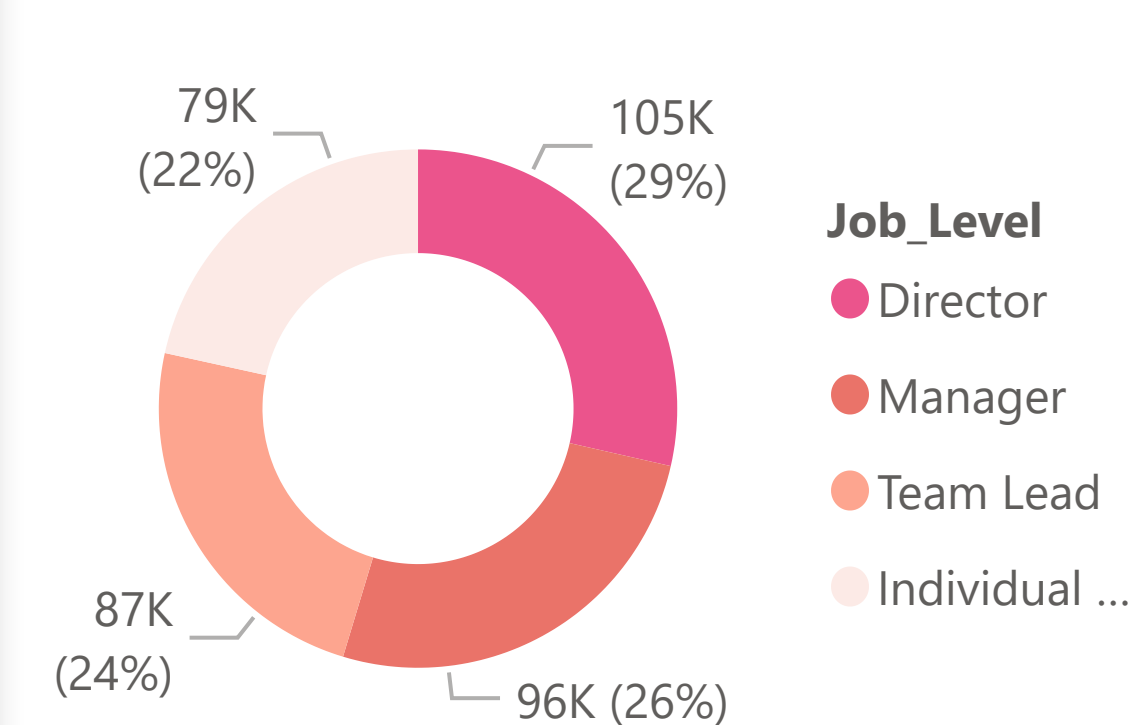
Average Salary by Tenure-Group



Average Salary by Education



Average Salary in each Department



Analysis - Employee Terminations

4831
Total_Employees

851
Employees_Terminated

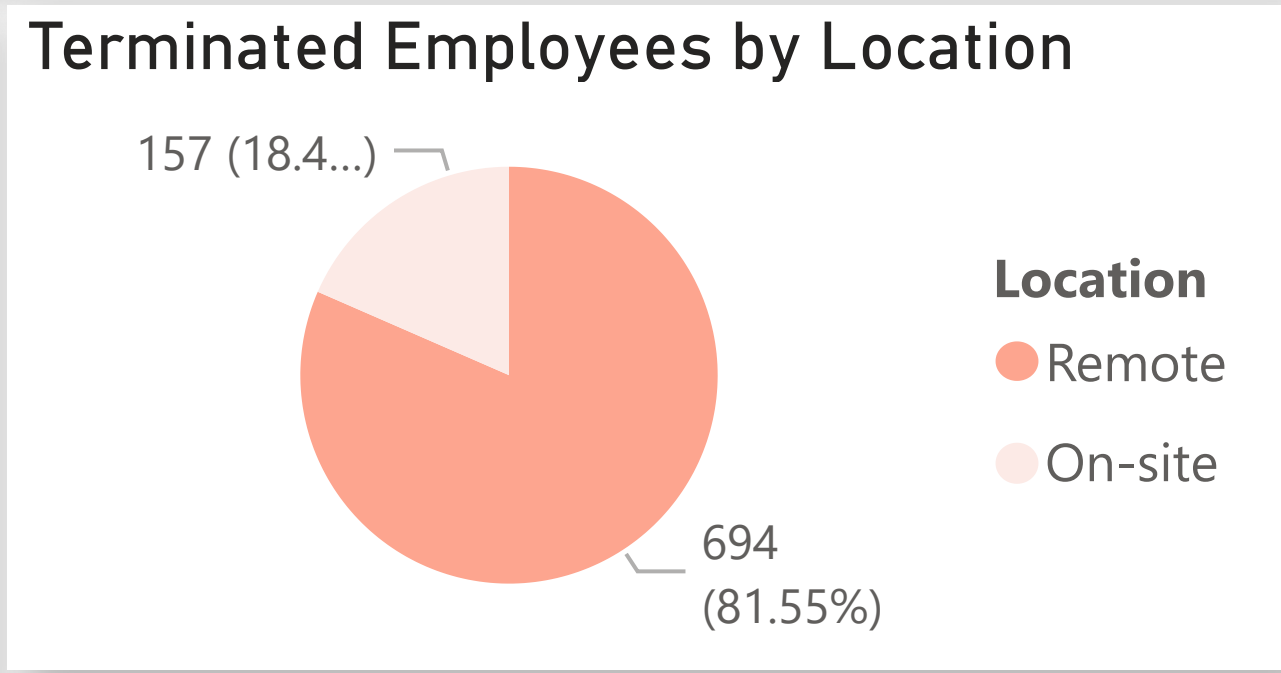
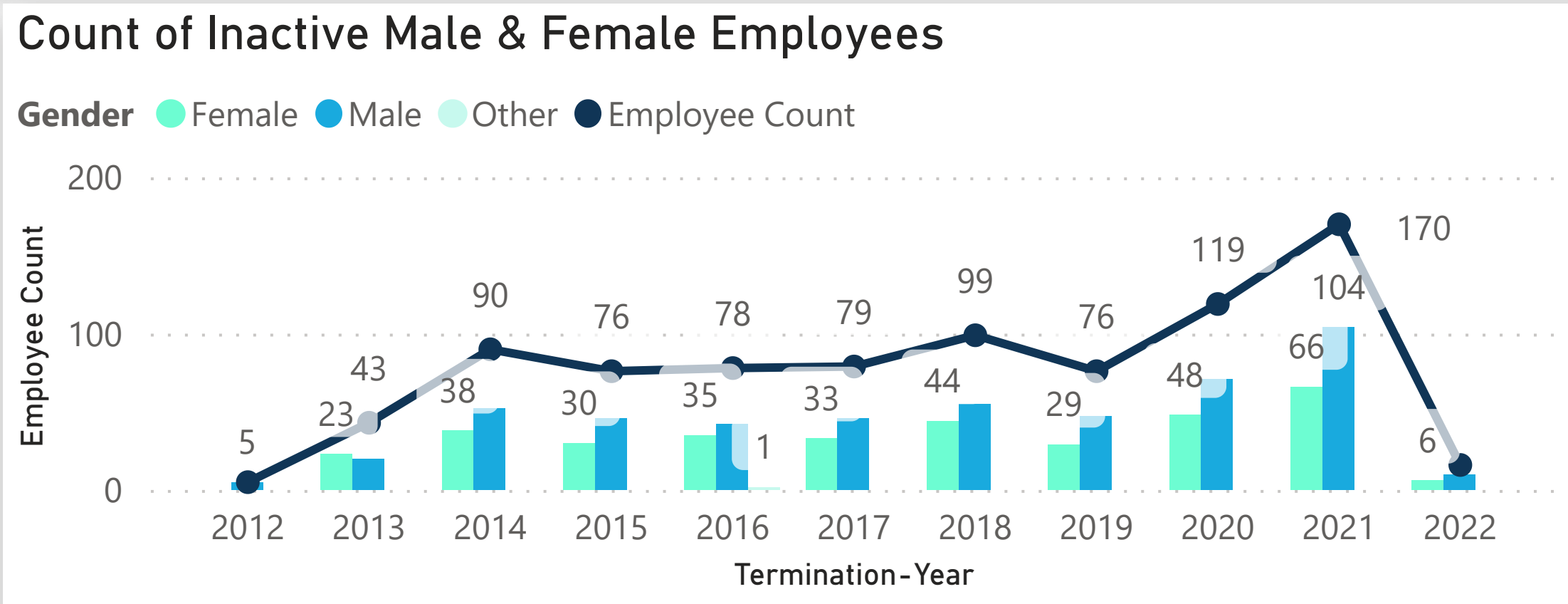
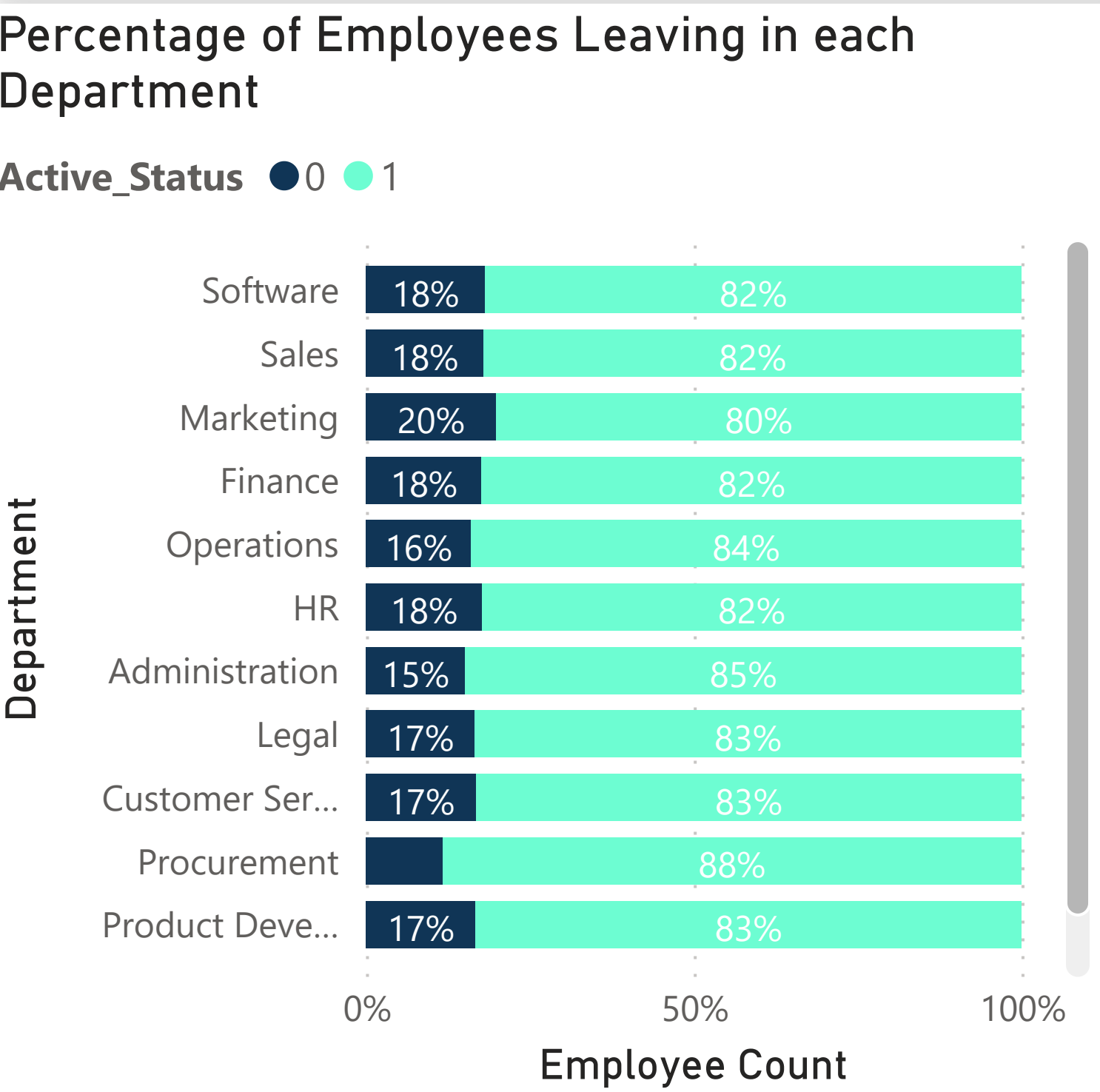
18%
Termination_Percentage

19.32%
Employee_Turnover_Rate

Sexual-Orientation Filter

☐ Bisexual

☐ Gay



Insights

- Termination rates are **similar across departments** but **single employees** are more likely to leave than married ones.
- Termination rate was increasing since **2012** but dropped significantly in **2022**.
- Over 65%** of employees leave for better opportunities, flexibility, and pay.

