HR WORKFORCE DASHBOARD

Executive Summary | Workforce Database

Executive Summary
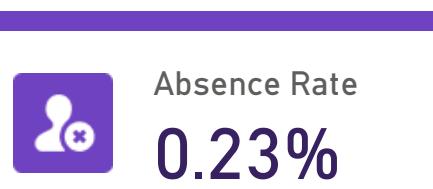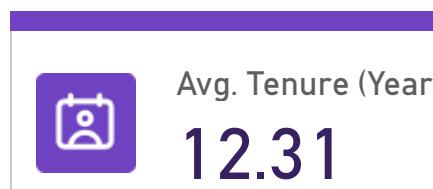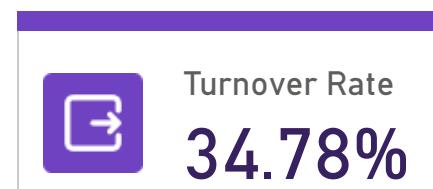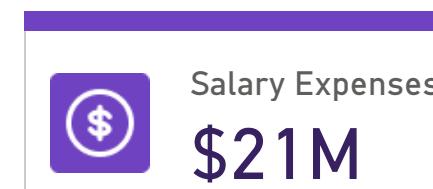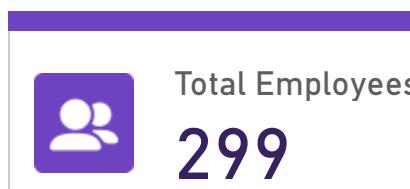
Department All | **Performance Score** All | **Manager Name** All
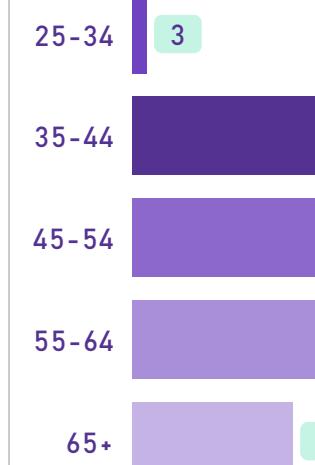
Total Employees 299	**Salary Expenses** $21M	**Turnover Rate** 34.78%
Avg. Tenure (Years) 12.31	**Absence Rate** 0.23%	
Satisfaction Score 3.89	**Average Age** 46.8	

Age Distribution

Age	Count
25–34	3
35–44	130
45–54	89
55–64	45
65+	34

Gender Distribution

Male 43.33%
Female 56.67%

Departure Reason

Reason	Count
Another position	20
unhappy	14
more money	11
career change	9
hours	8
attendance	7
relocation out of ...	5
return to school	5
military	4
no-call, no-show	4
performance	4
retiring	4
maternity leave ...	3
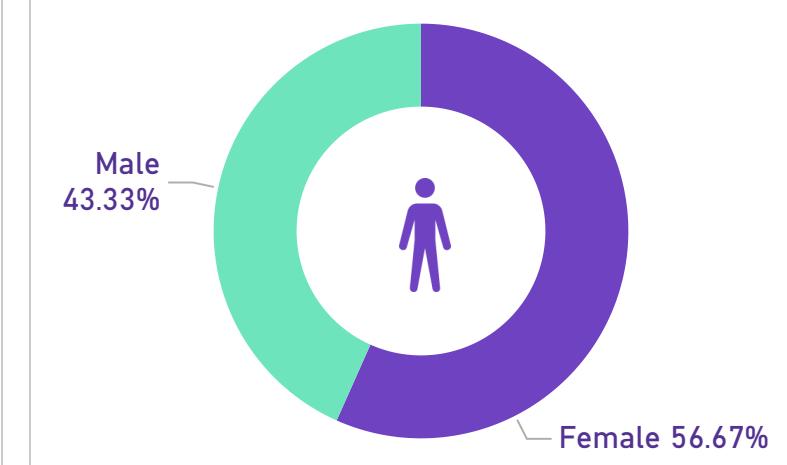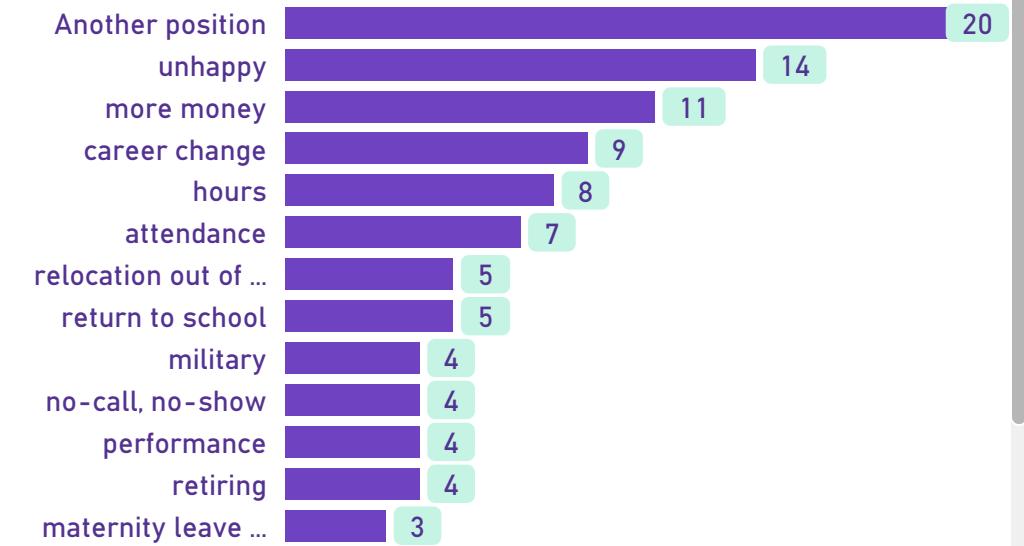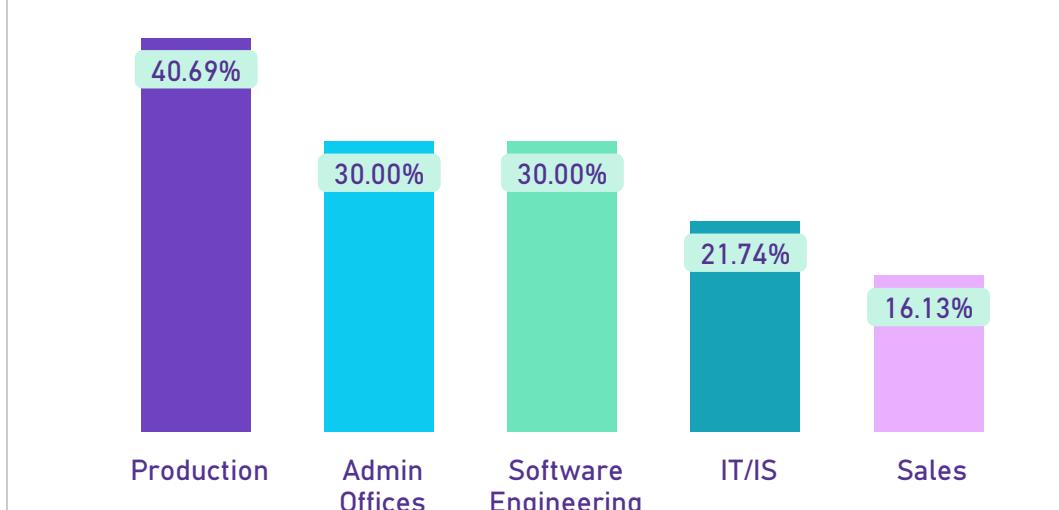
Turnover Rate by Department

Department	Rate
Production	40.69%
Admin Offices	30.00%
Software Engineering	30.00%
IT/IS	21.74%
Sales	16.13%
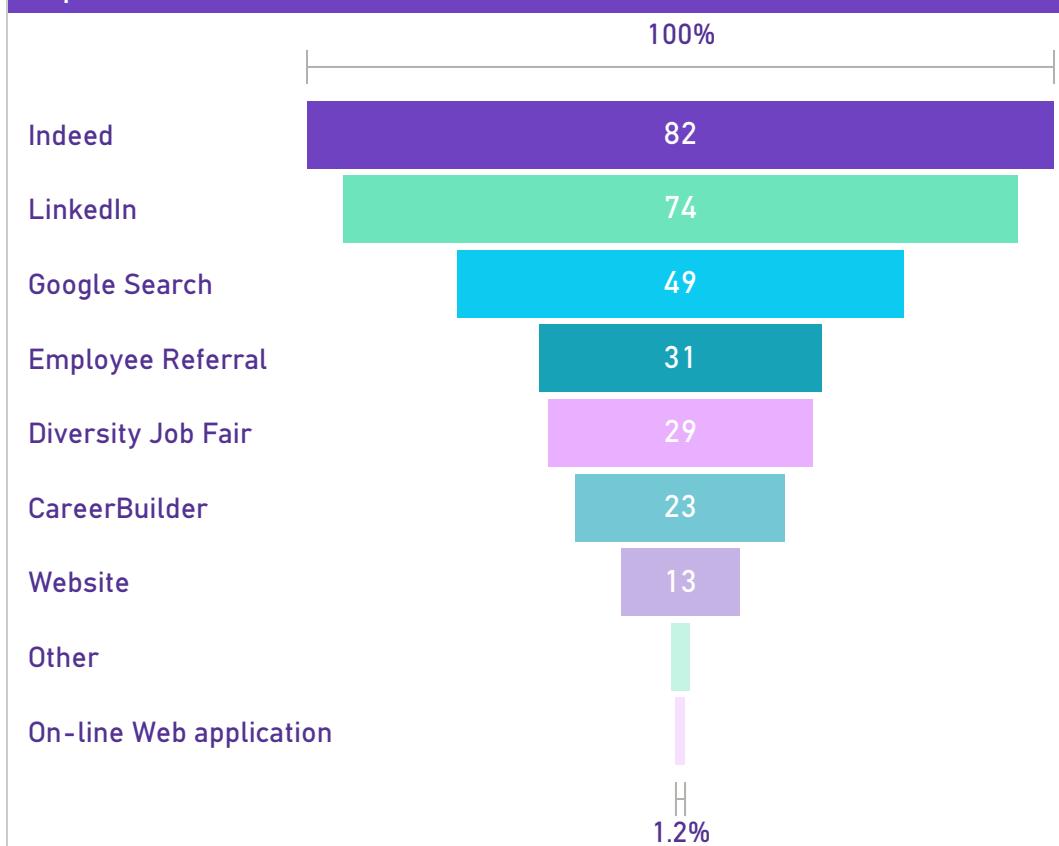
Workforce Metrics Overview by Dimension

Select a Dimension for an Analysis of Key Employee Metrics

Department | Position | Gender | Citizenship | Age | Marital Status | Ethnicity

Department	Salary Expenses	Employees	Tenure (Years)	Turnover Rate	Absence Rate	Satisfaction Score	Engagement Score	Average Age
Production	$12,530,291	204	12.73	40.69%	0.22%	⚠ 3.86	4.13	47.3
IT/IS	$4,853,232	46	10.52	21.74%	0.28%	⚠ 3.96	4.15	46.0
Sales	$2,140,899	31	12.32	16.13%	0.26%	✓ 4.03	3.82	47.0
Software Engineering	$961,521	10	12.60	30.00%	0.20%	✓ 4.10	4.05	43.9
Admin Offices	$729,490	10	12.20	30.00%	0.19%	⚠ 3.60	4.37	40.4
Executive Office	$250,000	1	13.00		0.21%	⚠ 3.00	4.80	71.2
Total	$21,465,433	299	12.31	34.78%	0.23%	3.89	4.11	46.8

Top Recruitment Sources

100%

Source	Value
Indeed	82
LinkedIn	74
Google Search	49
Employee Referral	31
Diversity Job Fair	29
CareerBuilder	23
Website	13
Other	
On-line Web application	

1.2%

HR WORKFORCE DASHBOARD

Workforce Database Overview

Employee Name	Department	Performance Score	Manager Name
All	All	All	All

EmployeeName	Salary	Tenure (Years)	Position	Absence Rate	Satisfaction Score	Recruitment Source	Gender	Marital Status	Performance	Retention Risk	Ethnicity	Employment Status
King, Janet	$250,000	13.00	President & CEO	0.21%	❌ 3.00	Indeed	Female	Married	Fully Meets	⚠️ Medium	White	Active
Zamora, Jennifer	$220,450	15.00	CIO	0.29%	✅ 5.00	Employee Referral	Female	Single	Exceeds	✅ Low	White	Active
Houlihan, Debra	$180,000	11.00	Director of Sales	0.47%	⚠️ 4.00	LinkedIn	Female	Married	Fully Meets	✅ Low	White	Active
Foss, Jason	$178,000	14.00	IT Director	0.29%	✅ 5.00	Indeed	Male	Single	Exceeds	✅ Low	Black or African American	Active
Corleone, Vito	$170,500	16.00	Director of Operations	0.26%	✅ 5.00	Indeed	Male	Single	Exceeds	✅ Low	Black or African American	Active
Monroe, Peter	$157,000	13.00	IT Manager	0.27%	❌ 3.00	Diversity Job Fair	Male	Married	Needs Improvement	❌ High	Black or African American	Active
Roper, Katie	$150,290	8.00	Data Architect	0.58%	❌ 3.00	Indeed	Female	Single	Fully Meets	⚠️ Medium	Black or African American	Active
Ruiz, Ricardo	$148,999	13.00	IT Manager	0.17%	⚠️ 4.00	Diversity Job Fair	Male	Divorced	Fully Meets	✅ Low	Black or African American	Voluntarily Terminated
Roup,Simon	$140,920	12.00	IT Manager	0.30%	✅ 5.00	Indeed	Male	Single	Fully Meets	✅ Low	White	Active
Dougall, Eric	$138,888	11.00	IT Manager	0.10%	✅ 5.00	Indeed	Male	Single	Exceeds	✅ Low	Black or African American	Active
Roehrich, Bianca	$120,000	10.00	Principal Data Architect	0.33%	❌ 3.00	LinkedIn	Female	Single	Fully Meets	⚠️ Medium	White	Voluntarily Terminated
Goble, Taisha	$114,800	10.00	Database Administrator	0.27%	⚠️ 4.00	Indeed	Female	Single	Fully Meets	✅ Low	White	Terminated for Cause
Voldemort, Lord	$113,999	10.00	Database Administrator	0.25%	❌ 3.00	Employee Referral	Male	Married	Fully Meets	⚠️ Medium	Black or African American	Terminated for Cause
Champaigne, Brian	$110,929	9.00	BI Director	0.24%	✅ 5.00	Indeed	Male	Married	Fully Meets	✅ Low	White	Active
Becker, Renee	$110,000	11.00	Database Administrator	0.20%	⚠️ 4.00	Google Search	Female	Single	Fully Meets	✅ Low	White	Terminated for Cause
Patronick, Lucas	$108,987	14.00	Software Engineer	0.25%	✅ 5.00	Diversity Job Fair	Male	Single	Exceeds	✅ Low	Black or African American	Voluntarily Terminated
Warfield, Sarah	$107,226	10.00	Sr. Network Engineer	0.19%	⚠️ 4.00	Employee Referral	Female	Widowed	Fully Meets	✅ Low	Asian	Active
Boutwell, Bonalyn	$106,367	10.00	Sr. Accountant	0.11%	⚠️ 4.00	Diversity Job Fair	Female	Married	Fully Meets	✅ Low	Black or African American	Active
Johnson, Noelle	$105,700	10.00	Database Administrator	0.05%	❌ 3.00	Indeed	Female	Married	Fully Meets	⚠️ Medium	Asian	Active
Martin, Sandra	$105,688	12.00	Software Engineer	0.32%	✅ 5.00	Google Search	Female	Single	Fully Meets	✅ Low	Asian	Active
Ait Sidi, Karthikeyan	$104,437	10.00	Sr. DBA	0.47%	❌ 3.00	Indeed	Male	Married	Fully Meets	⚠️ Medium	White	Voluntarily Terminated
Booth, Frank	$103,613	11.00	Enterprise Architect	0.05%	✅ 5.00	LinkedIn	Male	Single	Fully Meets	✅ Low	Black or African American	Terminated for Cause