Göndery

HR DASHBOARD

HR DASHBOARD | Overview

YEAR - MONTH
All

LOCATION
All

DEPARTMENT
All

ROLE
All

STATUS
All

810
Active + On Leave

770
Active

40
On Leave

46
Terminated
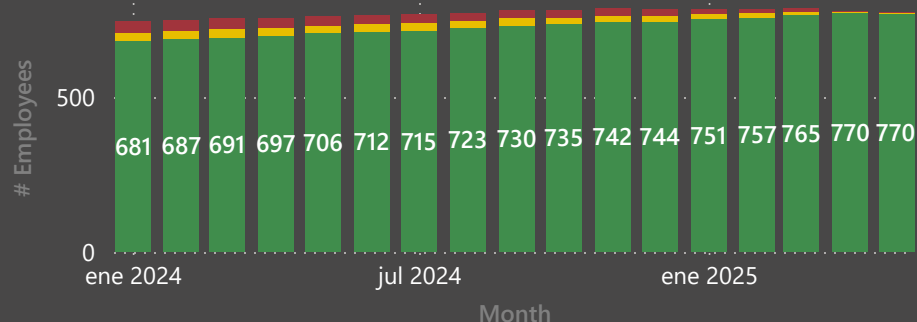
71,2 %
Trainings Completed
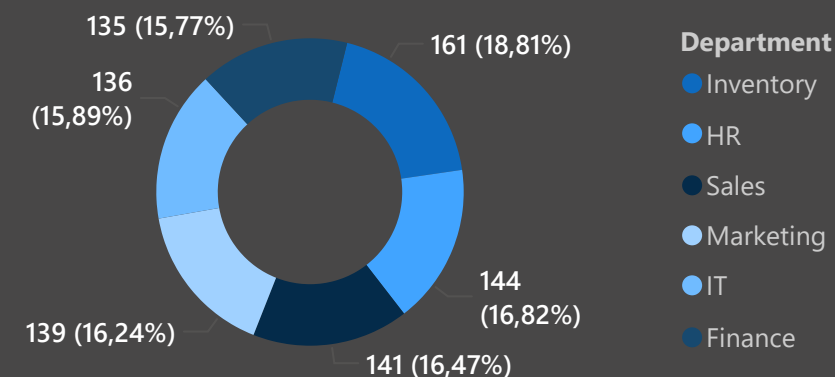
70,0 %
Employees Satisfaction Score

5,4 %
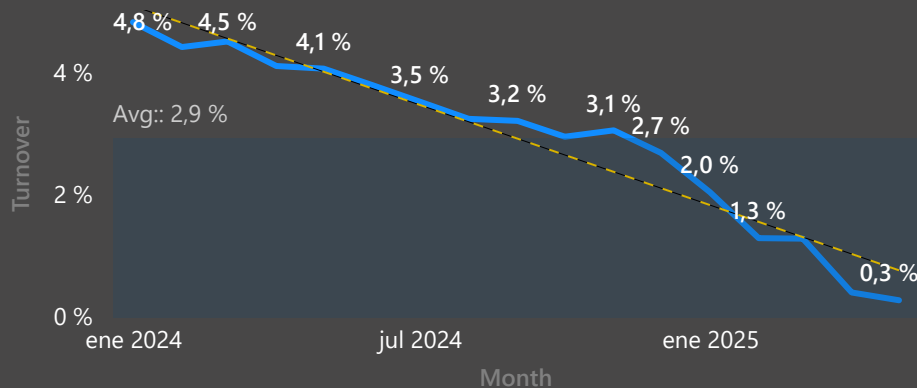Turnover

Employees by Month and Status

Status ● Active ● On Leave ● Terminated

681 687 691 697 706 712 715 723 730 735 742 744 751 757 765 770 770

Employees

ene 2024   jul 2024   ene 2025

Month

Employees by Department

135 (15,77%)
161 (18,81%)
136 (15,89%)
144 (16,82%)
139 (16,24%)
141 (16,47%)

Department
● Inventory
● HR
● Sales
● Marketing
● IT
● Finance

Turnover by Month

4,8 % 4,5 %
4,1 %
3,5 %
3,2 %
3,1 %
2,7 %
2,0 %
1,3 %
0,3 %

Avg:: 2,9 %

Turnover

ene 2024   jul 2024   ene 2025

Month

Turnover by Department

Finance	10,4 %
Sales	9,2 %
Inventory	6,2 %
HR	2,8 %
Marketing	2,2 %
IT	1,5 %

Avg:: 5,4 %
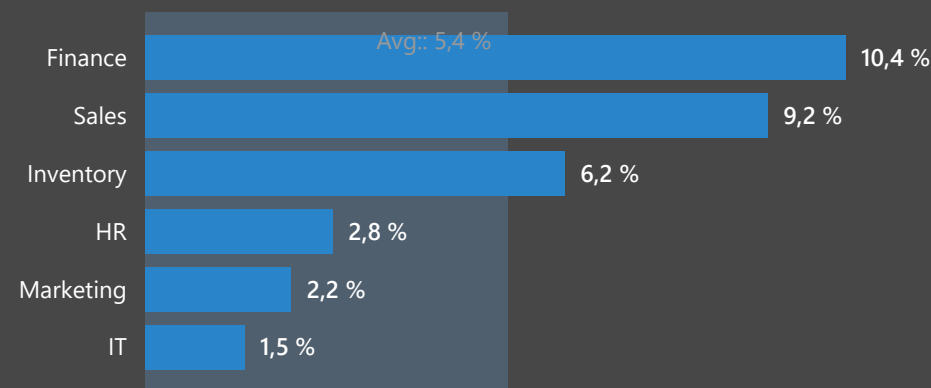
YEAR - MONTH
All

LOCATION
All

DEPARTMENT
All

ROLE
All

STATUS
All

Average Hours Worked by Month

Hours Worked (h)

5,72

5,71
5,71
5,70
5,70
5,69
5,69
5,70
5,71
5,71
5,68

Avg.: 5,70

5,68

jul 2024   sep 2024   nov 2024   ene 2025   mar 2025   may 2025
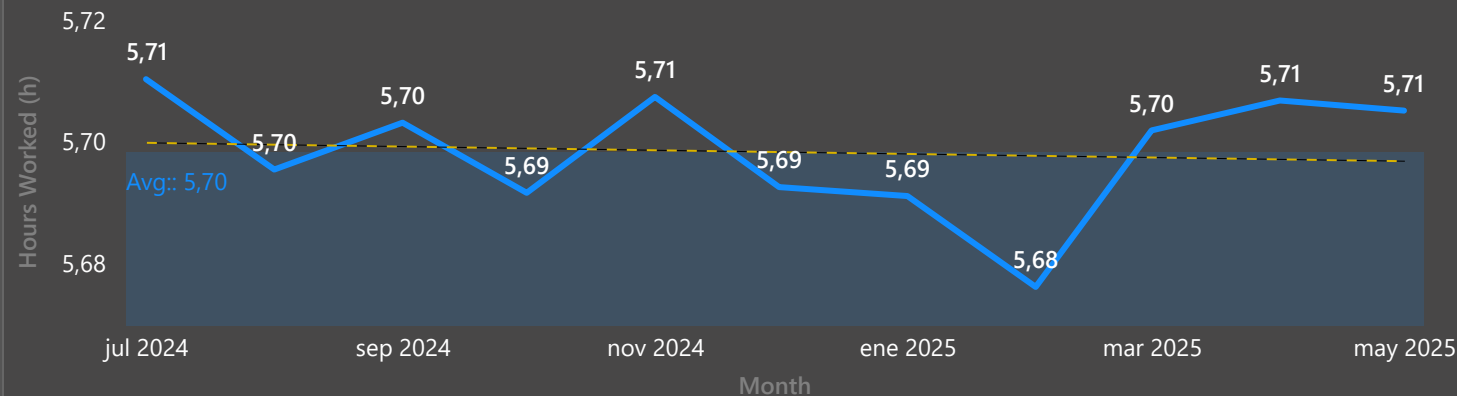
Month

% Compliance by Department

Department	Avg. Hours Worked	Avg. Overtime	Absenteeism
Inventory	5,69	0,39	5,1 %
IT	5,70	0,34	5,0 %
HR	5,70	0,31	5,0 %
Finance	5,71	0,27	5,0 %
Sales	5,71	0,42	4,9 %
Marketing	5,71	0,40	4,8 %
Total	**5,70**	**0,36**	**5,0 %**

Average Overtime by Month

Overtime (h)

0,50

0,50

0,45

0,40

0,35   0,34   0,34   0,34   0,35   0,35   0,34   0,33   0,34   0,35   0,35

Avg.: 0,36

0,30

jul 2024   sep 2024   nov 2024   ene 2025   mar 2025   may 2025
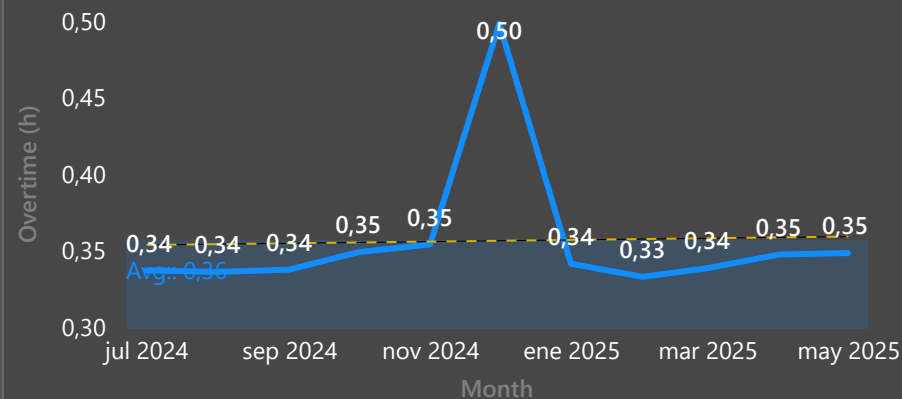
Month

Absenteeism by Shift

C: Night — 5,3 %

A: Morn... — 5,3 %

B: After... — 5,3 %

Absenteeism by Month
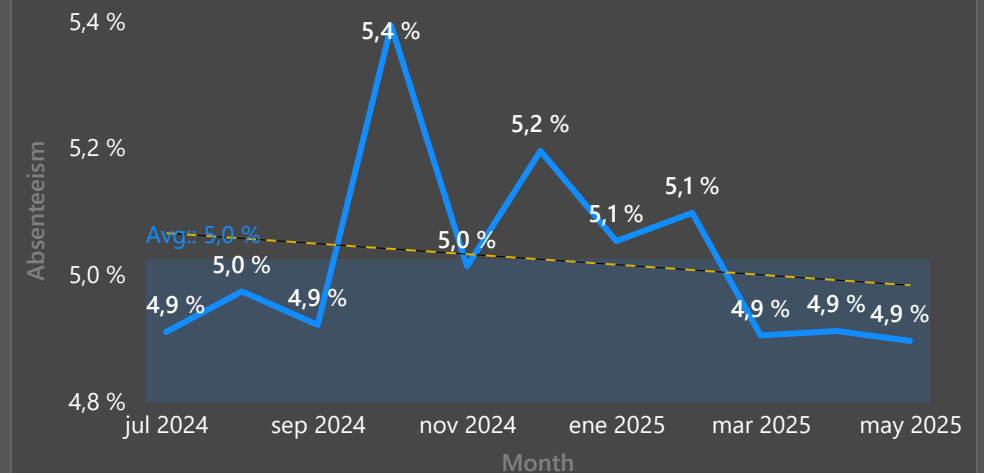
Absenteeism

5,4 %

5,4 %

5,2 %

5,2 %

5,1 %

5,1 %

5,0 %
5,0 %

5,0 %

4,9 %   4,9 %   4,9 %   4,9 %   4,9 %   4,9 %

Avg.: 5,0 %

4,8 %

jul 2024   sep 2024   nov 2024   ene 2025   mar 2025   may 2025

Month

YEAR - MONTH
All

LOCATION
All

DEPARTMENT
All

ROLE
All

STATUS
All

16746
Programmed to Date

11927
Completed

3254
Scheduled

4819
Missed

673
Employees with Missed Trainings

71,2 %
% Completed

% Completed by Month

100,0 % 100,0 %   100,0 %
Avg:: 80,6 %
                            76,1 % 77,7 % 80,2 %
67,4 %
64,3 %   64,9 % 64,8 %

ene 2024   jul 2024   ene 2025
Month
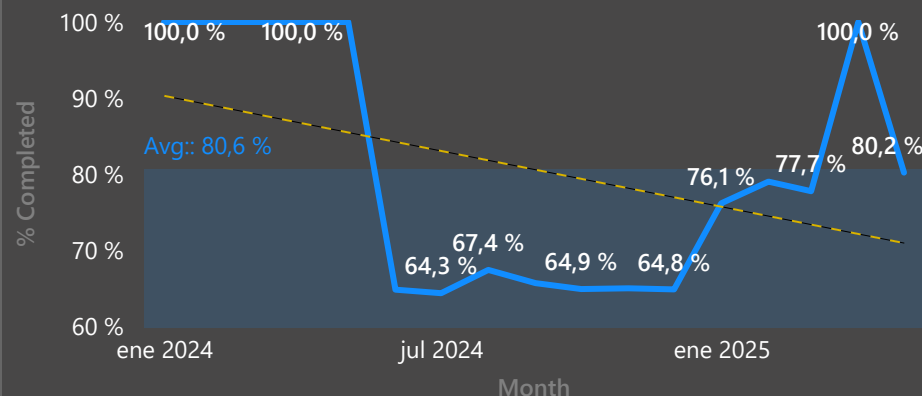
Upcoming Trainings by Month

529   672   686   655   712
ago 2025   sep 2025   oct 2025   nov 2025   dic 2025
Month
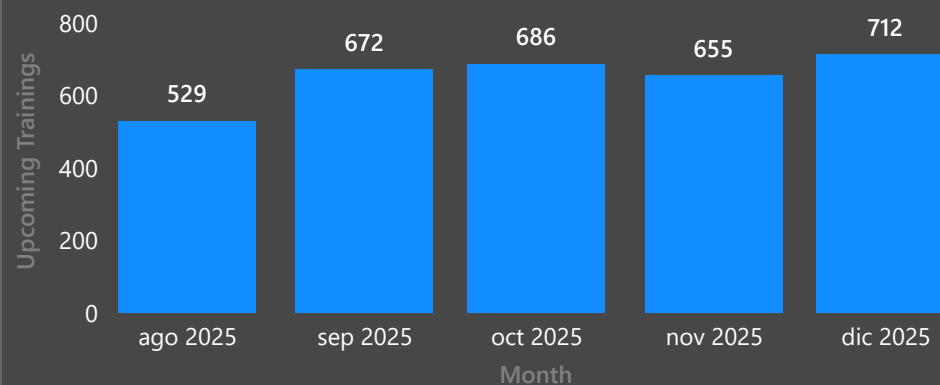
% Completed by Department

Department	% Completed
IT	72,1 %
Finance	71,7 %
HR	71,2 %
Marketing	71,0 %
Sales	70,7 %
Inventory	70,6 %
Total	**71,2 %**

% Completed by Course

Name	% Completed
Advanced Inventory Control	74,3 %
Leadership and Team Management	73,7 %
Marketing Campaign Strategies	71,8 %
Data Security Awareness	71,7 %
Workplace Safety and Compliance	71,5 %
Inventory Management Basics	71,4 %
Retail Sales Techniques	70,3 %
Customer Service Excellence	69,9 %
Financial Reporting for Retail	68,7 %
Employee Wellness Program	68,6 %
Total	**71,2 %**

YEAR - MONTH	LOCATION	DEPARTMENT	ROLE	STATUS
All	All	All	All	All

2000
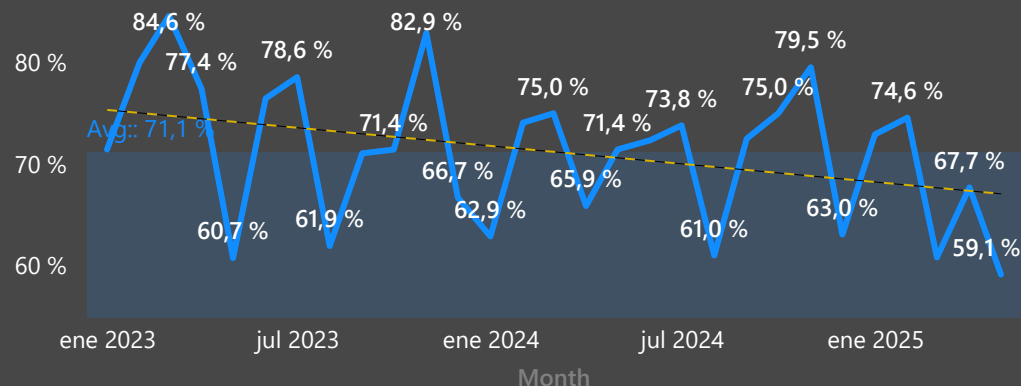Surveys

1400
Promoters

600
Detractors

70,0 %
% ESAT

3,9
Satisfaction Score (Avg)

Employees Satisfaction by Month

Avg:: 71,1 %

84,6 %
77,4 %
78,6 %
82,9 %
79,5 %
75,0 %
73,8 %
75,0 %
74,6 %
71,4 %
66,7 %
65,9 %
71,4 %
67,7 %
60,7 %
61,9 %
62,9 %
61,0 %
63,0 %
59,1 %

80 %
70 %
60 %

ene 2023 · jul 2023 · ene 2024 · jul 2024 · ene 2025

Month

Positive Comments (%) by Year-Month

Avg:: 62,4 %

71,9 %
65,9 %
64,3 %
69,0 %
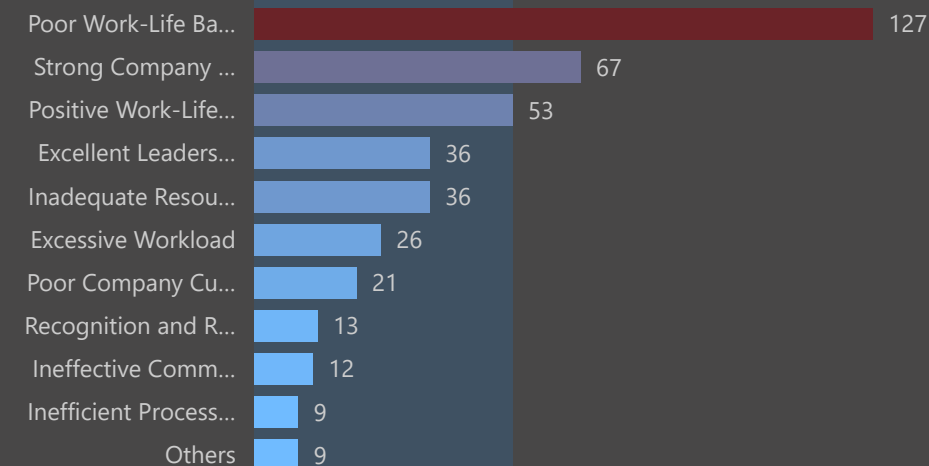65,0 % 65,2 %
68,8 %
60,7 % 60,6 %
59,3 %
61,4 %
63,6 %
55,3 %
57,1 %
55,3 %
57,5 %
56,9 %

75 %
70 %
65 %
60 %
55 %

ene 2024 · jul 2024 · ene 2025

Year-Month

Sentiment Analysis

21,1 % (21,05%)

16,8 % (16,8%)

62,2 % (62,15%)

● Positive
● Neutral
● Negative
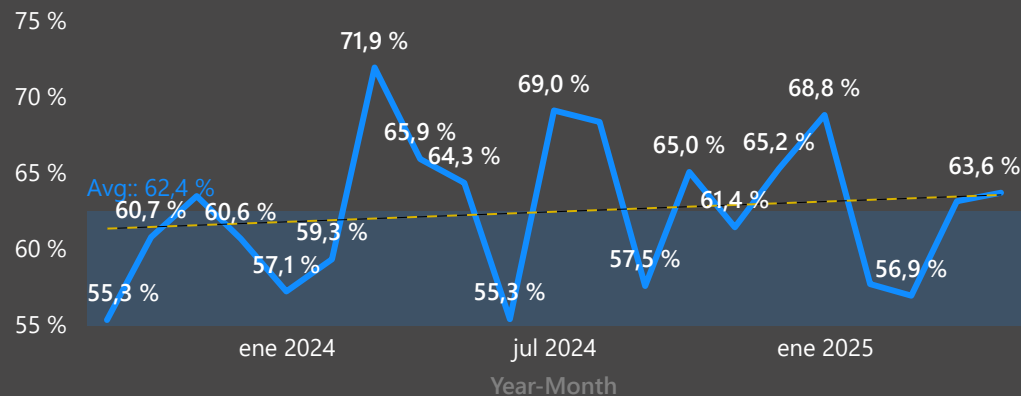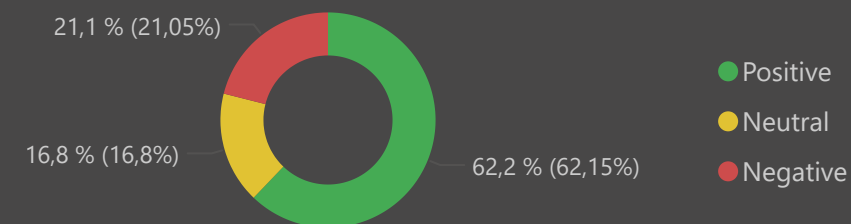
Main topics for Negative Comments

Topic	Value
Poor Work-Life Ba...	127
Strong Company ...	67
Positive Work-Life...	53
Excellent Leaders...	36
Inadequate Resou...	36
Excessive Workload	26
Poor Company Cu...	21
Recognition and R...	13
Ineffective Comm...	12
Inefficient Process...	9
Others	9

HR DASHBOARD

Göndery

YEAR - MONTH	LOCATION	DEPARTMENT	ROLE	STATUS
All	All	All	All	All

5
Moderate Risk

6
High Risk

Risk by Job Role and Shift

Job Role	A: Morning	B: Afternoon	C: Night
Clerk	3,9 %	4,0 %	6,9 %
Manager	5,2 %	3,7 %	4,5 %
Associate	4,7 %	3,5 %	5,8 %
Supervisor	2,8 %	4,9 %	5,1 %
Analyst	4,1 %	3,3 %	2,0 %

Risk by Age and Salary

Salary Buckets	A: < 25	B: 25 - 35	C: 36 - 45	D: 46 - 55	E: > 55
A: <40.000	41,7 %	52,4 %			
B: 40.000-80.000	47,8 %	38,0 %	62,0 %		
C: 80.000-120.000		32,2 %	54,6 %	75,3 %	
D: 120.000-160.000			61,0 %	57,5 %	43,5 %
E: >160.000					90,0 %

Employees in the Risk Zone (Probability >= 75.0%)

ID	First Name	Second Name	Department	Job Role	Shift	Probability
1728	Amy	Phillips	Sales	Supervisor	B: Afternoon	99,0 %
1453	Brittney	Snow	Sales	Associate	B: Afternoon	98,0 %
1224	Michael	Garrett	Marketing	Associate	C: Night	97,0 %
1757	Brent	Case	IT	Manager	A: Morning	91,0 %
1129	Justin	Foster	IT	Manager	C: Night	90,0 %
1170	Lauren	Kelly	Inventory	Supervisor	B: Afternoon	90,0 %
1022	Ryan	Rivera	IT	Clerk	B: Afternoon	88,0 %
1766	Kayla	Parker	Sales	Supervisor	A: Morning	82,0 %
1076	Teresa	Peck	HR	Clerk	C: Night	80,0 %
1497	Roberto	Payne	Finance	Manager	B: Afternoon	77,0 %
1389	Samantha	Wiley	Sales	Analyst	A: Morning	76,0 %
Total						**88,0 %**
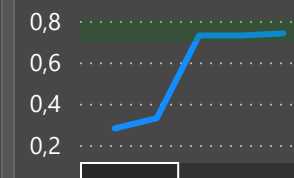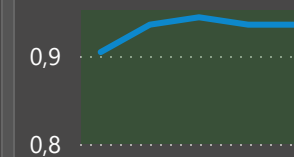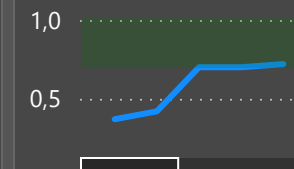
Employees with a prediction of 1 and a probability greater than 75% are considered at risk

F1-SCORE
0,8
0,6
0,4
0,2

AUC
0,9
0,8

RECALL
1,0
0,5

2025-06-09 11:58
Last Training

HR DASHBOARD

Göndery

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YEAR - MONTH	LOCATION	DEPARTMENT	ROLE	STATUS
All	All	All	All	All

CLUSTER

2

Main Characteristics (Average) by Clusters

cluster	Salary	Age	Tenure	Performance Score	Hours Worked	Overtime	Satisfaction Score	Probability
0	43.380,81	25,18	6,0	5,86	5,70	0,36	3,60	2,7 %
1	132.356,79	48,91	5,3	5,74	5,71	0,37	3,74	5,3 %
2	53.107,45	30,67	6,1	3,72	5,75	0,34	3,48	91,5 %
3	98.109,35	43,65	4,6	5,24	5,70	0,35	3,71	4,2 %
4	103.066,82	43,94	5,3	3,81	5,69	0,36	3,61	91,8 %
5	76.404,21	34,73	5,8	5,88	5,69	0,36	3,80	2,3 %
6	56.652,80	31,30	3,9	4,54	5,70	0,36	3,52	9,1 %

Cluster Profile

Turnover Probaility by Salary, Age (Average) and Clusters

●0 ●1 ●2 ●3 ●4 ●5 ●6

SILHOUETTE SCORE
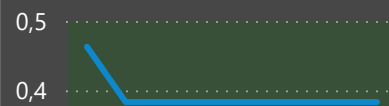
DAVIES-BOULDIN
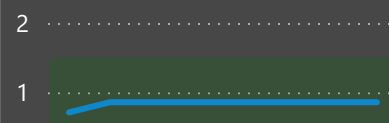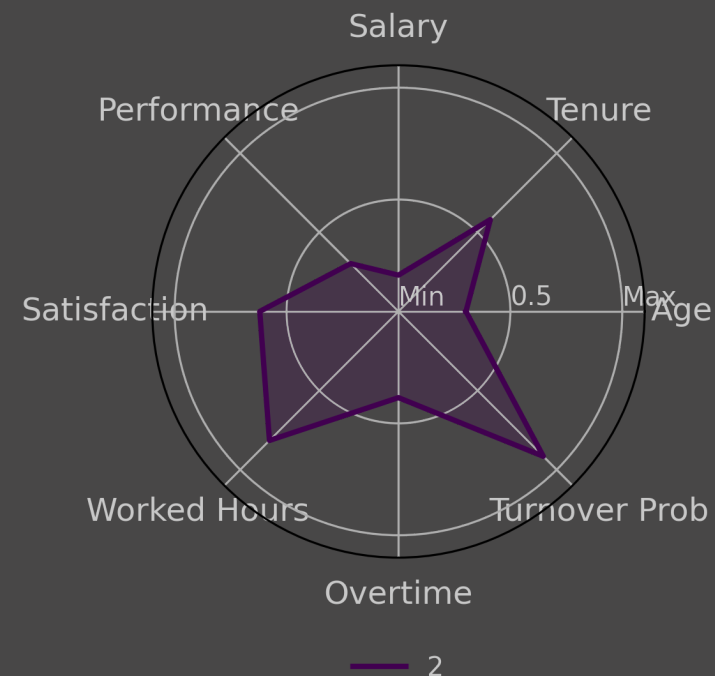
HR DASHBOARD | Overter Forecasting

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DEPARTMENT

| Finance | HR | Inventory | IT | Marketing | Sales |

Overtime (h) + Forecast: 6 Months (Biweekly)
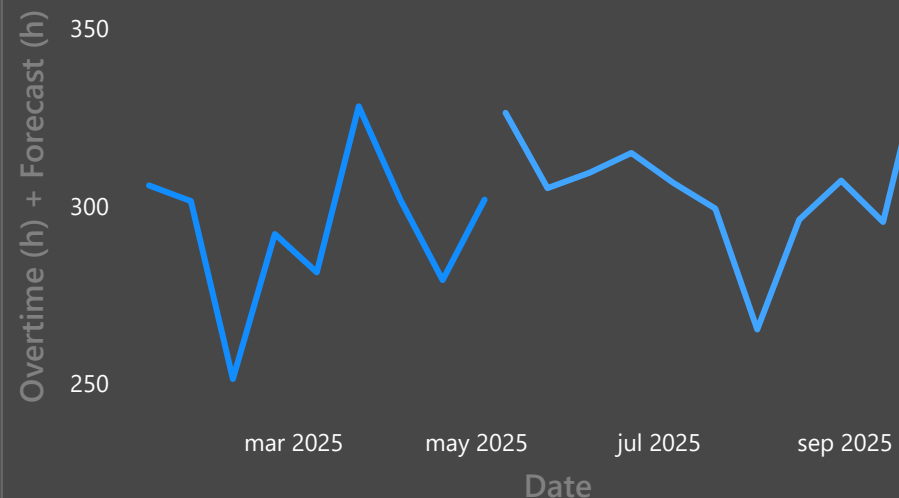
Forecast

11/05/2025
326,3

25/05/2025
305,0

08/06/2025
309,4

22/06/2025
314,9

Last training datetime: 2025-08-09 15:49

MAE

MAPE

RMSE

SMAPE

Model Quality

Training Datetime	Model	Quality	
2025-08-09 15:49	Exponential Smoothing	Good	🟢
2025-05-25 00:57	ARIMA	Acceptable	🟡
2025-05-25 00:47	ARIMA	Acceptable	🟡
2025-05-24 22:08	ARIMA	Acceptable	🟡

HR DASHBOARD | Summary

YEAR - MONTH	LOCATION	DEPARTMENT	ROLE	STATUS
All	All	All	All	All

Summary

employee_id	Location	First Name	Second Name	Department	Job Role	Tenure	Shift	Hours Worked (Avg)	Overtime (Avg)	Status	Turnover Probability	Performance Score
1034	Los Angeles	Joann	Davis	Marketing	Manager	3,3	C: Night	5,74	0,45	Active	1,0 %	10,00
1038	Miami	Mary	Bishop	Sales	Associate	2,8	C: Night	5,68	0,43	Active	1,0 %	10,00
1045	New York	Samantha	Miller	IT	Clerk	2,5	B: Afternoon	5,67	0,35	Active	0,0 %	10,00
1048	Los Angeles	William	White	Sales	Manager	8,7	A: Morning	5,71	0,54	Active	0,0 %	10,00
1051	Miami	Victoria	Jackson	Inventory	Associate	0,9	A: Morning	5,74	0,44	Active	0,0 %	10,00
1061	New York	Andrew	Nguyen	Marketing	Clerk	1,8	C: Night	5,59	0,31	On Leave	1,0 %	10,00
1102	Miami	Christine	Franco	HR	Associate	7,8	A: Morning	5,55	0,28	Active	0,0 %	10,00
1104	Miami	Daniel	Castro	HR	Manager	3,0	C: Night	5,50	0,27	Active	1,0 %	10,00
1110	Los Angeles	Donald	Adams	Sales	Analyst	1,9	A: Morning	5,90	0,37	Active	4,0 %	10,00
1114	Houston	David	Hale	Sales	Clerk	9,2	B: Afternoon	5,63	0,44	Active	0,0 %	10,00
1116	Chicago	Chloe	Fuller	Marketing	Clerk	1,6	A: Morning	5,65	0,38	Active	0,0 %	10,00
1118	Houston	Michael	Clements	IT	Analyst	5,2	A: Morning	5,69	0,29	Active	0,0 %	10,00
1137	Miami	John	Hammond	Finance	Supervisor	6,9	B: Afternoon	5,66	0,27	Active	0,0 %	10,00
1147	Los Angeles	Richard	Henderson	IT	Clerk	7,0	B: Afternoon	5,74	0,30	Active	0,0 %	10,00
1148	Miami	Alexandra	Mccall	Finance	Clerk	6,4	B: Afternoon	5,81	0,26	Active	0,0 %	10,00
1152	New York	Eric	Mclaughlin	Marketing	Associate	7,5	A: Morning	5,61	0,43	Active	0,0 %	10,00
1157	Houston	David	Vargas	HR	Supervisor	6,5	A: Morning	5,76	0,29	Active	0,0 %	10,00
1165	New York	Kimberly	Patterson	HR	Clerk	4,1	C: Night	5,62	0,33	Active	0,0 %	10,00
1176	New York	Kenneth	Berry	Marketing	Supervisor	0,3	A: Morning	5,75	0,34	Active	0,0 %	10,00
1207	Los Angeles	Amy	Silva	Finance	Manager	3,8	B: Afternoon	5,54	0,28	Active	1,0 %	10,00
1209	New York	Anne	Williams	Sales	Clerk	9,6	B: Afternoon	5,85	0,46	Active	0,0 %	10,00
1227	Los Angeles	Larry	Byrd	HR	Supervisor	1,6	B: Afternoon	5,64	0,36	Active	0,0 %	10,00
1229	Los Angeles	Michael	Lopez	IT	Supervisor	2,5	A: Morning	5,89	0,40	On Leave	0,0 %	10,00
Total						**5,1**		**5,70**	**0,36**		**2,2 %**	**5,46**