



HR DASHBOARD

OVERVIEW

WORKLOAD

TRAININGS

EMPLOYEES
SATISFACTION

OVERTIME FORECAST

TURNOVER RISK
(CLASSIFICATION)

TURNOVER RISK
(CLUSTERING)

SUMMARY



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 %

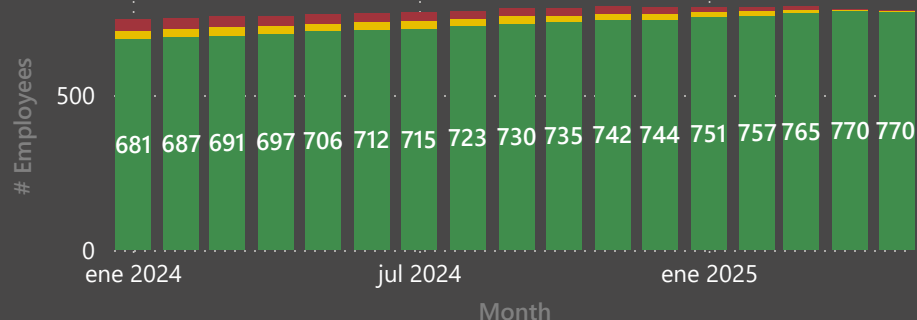
Employees Satisfaction Score

5,4 %

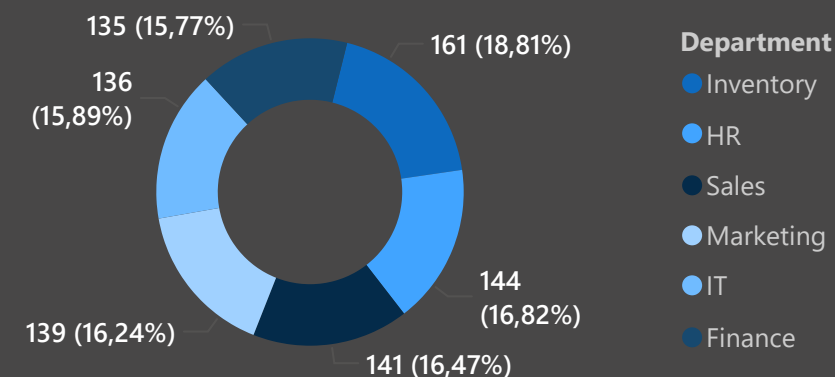
Turnover

Employees by Month and Status

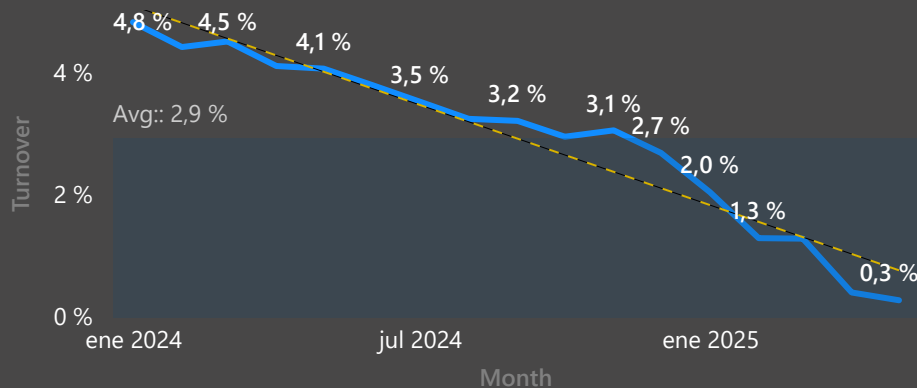
Status ● Active ● On Leave ● Terminated



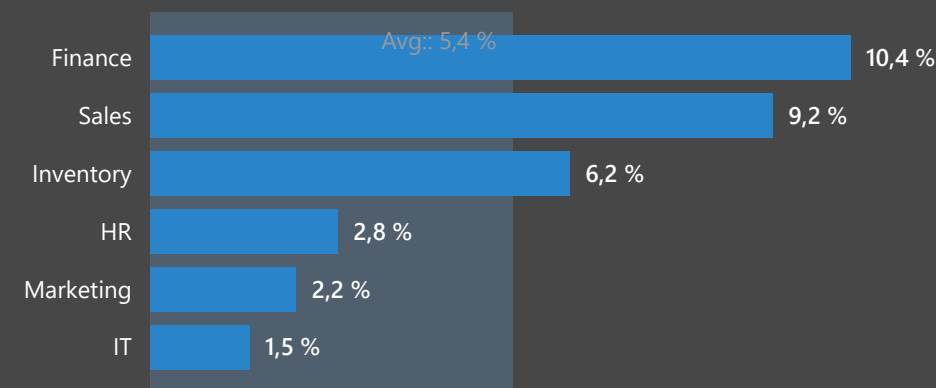
Employees by Department



Turnover by Month



Turnover by Department





HR DASHBOARD

Workload



YEAR - MONTH

All

LOCATION

All

DEPARTMENT

All

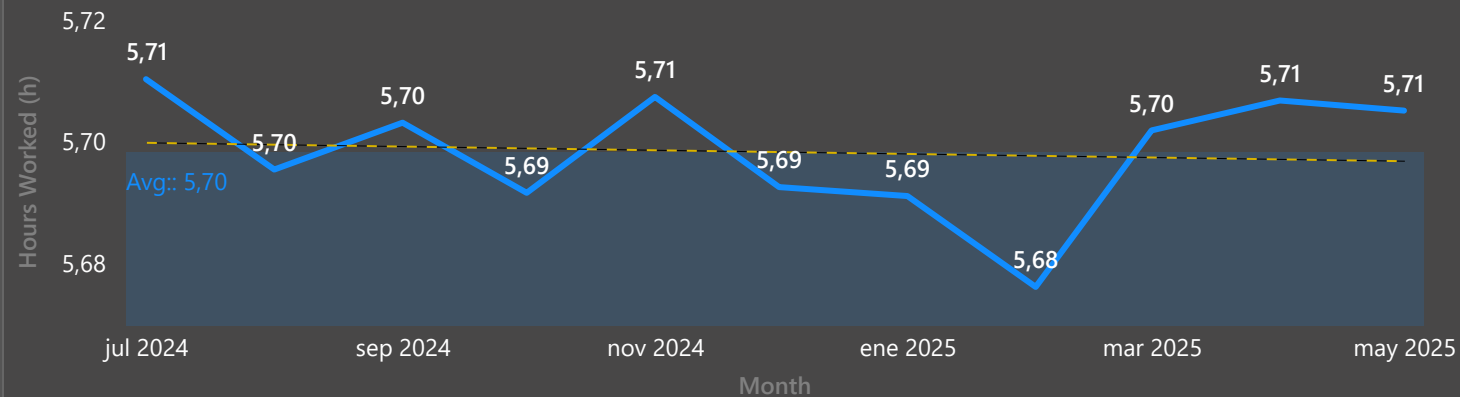
ROLE

All

STATUS

All

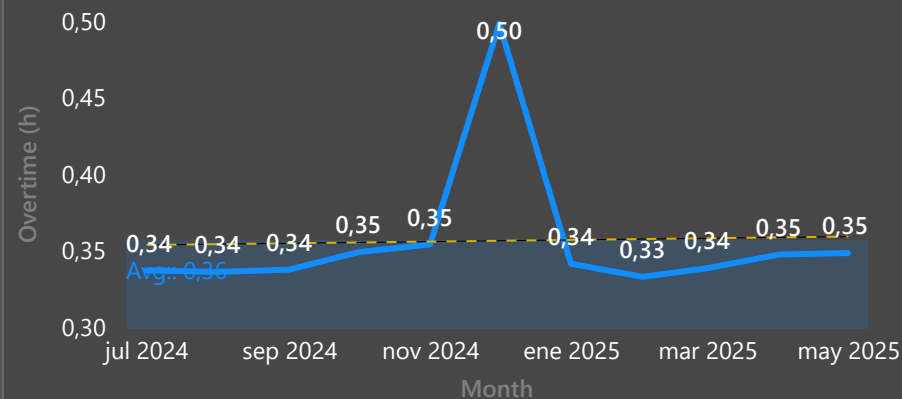
Average Hours Worked by Month



% 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 %

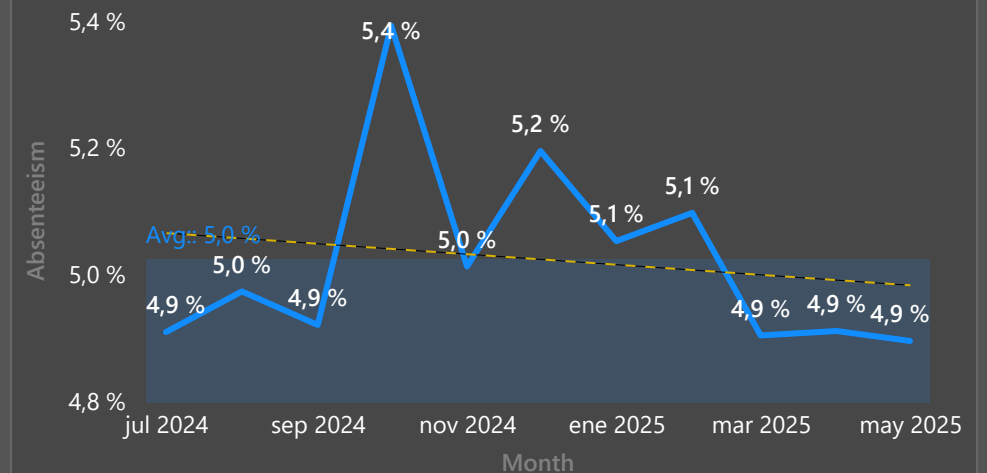
Average Overtime by Month



Absenteeism by Shift

C: Night	5,3 %
A: Morn...	5,3 %
B: After...	5,3 %

Absenteeism Overtime by Month





HR DASHBOARD

Trainings and Courses



YEAR - MONTH

All

LOCATION

All

DEPARTMENT

All

ROLE

All

STATUS

All

16746

Programmed to Date

11927

Completed

3254

Scheduled

4819

Missed

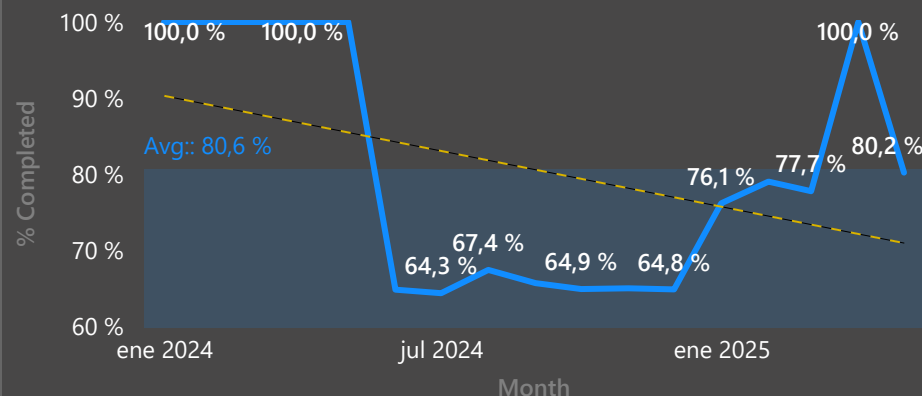
673

Employees with Missed Trainings

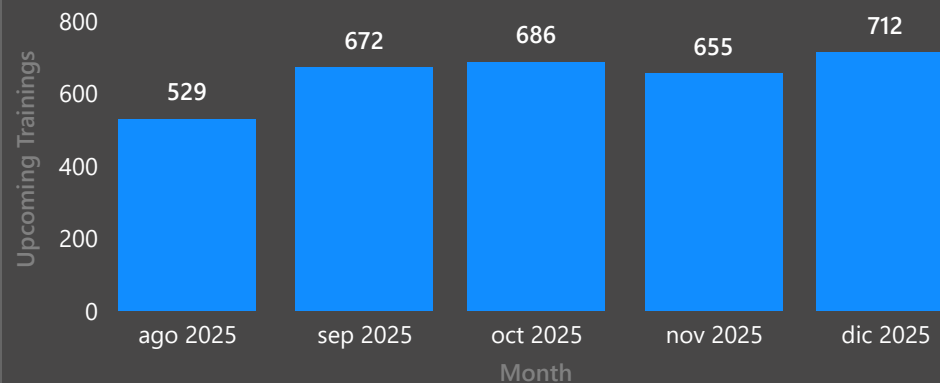
71,2 %

% Completed

% Completed by Month



Upcoming Trainings by 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 %



HR DASHBOARD

Employees Satisfaction



YEAR - MONTH

All

LOCATION

All

DEPARTMENT

All

ROLE

All

STATUS

All

2000

Surveys

1400

Promoters

600

Detractors

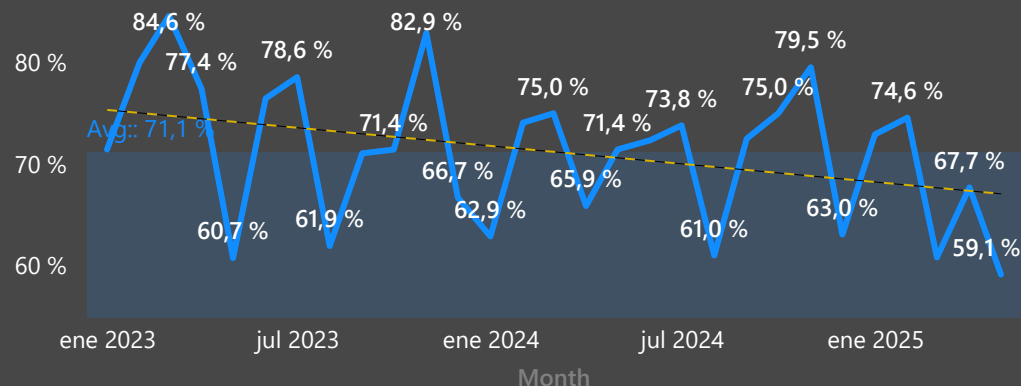
70,0 %

% ESAT

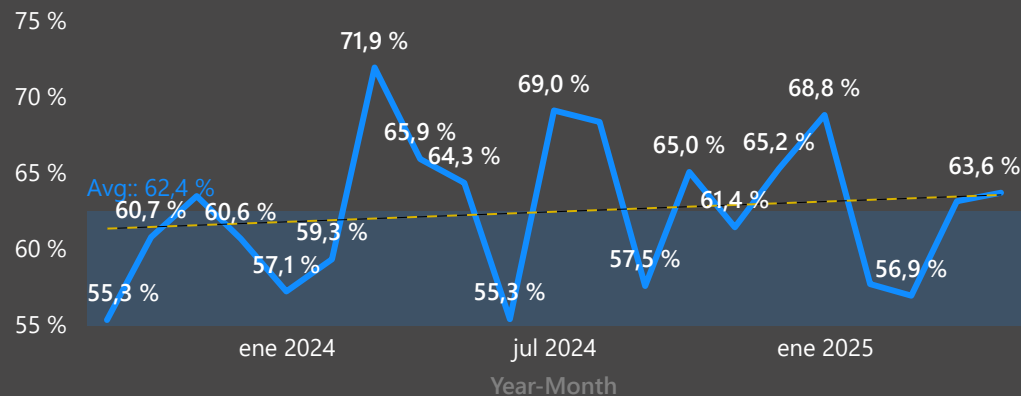
3,9

Satisfaction Score (Avg)

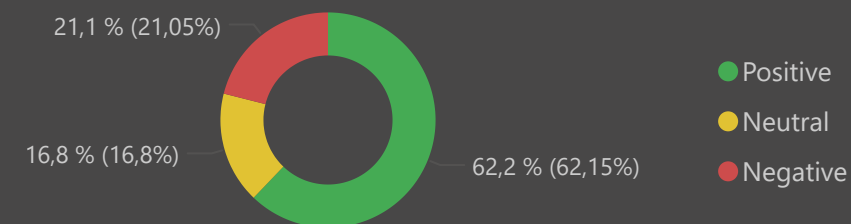
Employees Satisfaction by Month



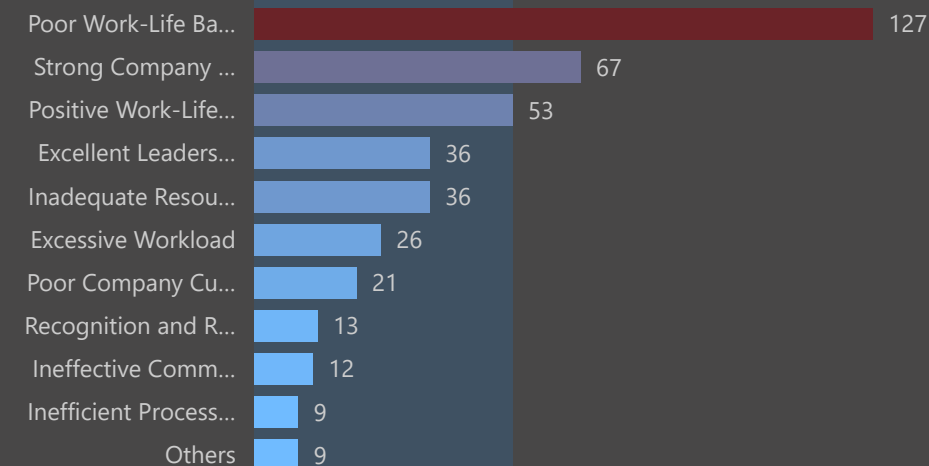
Positive Comments (%) by Year-Month



Sentiment Analysis



Main topics for Negative Comments





HR DASHBOARD

Turnover Risk (Classification)



YEAR - MONTH

All

LOCATION

All

DEPARTMENT

All

ROLE

All

STATUS

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 %

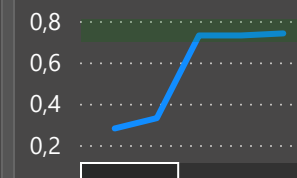
Risk by Age and Salary

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 %

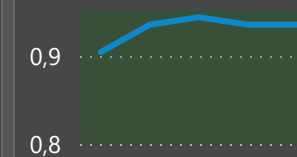
Employees in the Risk Zone (Probability >= 75.0%)

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 %

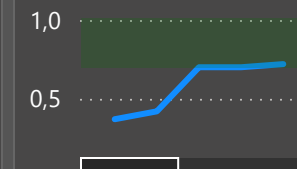
F1-SCORE



AUC



RECALL



Employees with a prediction of 1 and a probability greater than 75% are considered at risk

2025-06-09 11:58

Last Training



HR DASHBOARD

Turnover Risk (Clusters Profile)



YEAR - MONTH

All

LOCATION

All

DEPARTMENT

All

ROLE

All

STATUS

All

Main Characteristics (Average) by Clusters

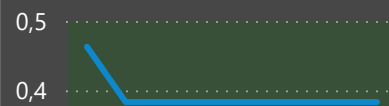
cluster	Salary	Age	Tenure	Performance Score	Hours Worked	Overtime	Satisfaction Score	Probability
0	43.380,81	25,18	6,0	5,86	5,70	0,36	3,60	2,7 %
1	132.356,79	48,91	5,3	5,74	5,71	0,37	3,74	5,3 %
2	53.107,45	30,67	6,1	3,72	5,75	0,34	3,48	91,5 %
3	98.109,35	43,65	4,6	5,24	5,70	0,35	3,71	4,2 %
4	103.066,82	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 %

Turnover Probaility by Salary, Age (Average) and Clusters

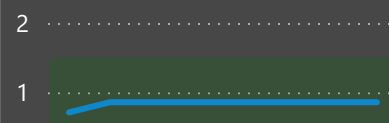
● 0 ● 1 ● 2 ● 3 ● 4 ● 5 ● 6



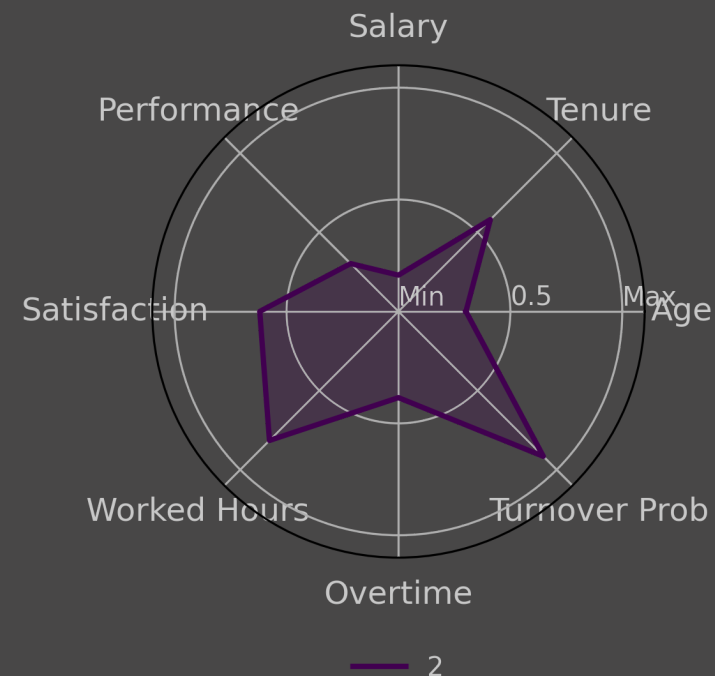
SILHOUETTE SCORE



DAVIES-BOULDIN



Cluster Profile





HR DASHBOARD

Overtime Forecasting



DEPARTMENT

Finance

HR

Inventory

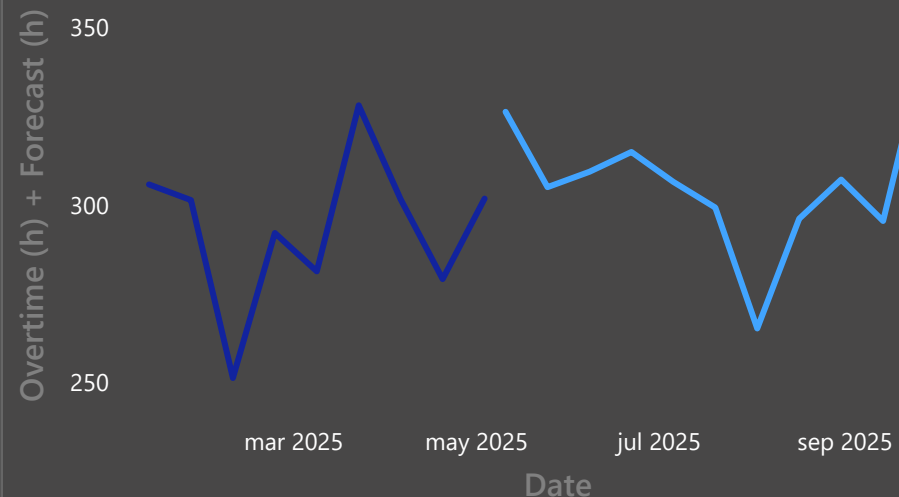
IT

Marketing

Sales

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

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

MAE

15

10

MAPE

10

5

0

RMSE

15

10

SMAPE

10

5

0

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

All

LOCATION

All

DEPARTMENT

All

ROLE

All

STATUS

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