



# HR Report:

Presenting an HR Analytics Report, a concise summary of headcount, retention, and turnover metrics displayed through an intuitive data visualization dashboard.

This powerful tool provides HR professionals with a comprehensive overview of workforce dynamics, enabling them to make informed decisions based on visual insights.

The dashboard features interactive charts and graphs, allowing easy exploration of headcount trends, retention rates, and turnover statistics.

By harnessing the power of data visualization, this report equips HR teams with the knowledge to identify patterns, analyze attrition trends, and develop targeted strategies for talent retention.

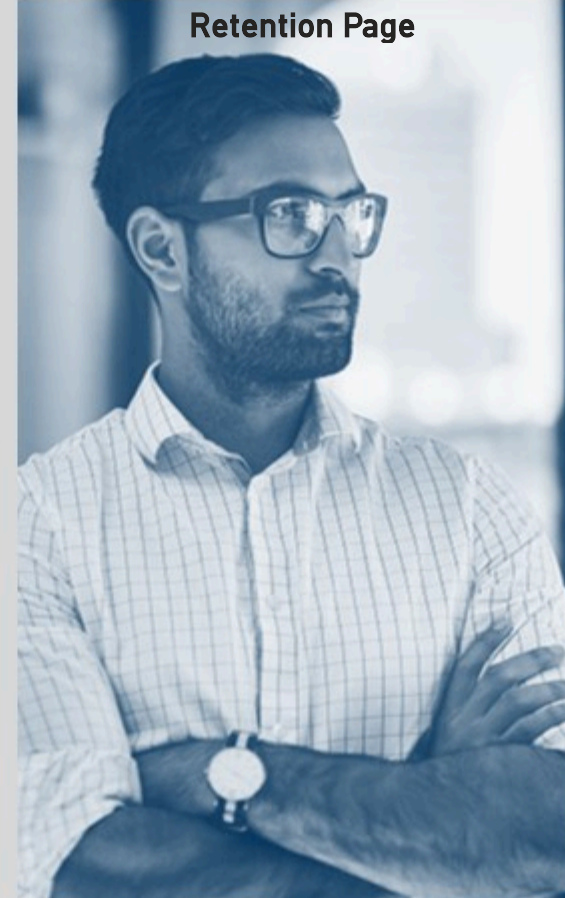
Navigating the vast seas of HR analytics has never been easier, empowering organizations to optimize their workforce and foster a culture of engagement and growth.

CTRL+click here to follow link

Headcount Page



Retention Page



Turnover Page





# HR Report: HEADCOUNT



Pick a Timeframe for the report (year) ▼ What is Our HeadCount as of 2019?

2013

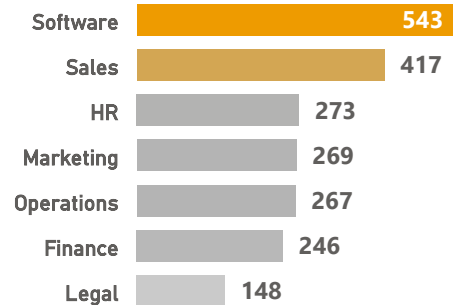
2019



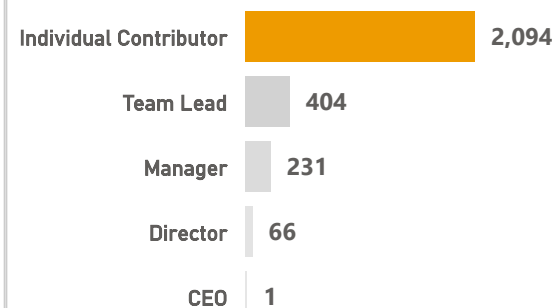
2,796

Department & City visuals below have a special tooltip feature enabling analysis for Top/Bottom 20 salary earners

## Which Department Have the most Employees?



## Headcount by job level



## Headcount by location

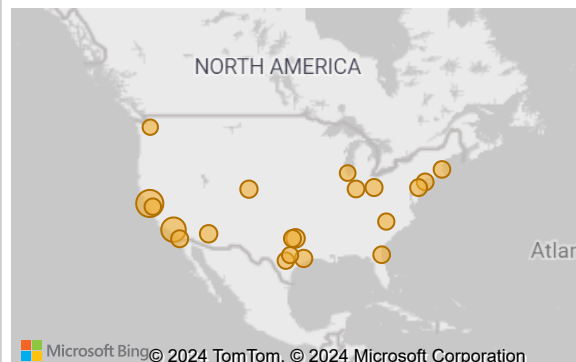
### location

- On-site
- Remote

80%

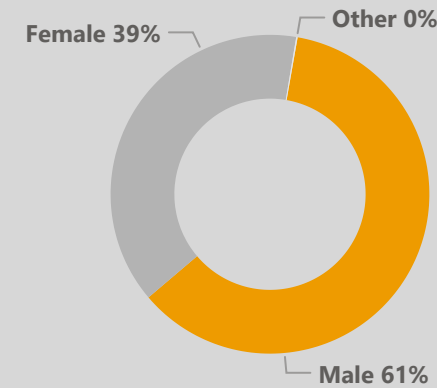
20%

## Which Cities have the most headcount?

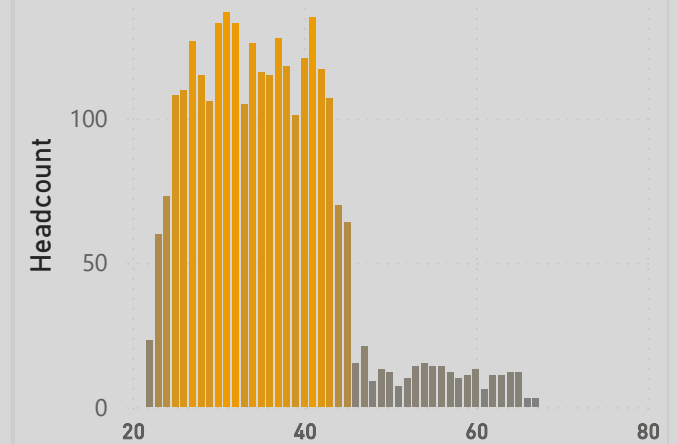


how does **headcount** compare by different **employee**

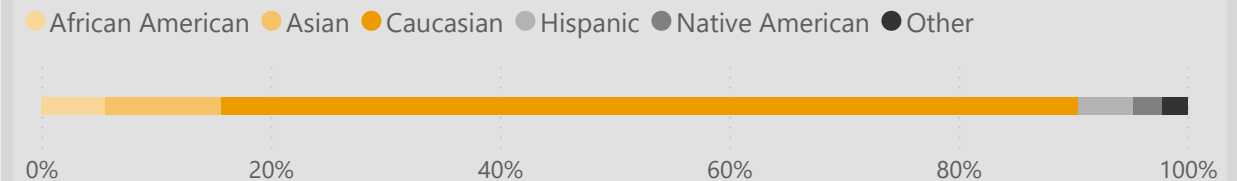
## Headcount by gender



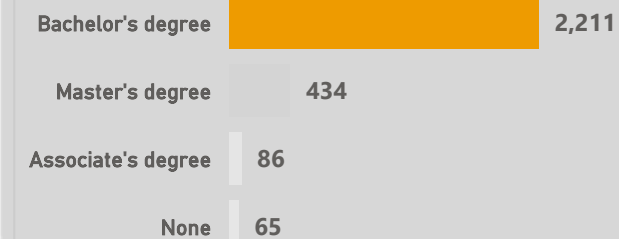
## Headcount by Age



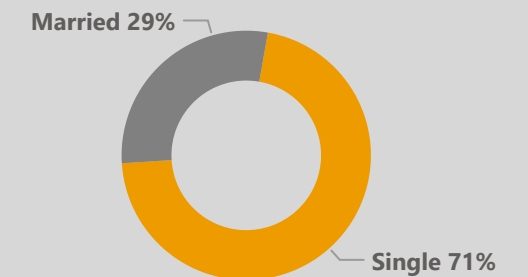
## Headcount by race



## Headcount by education



## Headcount by marital\_status





# HR Report: EMPLOYEE RETENTION



Pick a Timeframe for the report (y... Employee Retention ( 2013 - 2019 )

2013

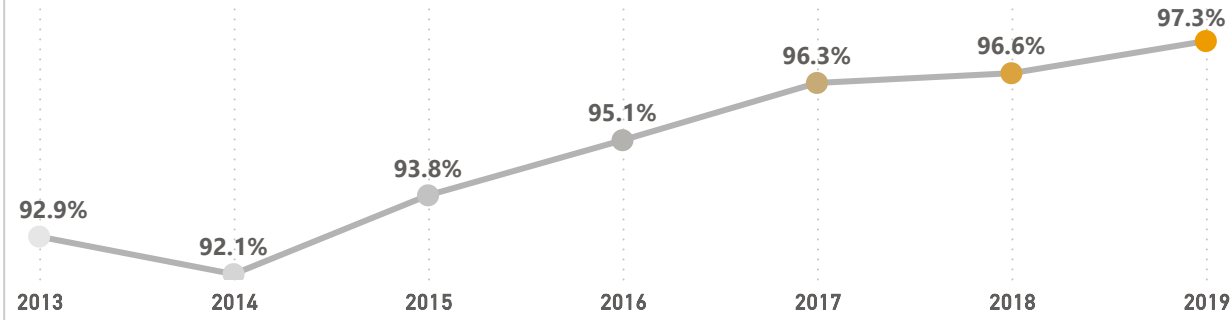
2019

83.6%

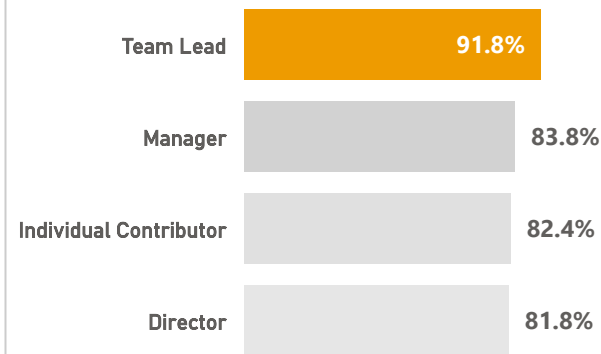
Starting Headcount: 409

Ending Headcount: 342

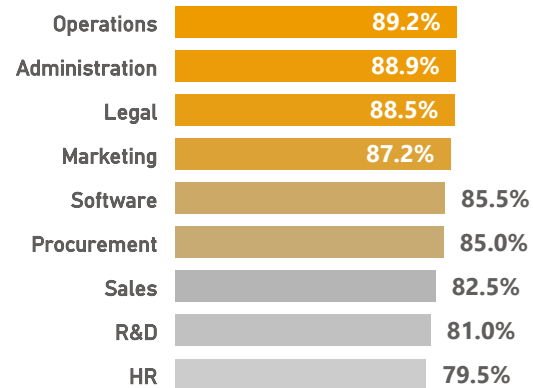
Employee Retention by Year



Retention by job\_level



Retention by department

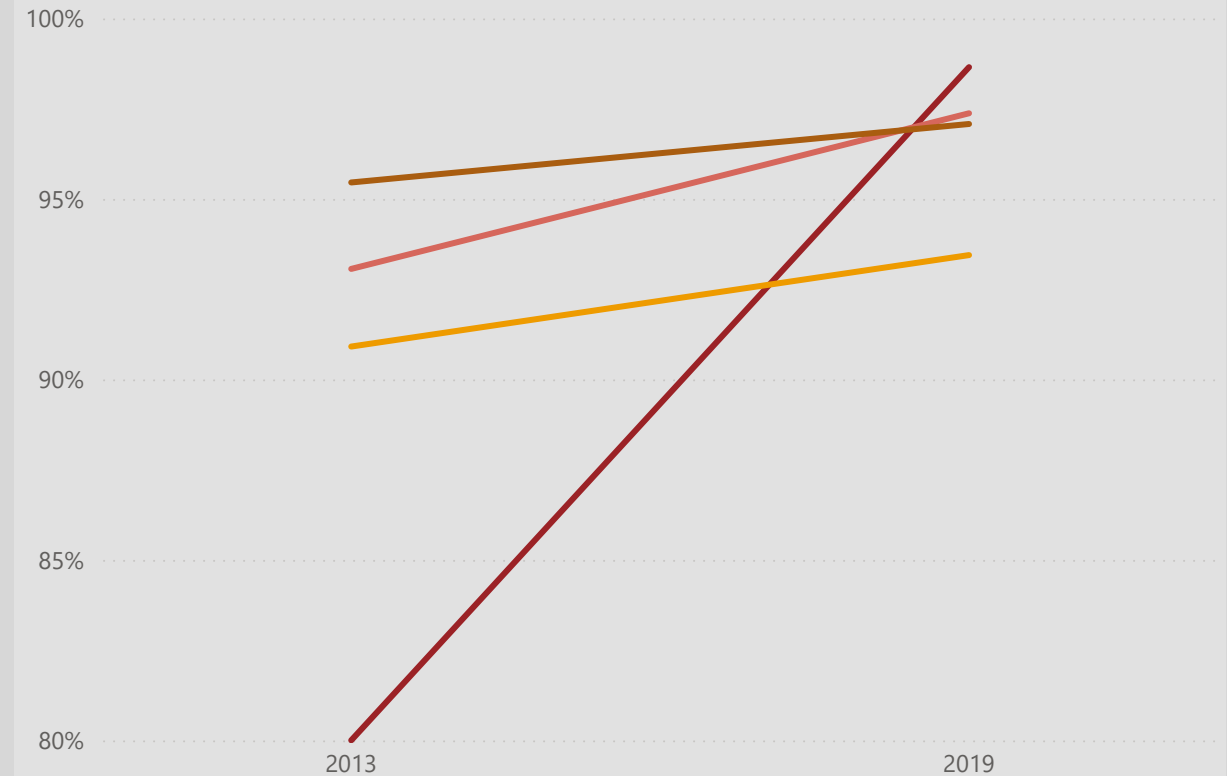


Select a Filed for Which to compare Employee Retention from 2013 - 2019

education

How Has Employee Retention Changed Between 2013 & 2019 by education?

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



This is a slope chart that is intended to focus on overall intention change between the first and last year selected in the slider to the left. All years in between are not explicitly showed in the chart



# HR Report: EMPLOYEE TURNOVER



Pick a Timeframe for the report (y... Employee Turnover ( 2013 - 2019 )

2013

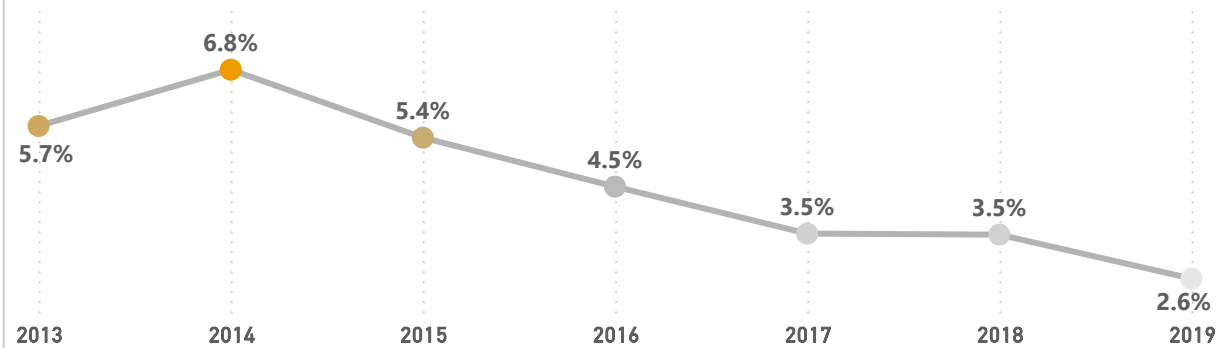
2019

28.5%

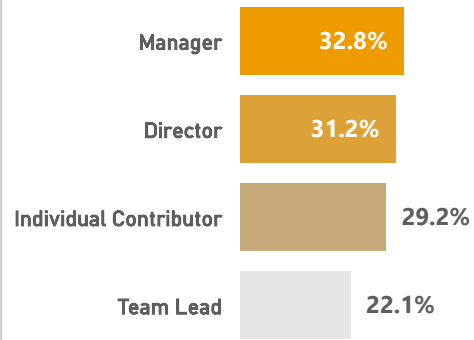
Departing Employees: 457

Avg # of employees: 1,602.5

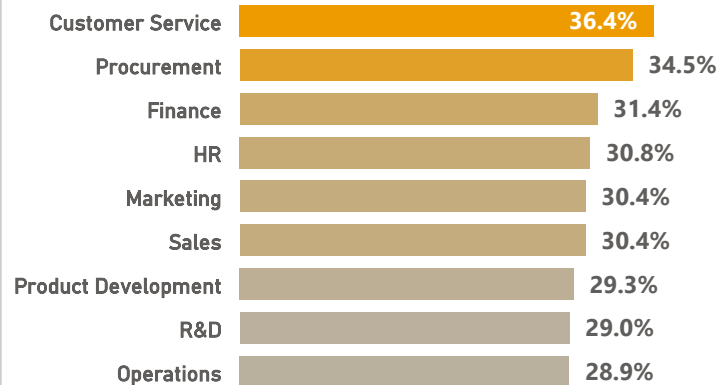
Turnover % by Year



Turnover % by job\_level



Turnover % by department



## What DO we Know about Employees who have left the company?

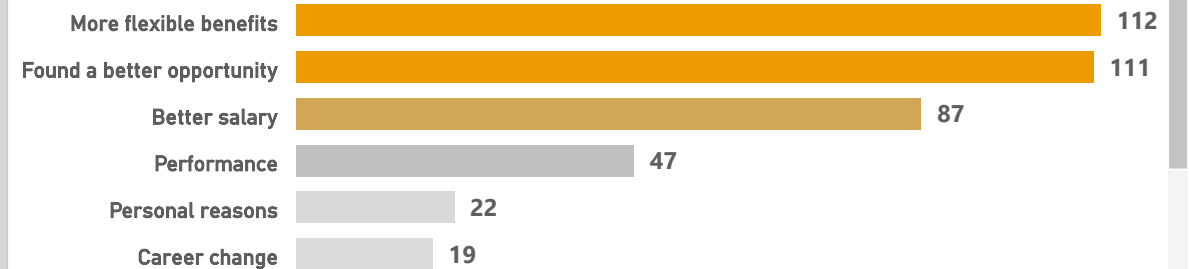
Full Name	Term Date	Department	Total salary	Count
Hurlee Stilling	26/02/2022	Sales	\$67,765	
Malanie Fenty	21/02/2022	Finance	\$62,518	
Isadore Oventon	17/01/2022	R&D	\$83,977	
Wallis Barrus	16/01/2022	Sales	\$93,150	
Ellerey Van Arsdall	13/01/2022	Operations	\$68,060	
Nicola Pritchett	31/12/2021	HR	\$62,946	
Cori Brierley	24/12/2021	Product Development	\$86,283	
Sloane Le Grand	20/12/2021	Legal	\$110,604	
Ehenezer Crowhurst	18/12/2021	Operations	\$80,770	
Total			\$328,885,724	457

## Departing Employees by termination type

● Involuntary ● Voluntary



## Departing Employees by termination reason





hire\_date

01/01/2012

31/12/2021

4,138

All Employees

Year	Starting Headcount	Ending Headcount	Retention
2012			
2013	409	380	92.9%
2014	757	697	92.1%
2015	1,102	1,034	93.8%
2016	1,477	1,404	95.1%
2017	1,800	1,734	96.3%
2018	2,116	2,043	96.6%
2019	2,451	2,384	97.3%
2020	2,796	2,729	97.6%
2021	3,168	3,063	96.7%
Total			

Year	Starting Headcount	Headcount	Avg # of Employees	Departing Employees	Turnover %
2012		409	204.50	10	4.9%
2013	409	757	583.00	33	5.7%
2014	757	1,102	929.50	63	6.8%
2015	1,102	1,477	1,289.50	70	5.4%
2016	1,477	1,800	1,638.50	73	4.5%
2017	1,800	2,116	1,958.00	69	3.5%
2018	2,116	2,451	2,283.50	80	3.5%
2019	2,451	2,796	2,623.50	69	2.6%
2020	2,796	3,168	2,982.00	89	3.0%
2021	3,168	3,414	3,291.00	168	5.1%
Total		3,414	1,707.00	724	42.4%

Employees Retention = The number of the same employees we Ended with / the number of employees we started with

Employees Turnover = count of employee who left the company / (starting # of employees + ending # of employees) / 2