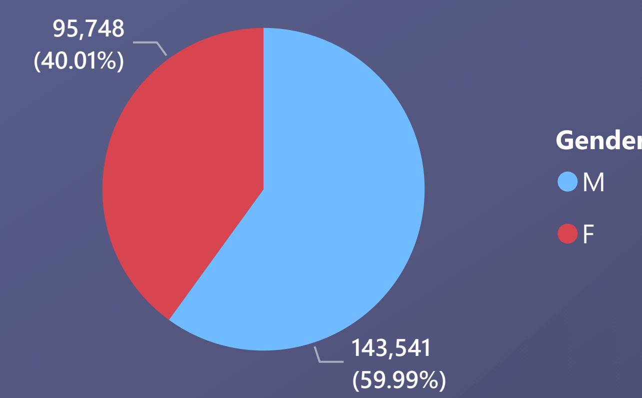
EMPLOYEE DEMOGRAPHICS

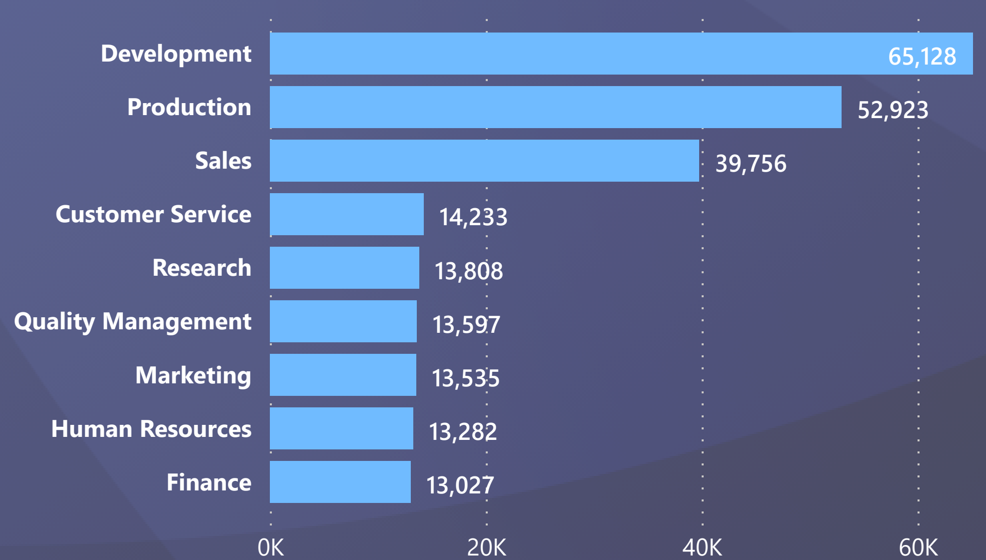
239,289
Current Headcount

34.9
Average Age

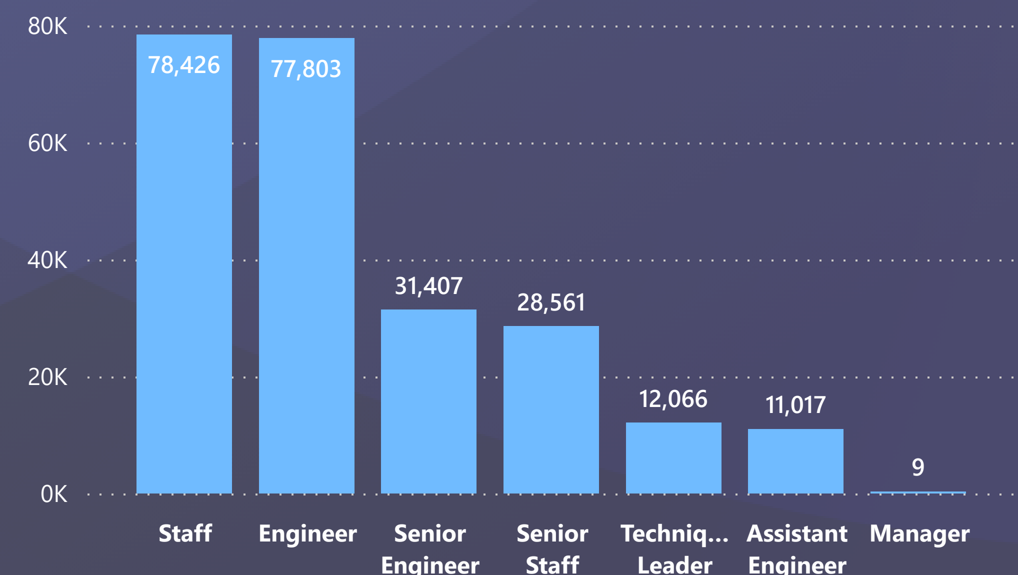
Gender Ratio



Headcount by Department



Headcount by Title



Year

- 1985
- 1986
- 1987
- 1988
- 1989
- 1990
- 1991
- 1992
- 1993 (selected)
- 1994
- 1995
- 1996
- 1997
- 1998
- 1999
- 2000
- 2001
- 2002


SALARY ANALYSIS
Date
1/1/1985
31/12/2002
$218bn
Salary Expenditure
$5,318
Average Monthly Salary
Salary Expenditure by Department
Development $54bn
Sales $46bn
Production $45bn
Marketing $14bn
Finance $13bn
Customer Service $12bn
Research $12bn
Quality Management $11bn
Human Resources $10bn
$0bn $20bn $40bn $60bn
Salary Expenditure & Average Monthly Salary by Year
Salary Expenditure
Average Monthly Salary
$20bn $15bn $10bn $5bn $0bn
$6.0K $5.5K $5.0K $4.5K $4.0K
1985 1986 1987 1988 1989 1990 1991 1992 1993 1994 1995 1996 1997 1998 1999 2000 2001 2002
Average Monthly Salary by Title
$6K $4K $2K $0K
$6.3K Senior Staff
$5.5K Manager
$5.4K Staff
$5.4K Senior Engineer
$4.9K Technique Leader
$4.6K Engineer
$4.6K Assistant Engineer

RECRUITMENT ANALYSIS

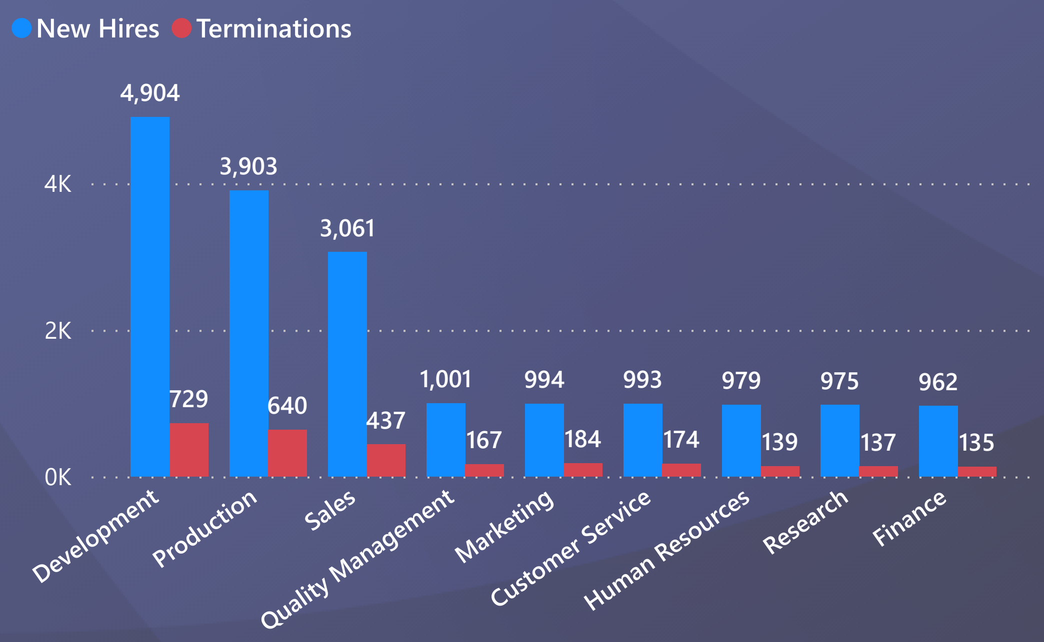
17,772
New Hires

2,742
Terminations

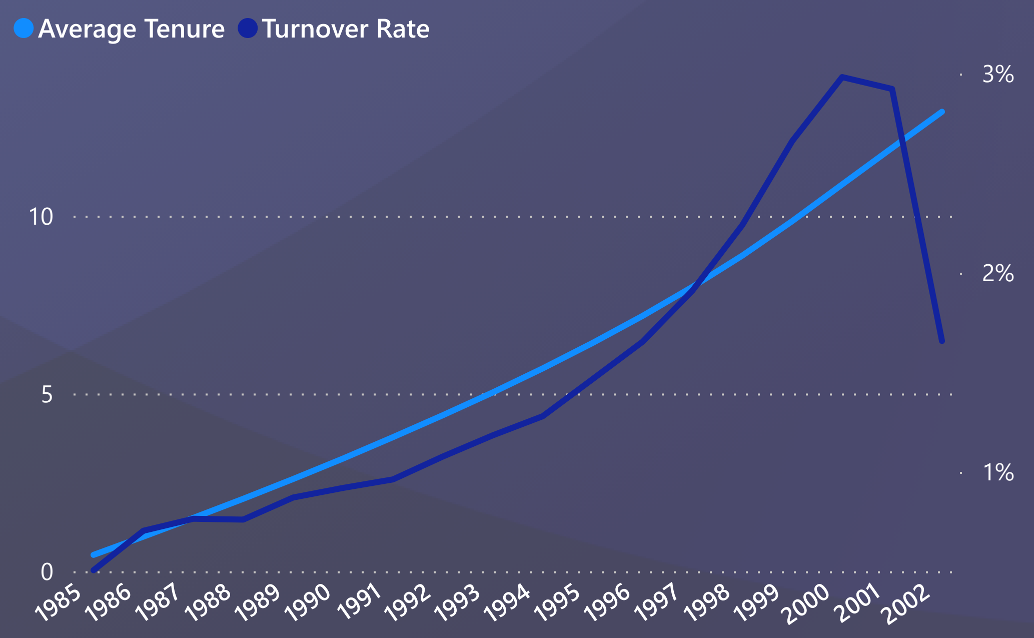
1.18%
Turnover Rate

5.03
Average Tenure (Years)

New Hires & Terminations by Department



Average Tenure & Turnover Rate by Year



Year

- 1985
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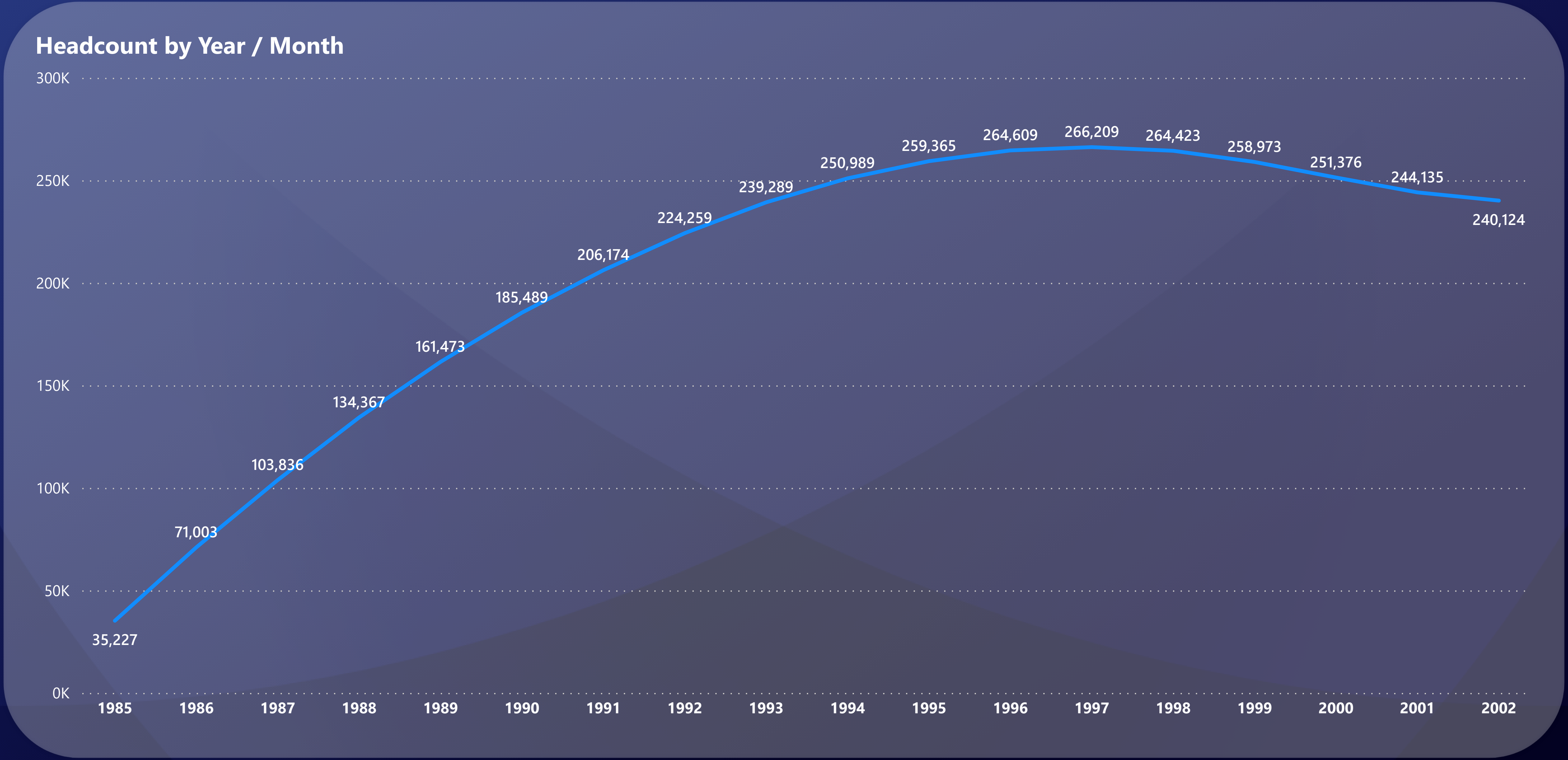
COMPANY GROWTH (Headcount)



Recruitment/Demographics Analysis:

- The gradual increase in average age from 27 in 1985 to 44 in 2002 shows that the company was retaining employees for longer periods of time, suggesting a strong employee retention strategy or satisfaction among employees. However, it could also indicate a lack of fresh ideas or perspectives if the company isn't hiring enough new, younger employees.
- The increase in turnover rate from 1985 to 2000, followed by a drop until 2002, could suggest changes in the company's working conditions, economic conditions, or employee satisfaction levels during these periods, possibly addressing employee concerns in 2000.
- The steady gender ratio of 60% male to 40% female over the years could suggest that the company has not significantly diversified its gender distribution in its workforce. This could be an area for improvement if the company is aiming for a more balanced or diverse workforce but is not necessarily problematic depending on the industry benchmark and the nature of the roles within the company.
- The departments with the highest number of new hires (Development, Production, Sales) might be the areas with the highest growth or turnover within the company. This could indicate where the company's strategic focuses are, or where there are opportunities for job seekers.
- Plateau in headcount in 1997 might correlate with the slower increase in salary expenditure from 2000 onwards, suggesting a stabilization in workforce size.
- The simultaneous increase in turnover rate and average tenure is unusual as they typically have a negative correlation. This scenario could suggest that while long-term employees are staying, newer hires might be leaving quickly, or there could be a large cohort of long-tenured employees who began retiring around the same time.

Salary Analysis:

- The gradual increase in salary expenditure and average monthly salary over the years could indicate that the company is growing, that it is rewarding its employees with raises over time, or that it is responding to inflation and cost of living adjustments.
- The high total salary expenditure of $218 billion over 18 years suggests that the company is quite large and/or pays relatively high salaries. This could attract job seekers, but it could also mean that the company needs to generate significant revenue to cover these costs.

Conclusion:

- **Workforce and Culture:** The high average tenure signifies an experienced workforce and a culture valuing longevity and loyalty. This suggests a supportive work environment, aiding in employee retention. However, the simultaneous increase in turnover rate indicates challenges in retaining newer hires or a possible retirement wave among long-tenured employees, warranting a closer look at differing retention strategies for various employee cohorts.

- **Departmental Growth:** The higher number of new hires in Development, Production, and Sales departments indicates areas of strategic focus or growth within the company.
- **Salary Expenditure:** The rise in salary expenditure aligns with company growth, although the slowdown post-1997 may reflect a stabilization in workforce size.
- **Cost Efficiency:**
  Long-term Retention: Retaining long-term employees, as evidenced by the increasing average tenure, saves costs on hiring and training, and helps maintain productivity.
  New Hire Turnover Costs: On the flip side, the potential higher turnover among new hires could be a cost driver, indicating an area for improvement in retention strategies for newer employees.