



Workforce Snapshot – Global HR Overview

2406

Total Employees

43

Average Age

33%

Attrition Rate

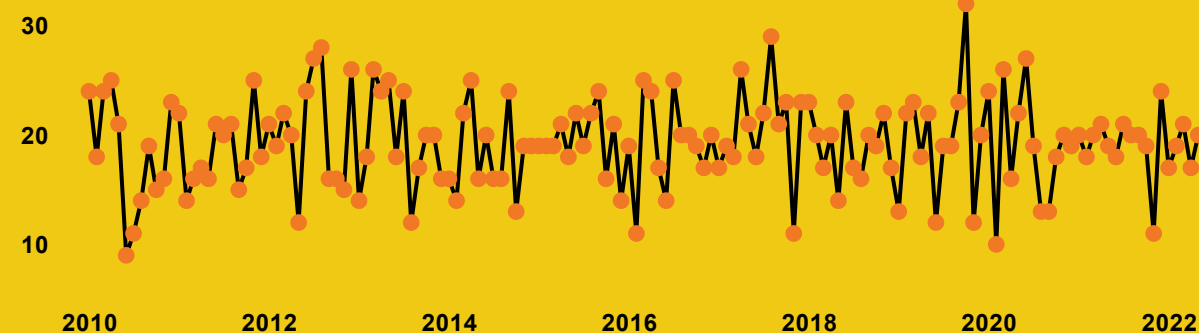
\$12K

Average Salary

Employee Distribution by Department and Gender



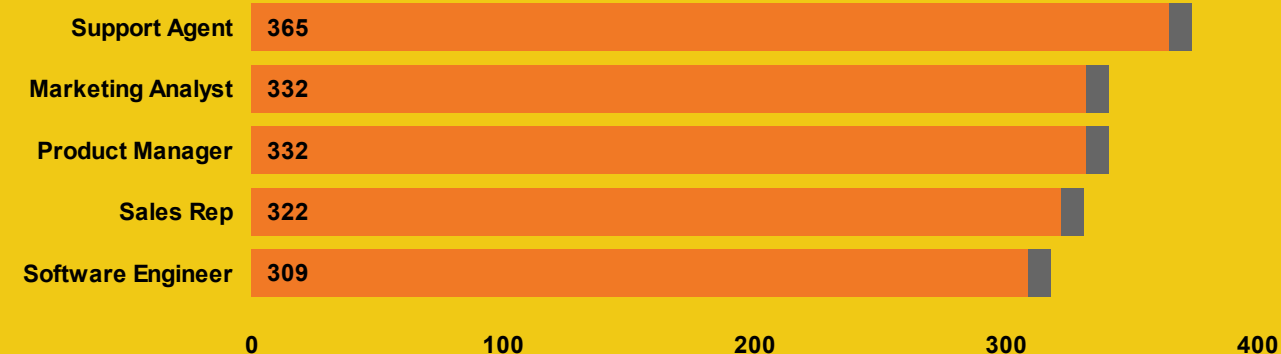
Headcount Over Time



Employee Headcount by Country and Department

Country	Customer Support	Engineering	Finance	Human Resources	IT	Logistics	Marketing
Australia	31	30	31	30	39	30	41
Brazil	48	26	37	32	37	33	32
Canada	38	26	31	36	29	27	24
Egypt	30	36	39	36	35	34	41
France	26	43	26	34	24	36	42
German	31	34	34	32	32	33	36
Japan	44	39	32	27	37	33	35
UAE	26	35	20	29	33	35	36
UK	35	33	37	35	33	30	25
USA	33	36	31	28	33	47	30
Total	342	338	318	319	331	338	361

Job Roles by Employee Count and hiring date



Sales and Customer Support departments show higher gender balance, while Engineering and IT remain predominantly male. Notable spikes in headcount

74

Average Performance S...

75%

Attendance Rate

86%

% Employees Trained

3

Average Satisfaction sc...

1914

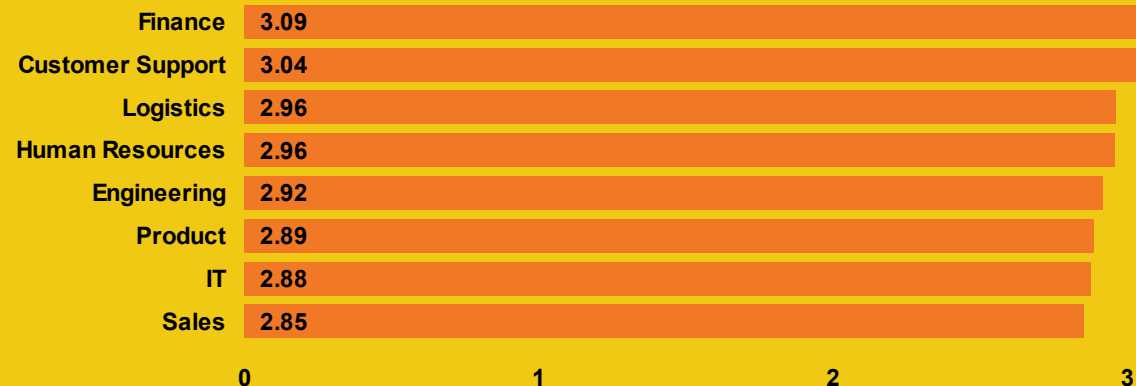
Employees on Leave



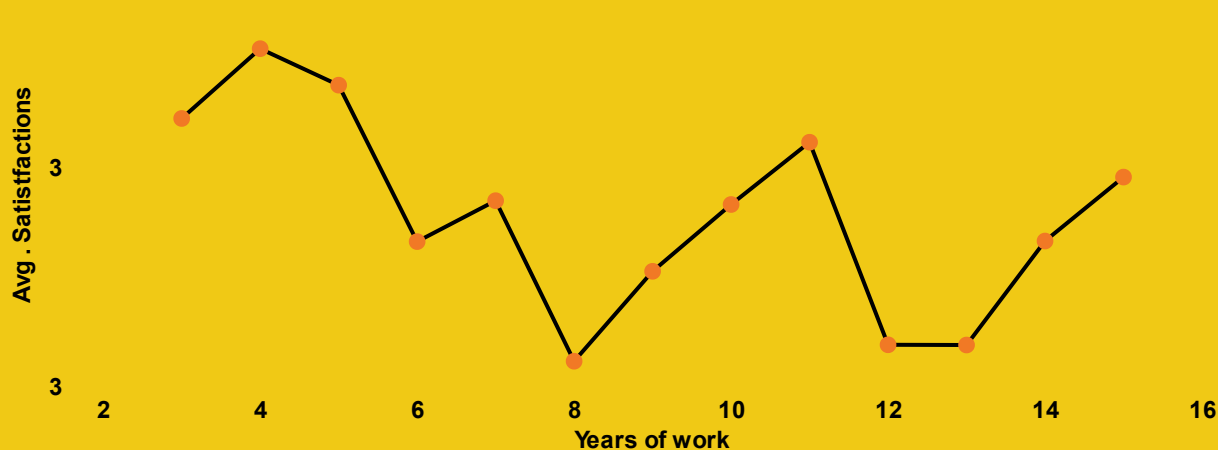
Performance vs. Satisfaction



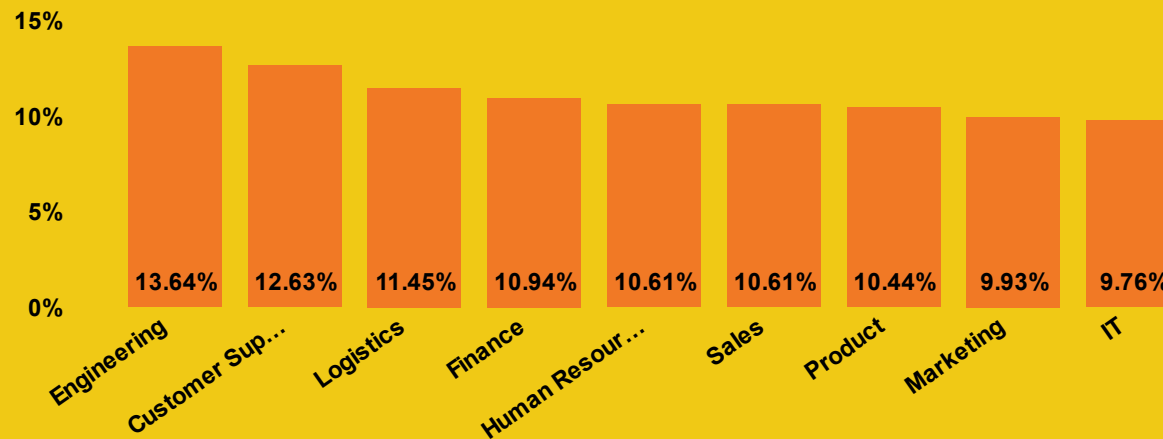
Satisfaction Score by Department



Engagement by Years of Work



Employees Trained by Department



While the average satisfaction score remains moderate, significant drops are observed in departments like Logistics and

This section explores the relationship between employee development efforts and retention trends, helping identify areas of improvement in learning initiatives and retention strategies.

594

Terminated Employees

33%

Attrition Rate

3000

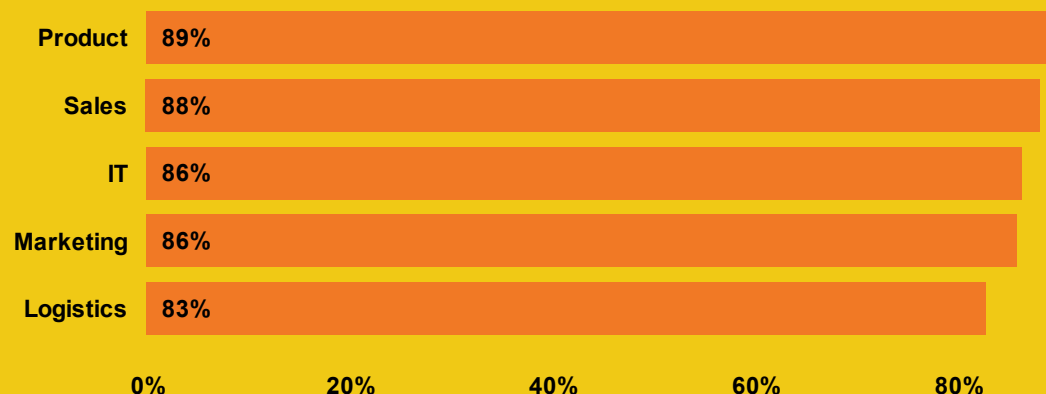
Total Exits

8

Avg Tenure (Years)



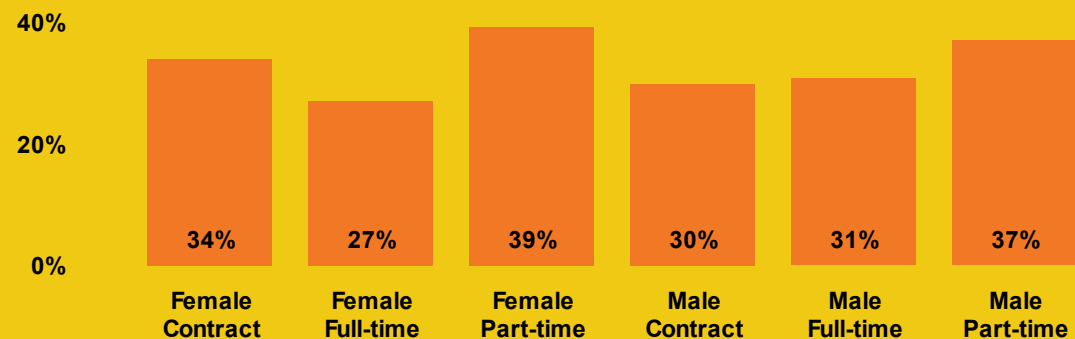
Training Participation by Department



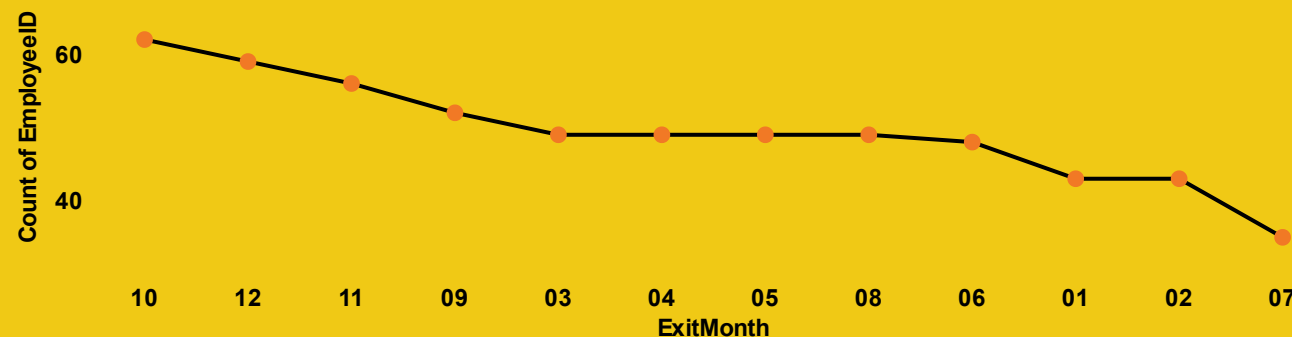
Count of EmployeeID and %GT Retention Rate (%) by Department



Attrition Rate by Gender and EmploymentType



Attrition Over Time



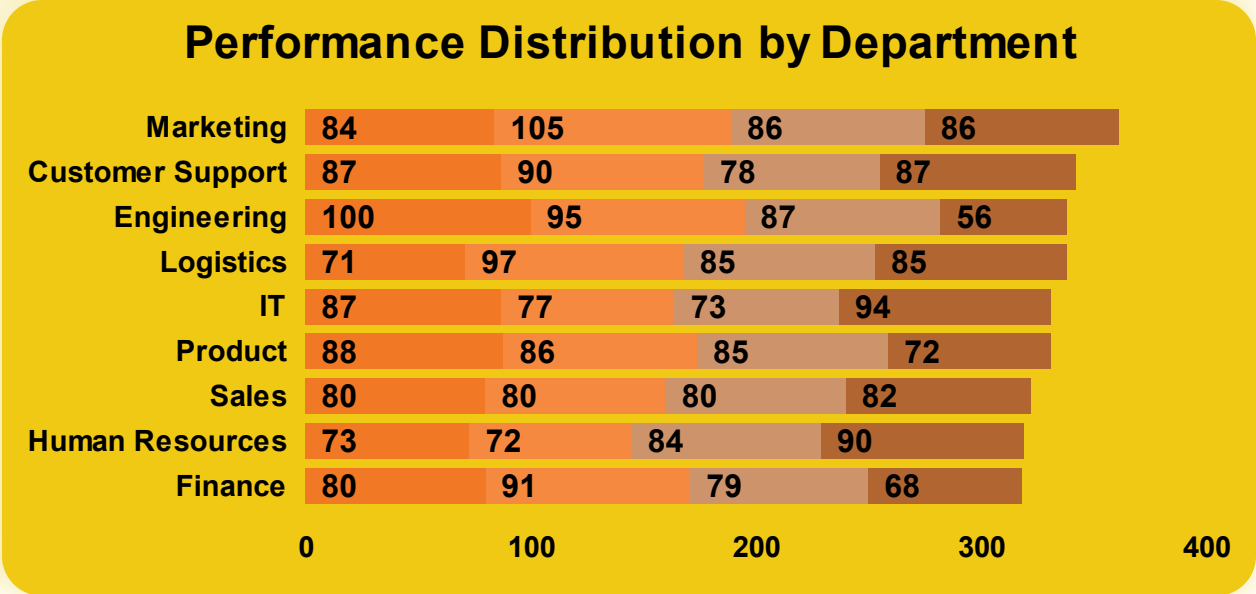
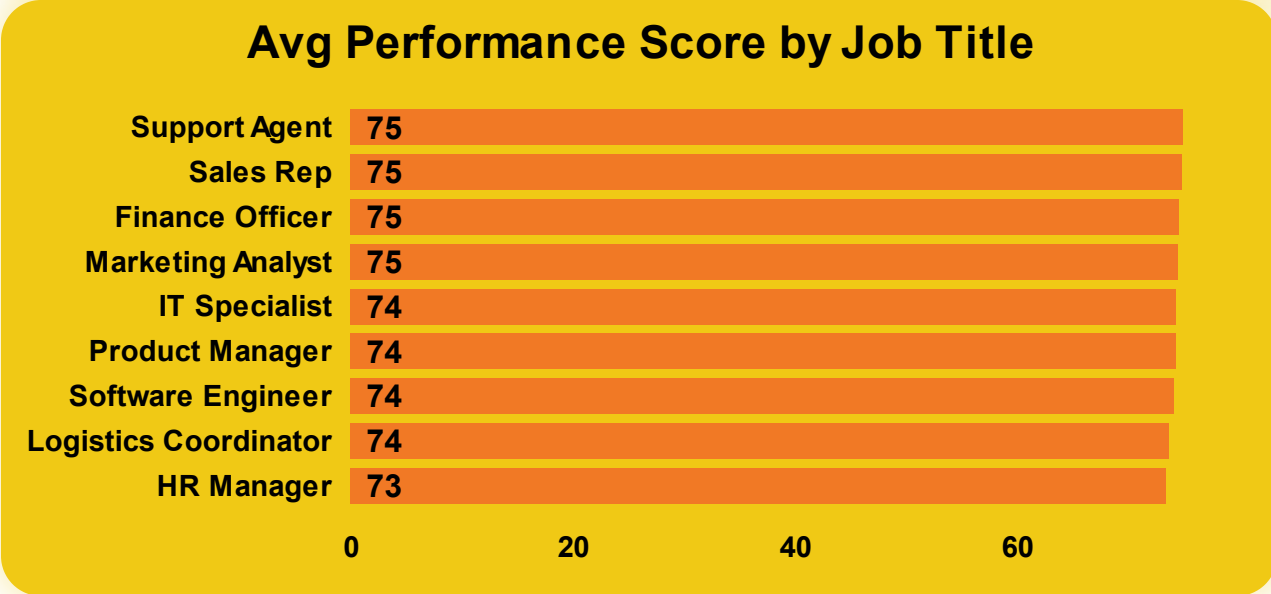
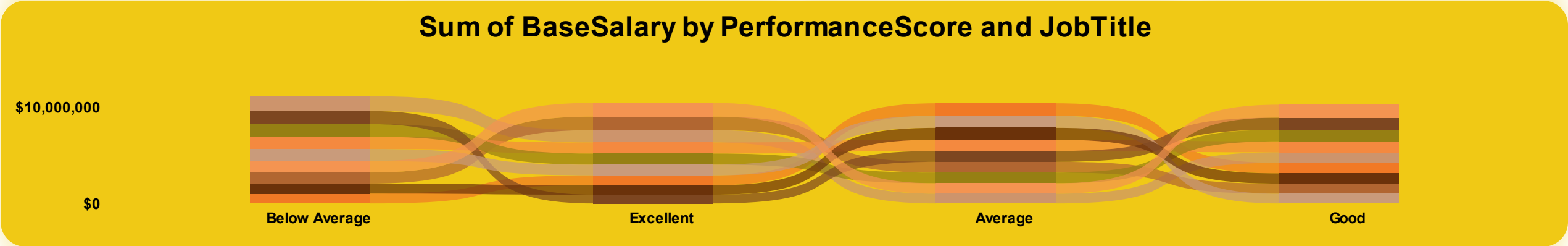
This section explores how employee performance scores correlate with productivity across roles and departments.

2406
Total Employees

8
Avg Tenure (Years)

\$1.17K
Average Monthly Income

74
Average Performance Score



Based on comprehensive data analysis, this section highlights strategic recommendations to enhance employee satisfaction, reduce attrition, and improve organizational performance

Recommendations :

1. Reduce Attrition in Critical Departments

- .Engineering, Logistics, and Sales departments show higher attrition rates.**
- . *Recommendation:* Launch retention programs, offer internal mobility, and enhance leadership engagement in these departments.**

2. Enhance Training Effectiveness

- .Although 86% of employees received training, satisfaction scores remain average (~3.0).**
- . *Recommendation:* Reassess training content and delivery methods; introduce post-training evaluations and department-specific programs.**

3. Address Gender Disparities

- .Departments like Engineering and IT are male-dominated.**
- . *Recommendation:* Promote inclusive hiring practices and mentorship programs to increase female representation.**

4. Boost Satisfaction in Low-Scoring Departments