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# HR ANALYTICS

TAINGUYEN-MEUMOC

MENTORSHIP\_PROGRAM

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# OVERVIEW

## Summary Dashboard

2018

2019

2020

Jan

Feb

Mar

Apr

May

Jun

Jul

Aug

Sep

Oct

Nov

Dec

Business Unit

All



### Employees

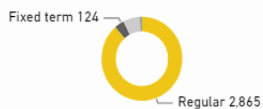


Headcount

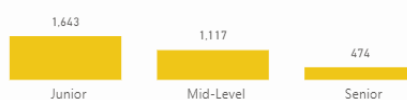
3,234

▲ 0.68%

Headcount by Contract Type



Headcount by Seniority



Average Tenure

9.6

years

### Diversity



Female % of Seniors

38.0%

▲ 0.21%

Headcount by Gender



Headcount by Age Range



Average Age

44.1

years

### Hiring



Hires

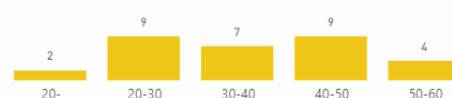
31

▼ -20.51%

Hires by Contract Type



Hires by Age Range



Hires by Gender



### Leave Days

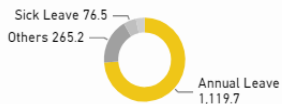


Leave Taken

1,515

days

Leave Taken by Category



Total remaining annual leave

63,165

days

Avg. remaining annual leave per person

19.5

days

Cost of total remaining annual leave

\$69.3M

### Termination



Terminations

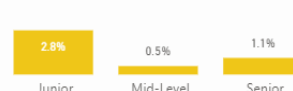
57

▲ 32.56%

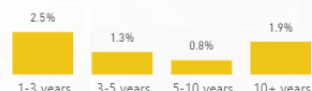
Terminations by Category



Attrition Rate by Seniority



Attrition Rate by Tenure Range



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# AGENDA

I. OUTLINE

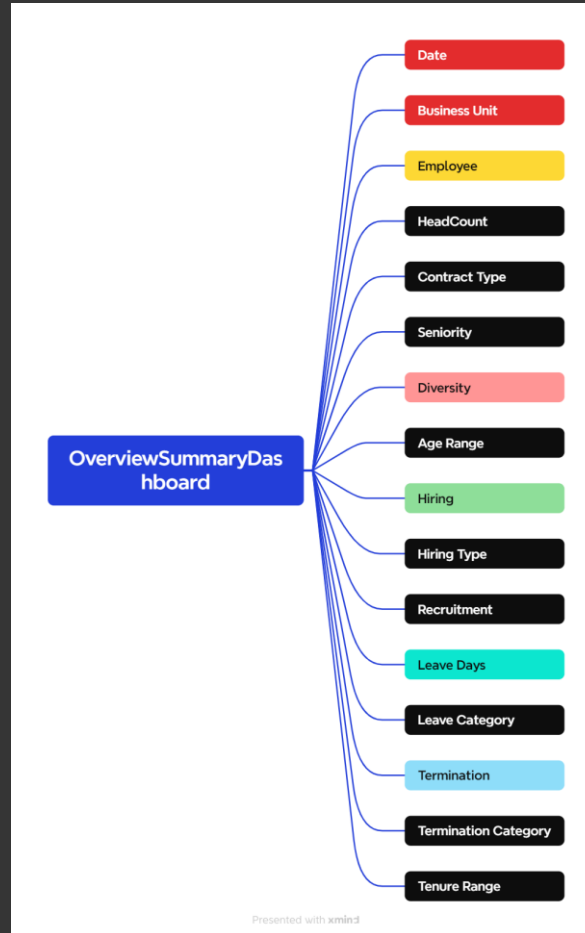
II. ANALYSIS

# **I. OUTLINE**

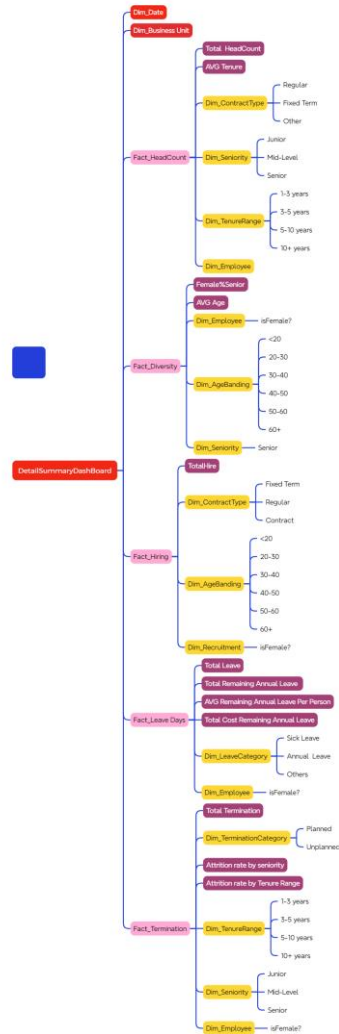
**1. FIRST SCAN**

**2. REDEFINE TABLES**

# 1. FIRST SCAN



## 2. REDEFINE TABLES



# OVERVIEW

## Summary Dashboard

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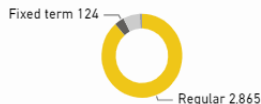


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Headcount by Seniority



Average Tenure

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Female % of Seniors

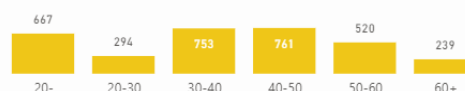
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Headcount by Age Range



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### Hiring



Hires

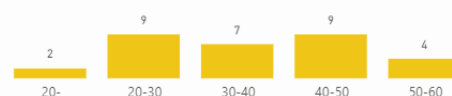
31

▼ -20.51%

Hires by Contract Type



Hires by Age Range



Hires by Gender



### Leave Days

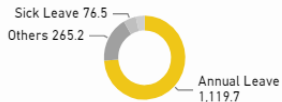


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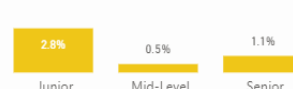
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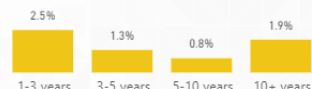
Terminations by Category



Attrition Rate by Seniority



Attrition Rate by Tenure Range



## II. ANALYSIS

1. Fact\_Employee

2. Fact\_Diversity

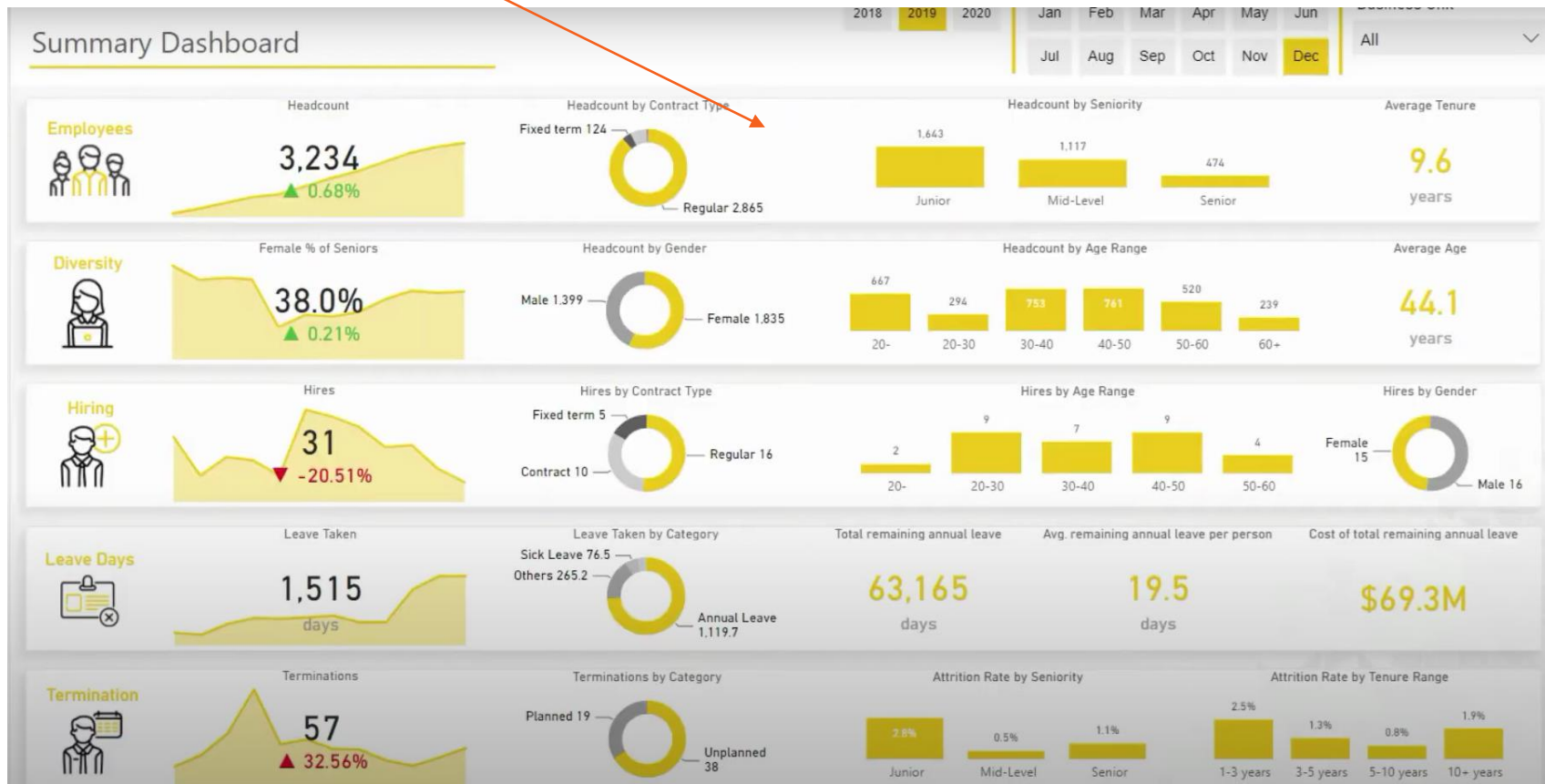
3. Fact\_Hiring

4. Fact\_LeaveDay

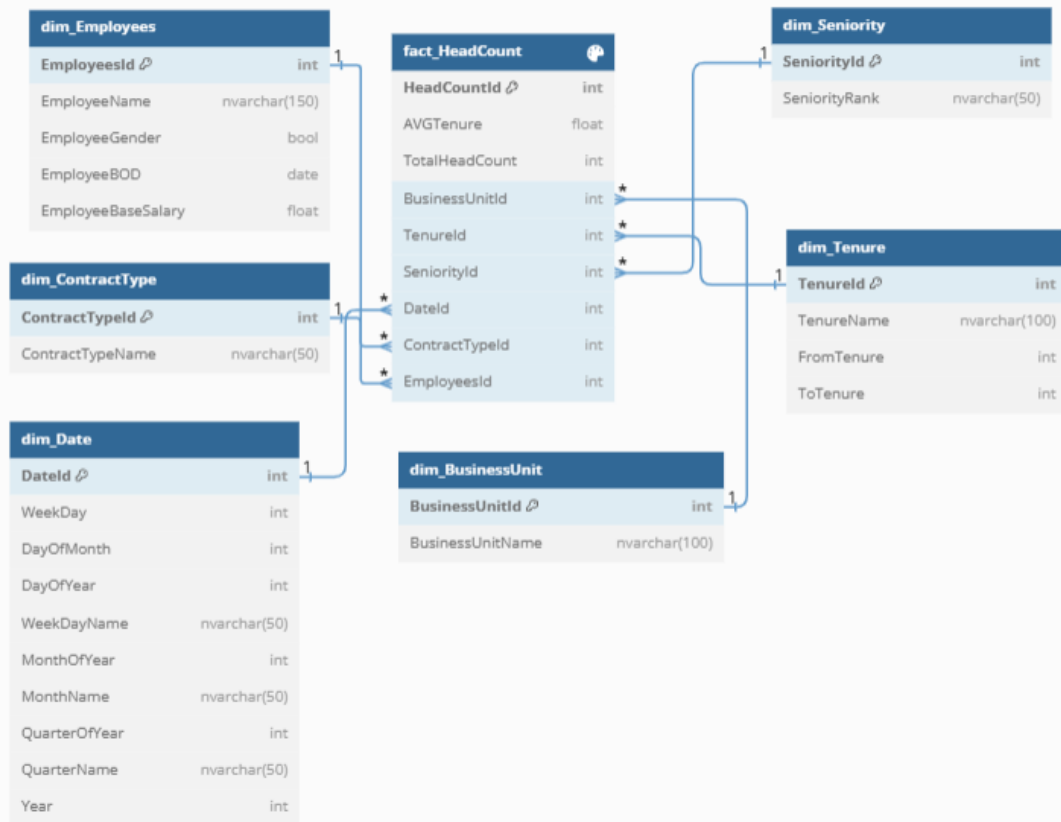
5. Fact\_Termination



# 1. Fact\_Employee



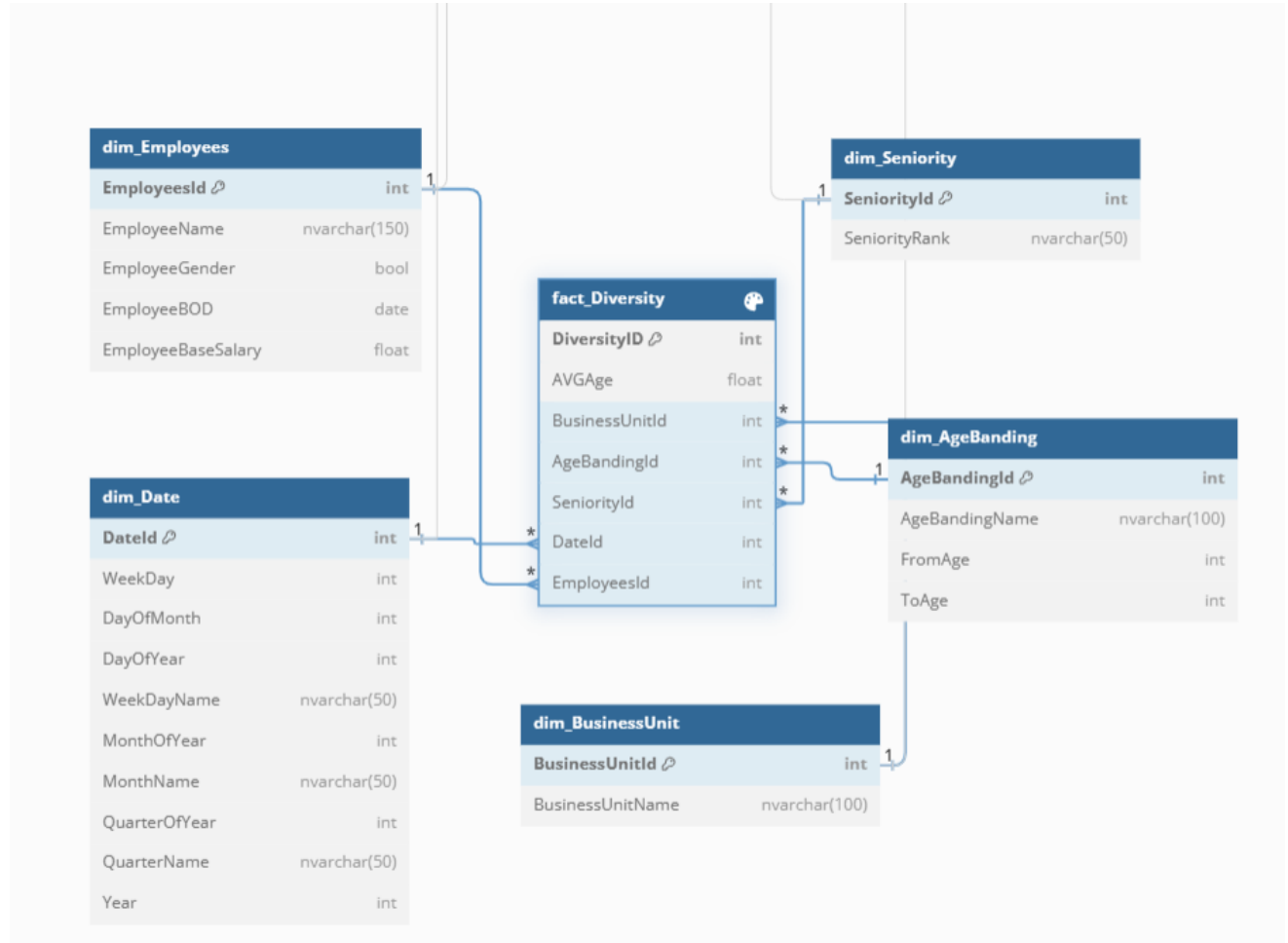
# 1. Fact\_HeadCount



## 2. Fact\_Diversity



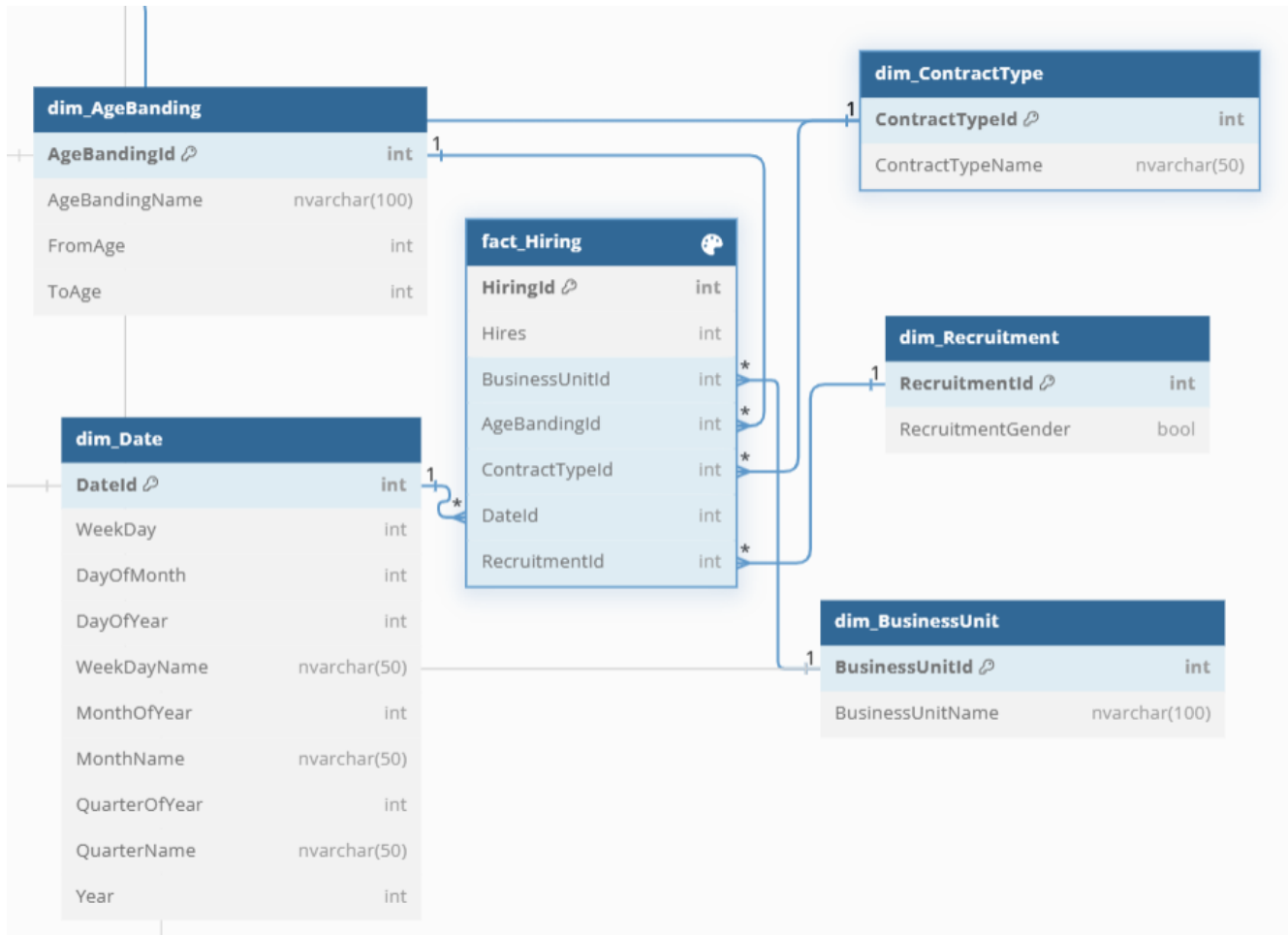
## 2. Fact\_Diversity



### 3. Fact\_Hiring



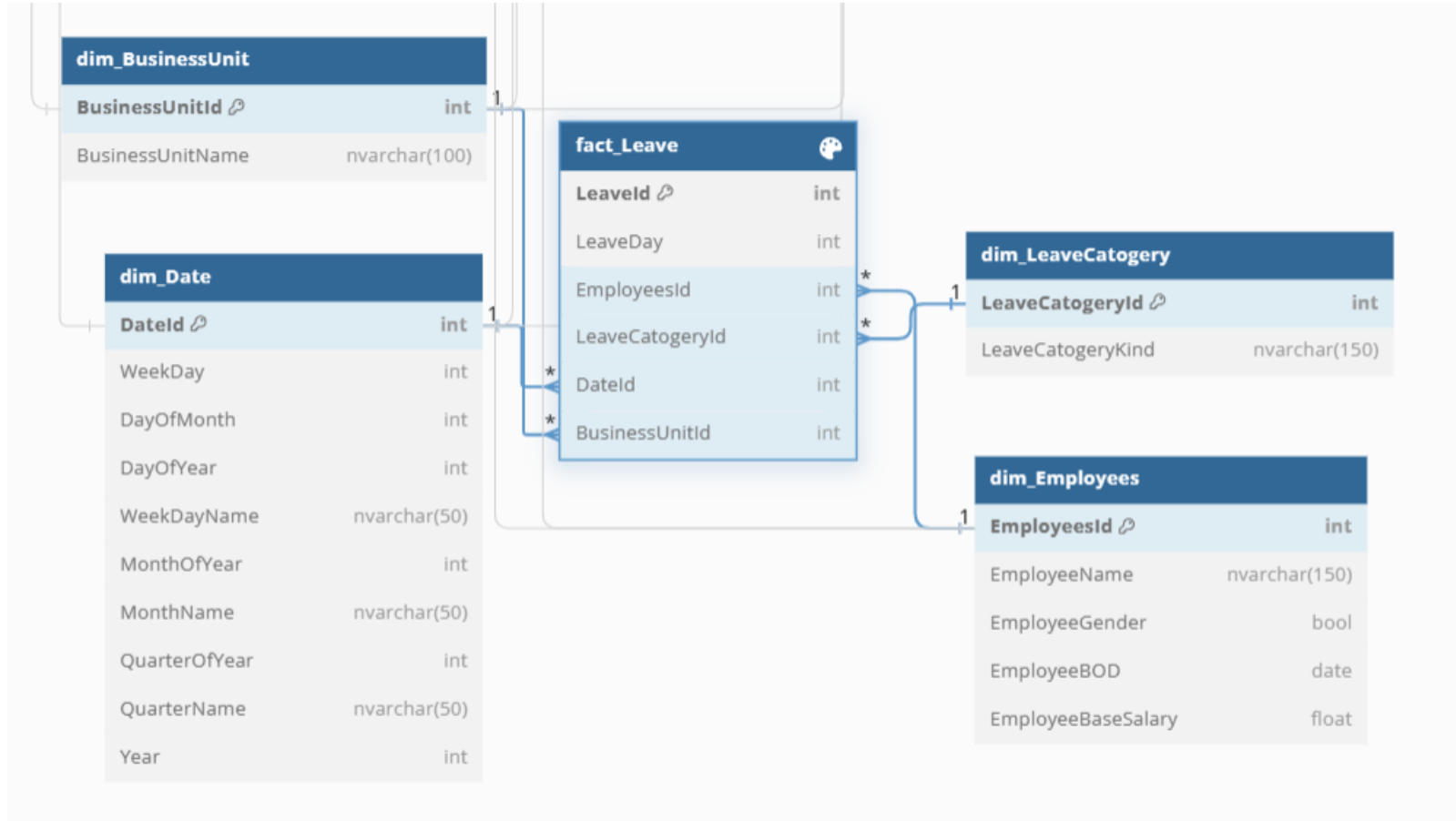
### 3. Fact\_Hiring



## 4. Fact\_LeaveDay



## 4. Fact\_LeaveDay

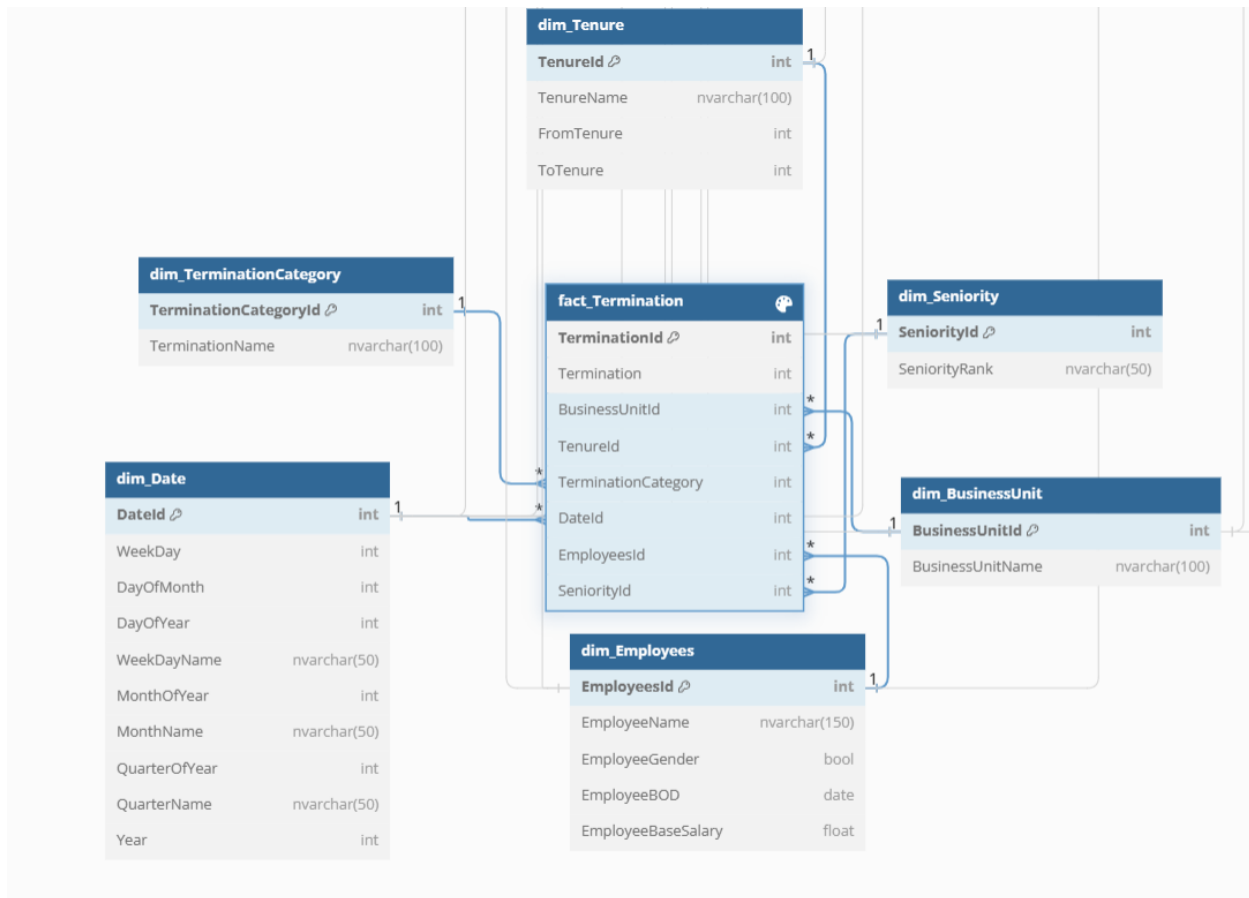




## 5. Fact\_Termination



## 5. Fact\_Termination





**THANKS FOR READING**