

HR Analytics & Employee Demographics Report

Source: Provided HR Analytics PDF and Employee Demographics Dashboard Image
Generated On: January 2026

1. Executive Summary

This report provides an integrated analysis of organizational workforce data by combining **HR analytics metrics** from the supplied PDF with **employee demographic insights** from the uploaded dashboard image. The objective is to understand workforce composition, attrition behavior, and key drivers influencing employee retention and hiring efficiency.

2. Workforce Overview (From HR Analytics PDF)

Key Metrics

- **Total Headcount:** 1,233 employees
- **Attrition Rate:** 19.22%
- **Average Tenure:** 7.37 years
- **New Hires (Last 12 Months):** 44 employees

Insight:

The organization maintains a moderately large workforce with a relatively high attrition rate, indicating potential challenges in employee retention despite a stable average tenure.



3. Employee Demographics Analysis (From Dashboard Image)

3.1 Gender Distribution

- **Male:** 59.4%
- **Female:** 40.6%

Insight:

The workforce shows a male-dominant composition, though female representation is significant and close to parity compared to many traditional industries.

3.2 Age Group Distribution

- **26–35 years:** 39.7% (Largest group)
- **36–45 years:** 34.5%
- **46–55 years:** 16.2%
- **18–25 years:** 6.41%
- **55+ years:** 3.16%

Insight:

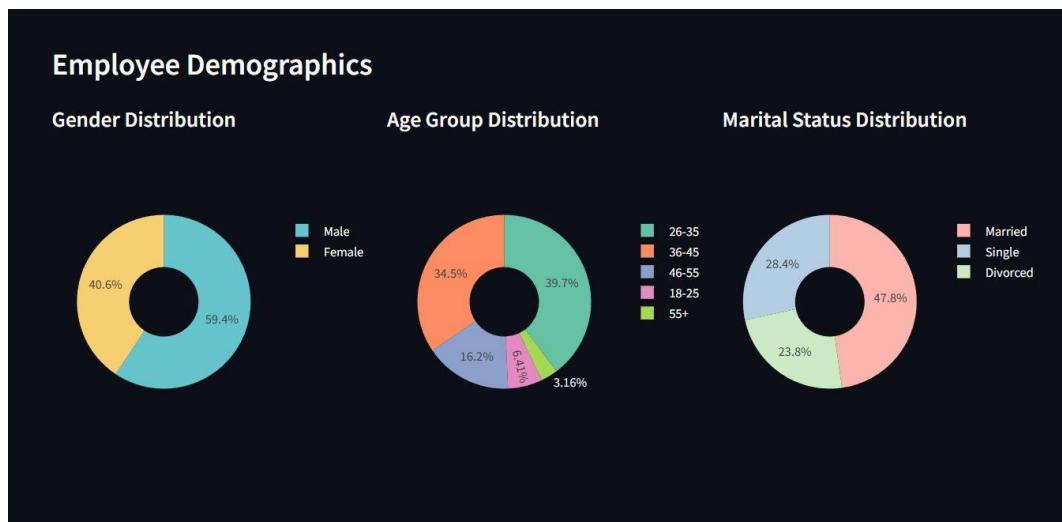
The workforce is predominantly mid-career professionals (26–45 years), suggesting strong operational experience with relatively lower early-career and senior-age representation.

3.3 Marital Status Distribution

- **Married:** 47.8%
- **Single:** 28.4%
- **Divorced:** 23.8%

Insight:

Nearly half of the workforce is married, which may influence benefit preferences, work-life balance expectations, and long-term retention strategies.



4. Attrition Analysis (From HR Analytics PDF)

4.1 Key Attrition Influencers

Factor	Impact Score	Effect on Attrition
Total Working Years	17.11	Decreases
Monthly Income	15.98	Decreases
Age	15.92	Decreases
Years at Company	13.44	Decreases
Job Satisfaction	10.35	Decreases

Insight:

Experienced, older, better-paid, and satisfied employees are significantly less likely to leave the organization.

4.2 Hiring & Workforce Movement

- Time-to-Hire Distribution:** Indicates varied hiring efficiency across roles
 - Hiring Pipeline Funnel:** Shows gradual candidate drop-off across recruitment stages
 - Separations by Reason:** Suggests both voluntary and involuntary exits contribute to attrition
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5. Key Observations

- The workforce is **experience-heavy**, aligning with lower attrition among senior employees.
 - **Young professionals (18–25)** form a small portion, suggesting scope for campus hiring and graduate programs.
 - **Compensation and job satisfaction** are critical levers for retention.
 - Gender diversity is moderate but can be further improved for balanced representation.
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6. Recommendations

1. **Retention Strategy:** Focus on competitive compensation and career progression for mid-career employees.
 2. **Early-Career Hiring:** Increase hiring initiatives for the 18–25 age group to build future talent pipelines.
 3. **Employee Engagement:** Improve job satisfaction through feedback mechanisms and growth opportunities.
 4. **Diversity Initiatives:** Strengthen gender diversity through inclusive hiring and leadership programs.
 5. **Attrition Monitoring:** Use predictive analytics on key influencers to proactively address turnover risks.
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7. Conclusion

By integrating demographic insights with HR analytics, this report highlights both strengths and areas of improvement in workforce management. Data-driven retention strategies, targeted hiring, and employee-centric policies will be essential to sustain long-term organizational performance.
