

# 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.

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#### 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.

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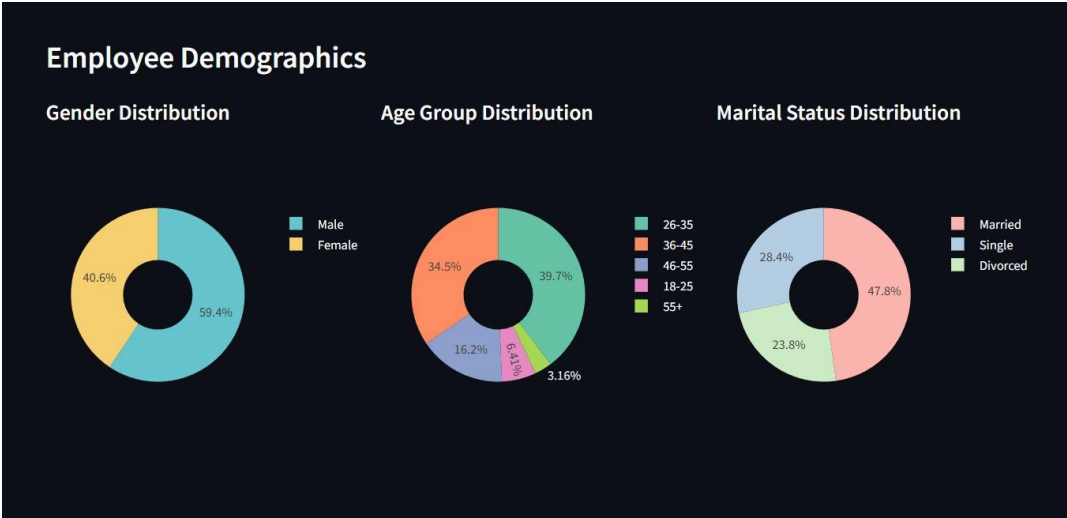
#### 3.3 Marital Status Distribution

- **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.

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## 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

## 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.

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