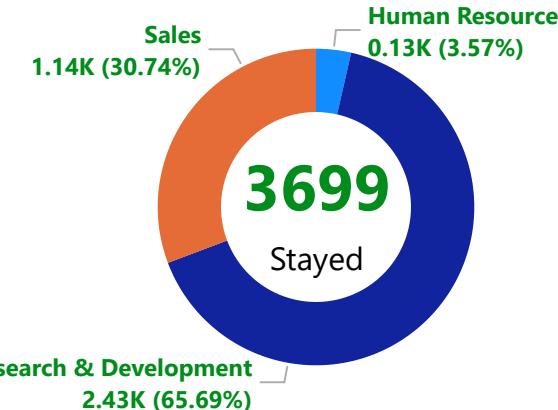


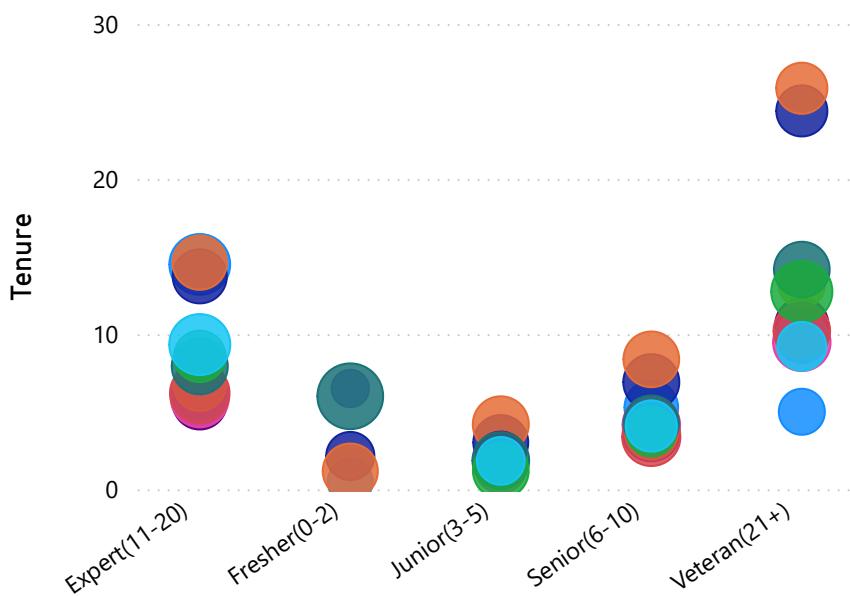
HR Executive Overview

119 243M 65K 7 37 9 1.5

Recruited Total Payroll Income Tenure Age Distance ♂ / ♀



Companies Worked At: (Blank) 0 1 2 3 4 5 6 7 8 9



Env Satisfaction



54.47%

Job Involvement



54.60%

Work Life Balance



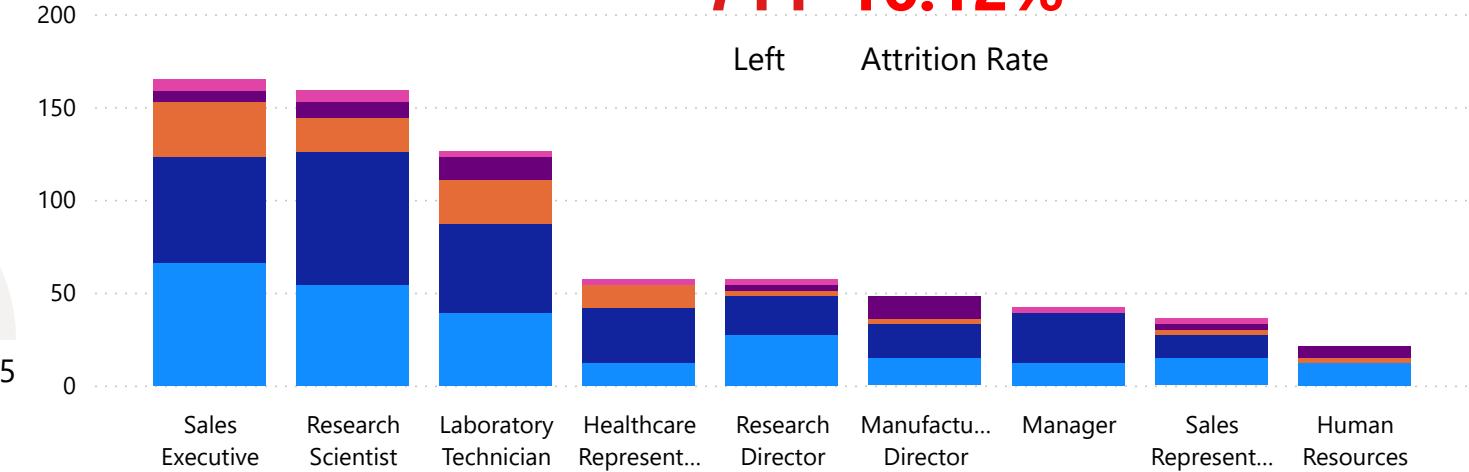
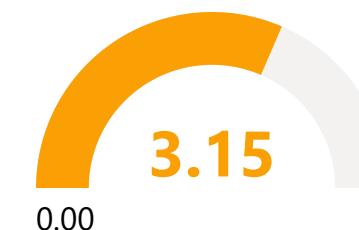
55.62%

Job Satisfaction



55.56%

Performance



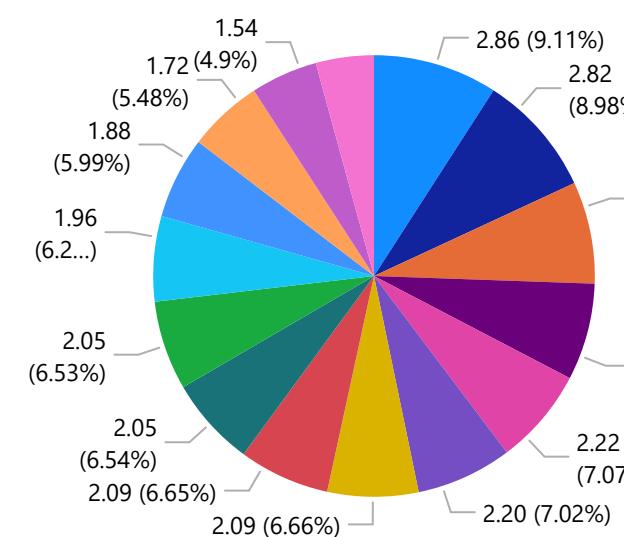
711 16.12%

Left Attrition Rate

Job Level: 1 2 3 4 5

2.78/5

Hike(%): 24 14 11 12 20 18 22 17 19 15 21 13



Hiring Performance

325.45K 9.16K 59 77.5% 55% 60% 64%

Σ Cost | Hired

Cost/Hire

Time to Hire

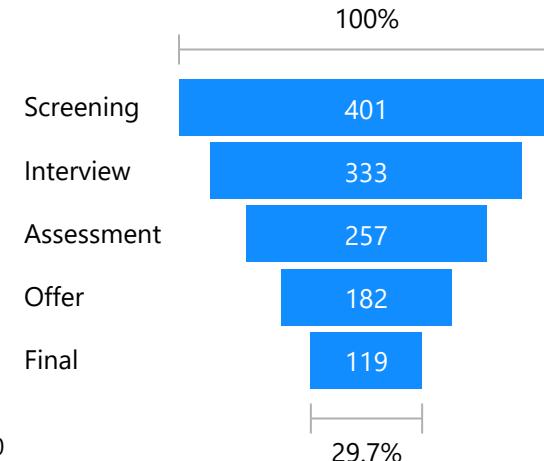
Retention

Cultural Fit

Effective

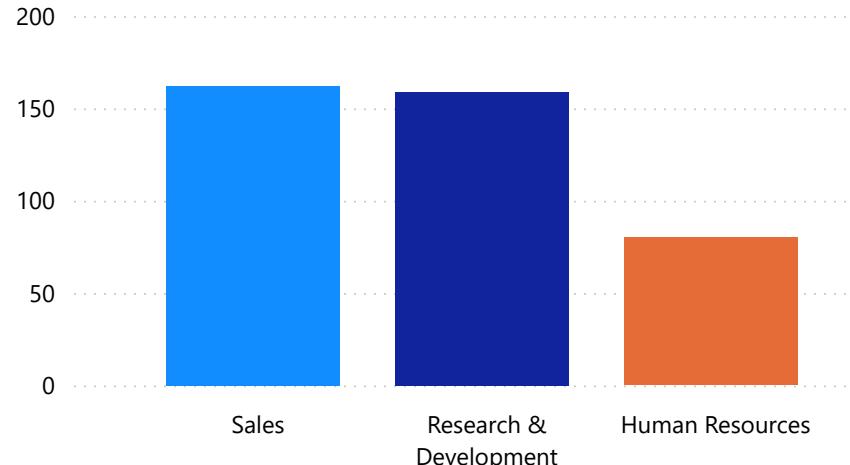
QoH

Recruitment Sou... Job Board University C... Referral LinkedIn

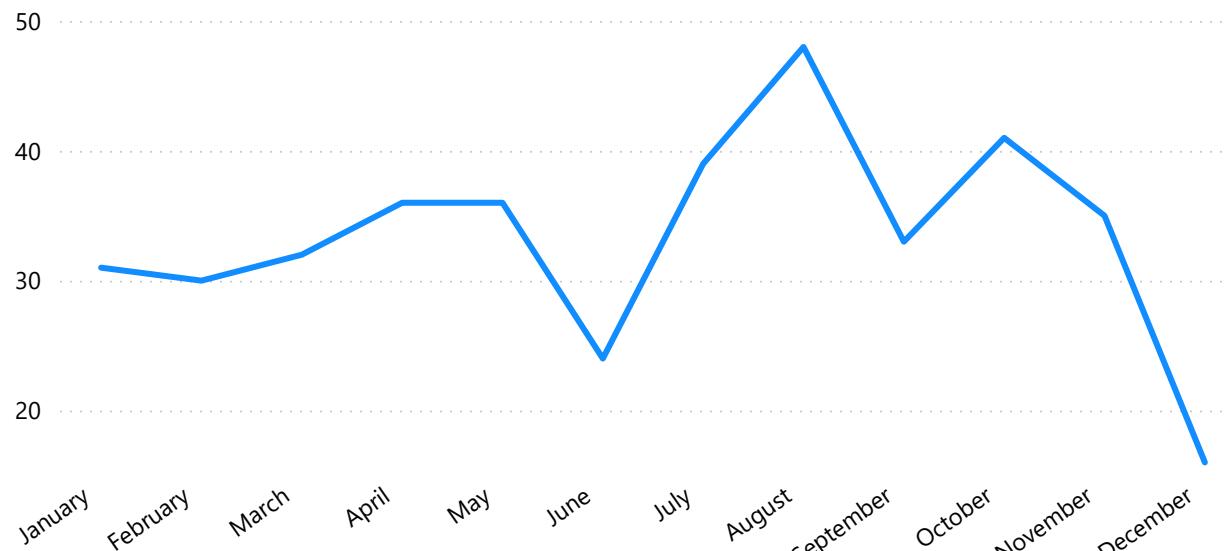


100%
29.7%

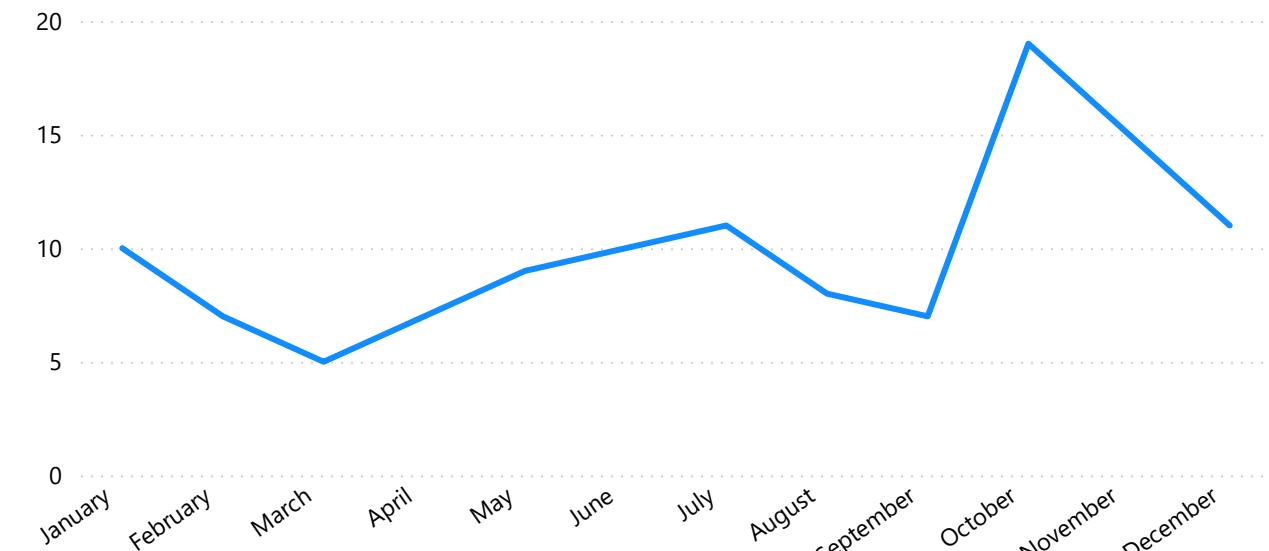
Department Sales Research & Development Human Resources



Apply Trend



Hired Employees



Year

All

Month

All

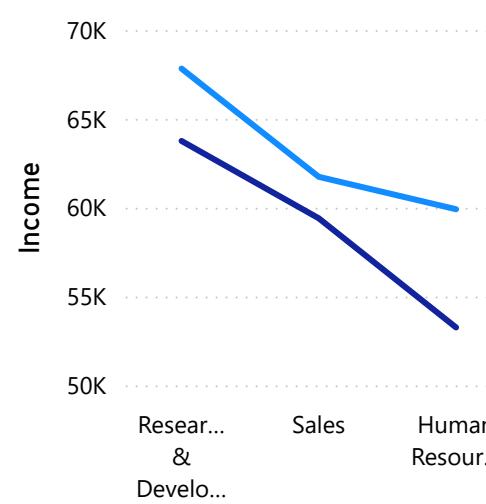
Day

All

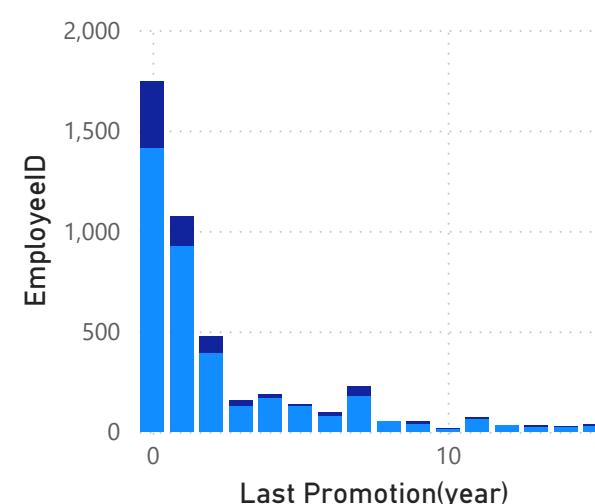
Attrition

Department	Role	Level	YoE	Tenure	Last Promotion	YearsWit...	Risk Flag
All	All	All	All	All	All	All	All

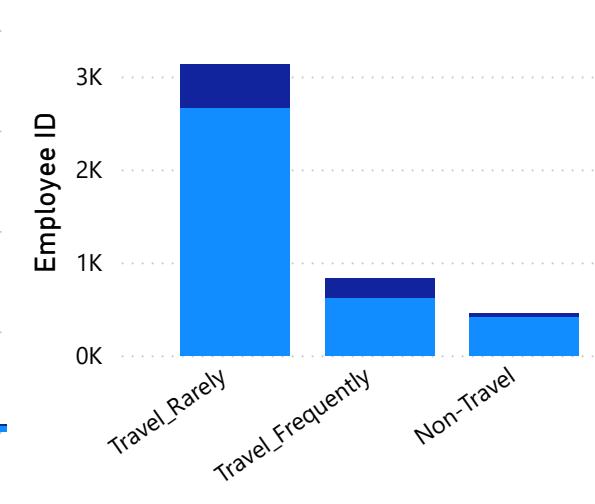
Attrition ● No ● Yes



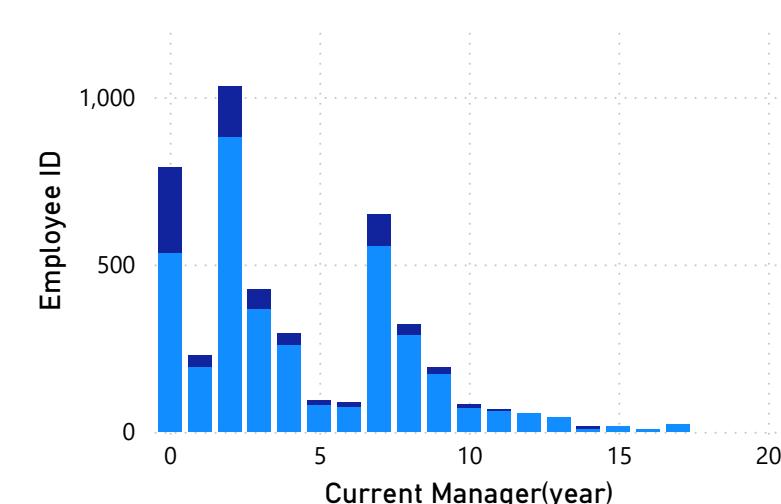
Attrition ● No ● Yes



Attrition ● No ● Yes



Attrition ● No ● Yes



No

Performance(Avg)

WLB(Avg)

Performance(Avg)

Job Involvement(Avg)

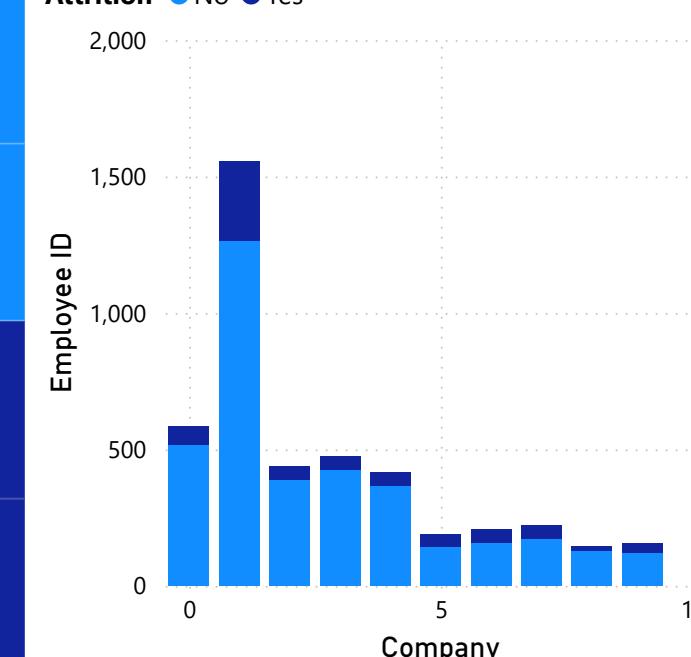
Job Satisfaction(Avg)

Job Involvement(Avg)

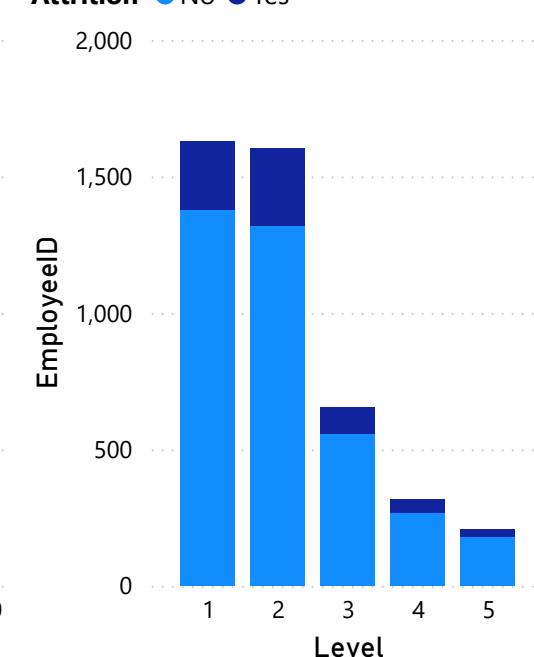
WLB(Avg)

Job Satisfaction(Avg)

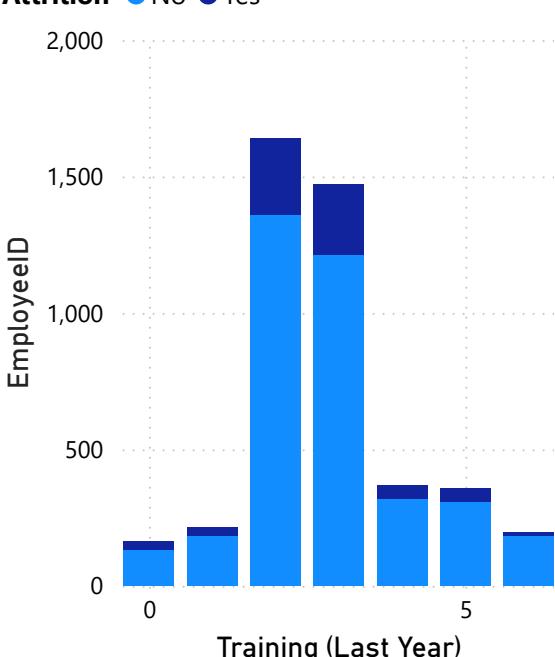
Attrition ● No ● Yes



Attrition ● No ● Yes



Attrition ● No ● Yes



Workforce

ID	Department	Role	Level	YoE	Tenure	Last Promotion	Curr Manager	Attrition	Risk Flag
Filter by keyword →	All	All	All	All	All	All	All	All	All

Context

ID	Age	Gender	Status	Travel	Distance	WLB	Env Sat	Job Sat
1	51	Female	Married	Travel_Rarely	6	2	3	4
10	25	Female	Divorced	Non-Travel	7	3	2	1
100	21	Female	Single	Travel_Frequently	9	3	1	2
1000	31	Male	Married	Travel_Rarely	9	3	1	3
1001	29	Female	Divorced	Travel_Rarely	3	3	4	1
1002	30	Male	Married	Travel_Rarely	2	3	3	3
1003	32	Female	Single	Non-Travel	10	3	2	2
1004	38	Female	Married	Travel_Rarely	8	3	2	4

Education

ID	Field	Education	Training(LastYear)	Curr Manager(year)	Last Promotion(year)
1	Life Sciences	2	6	0	0
10	Medical	4	2	5	1
100	Medical	3	5	2	1
1000	Human Resources	4	2	0	0
1001	Other	4	3	0	0
1002	Medical	1	3	7	1
1003	Life Sciences	4	2	7	0
1004	Technical Degree	2	2	0	1

Profile

ID	Company	Department	Role	Level	YoE	Tenure	Stock	Involvement	Performance	Income	Pay Gap	Attrition	Risk Score	Risk Flag
1	1	Sales	Healthcare Representative	1	1	1	0	3	3	131,160	144.97%	No	0.65	🔴
10	1	Research & Development	Laboratory Technician	4	6	6	1	3	3	134,640	73.87%	No	0.57	🟡
100	1	Research & Development	Manufacturing Director	4	3	3	0	2	3	178,750	113.05%	Yes	0.69	🔴
1000	2	Human Resources	Laboratory Technician	2	10	1	2	3	3	168,850	169.73%	Yes	0.65	🔴
1001	1	Research & Development	Sales Representative	2	1	1	1	3	3	55,930	-20.82%	No	0.58	🟡
1002	3	Research & Development	Sales Representative	1	10	7	1	3	3	104,450	56.53%	No	0.44	🟡
1003	2	Research & Development	Laboratory Technician	1	12	7	1	3	3	87,400	28.24%	No	0.66	🔴
1004	3	Research & Development	Manufacturing Director	1	15	1	0	2	3	25,140	-61.04%	No	0.64	🔴
1005	9	Research & Development	Sales Executive	3	6	1	1	3	3	76,550	25.78%	Yes	0.48	🟡
1006	8	Human Resources	Healthcare Representative	1	7	5	1	3	3	174,650	226.20%	No	0.74	🔴
1007	8	Research & Development	Sales Executive	1	34	1	1	3	4	73,510	15.32%	No	0.51	🟡
1008	5	Research & Development	Research Scientist	1	11	9	0	3	3	108,200	73.28%	No	0.75	🔴
1009	1	Research & Development	Sales Representative	1	5	5	0	3	3	121,690	82.37%	No	0.54	🟡

Retention

1.31M

Σ Salary Increase

ID

Attrition

Risk Flag

Filter by



All

All



ID	Attrition	Risk Flag	Key Drivers	Propose	Raise Amount %	New Salary
1966	No	●	, Pay (Critical), , , Distance (Medium), JobSat (Critical), , ,	No		
3436	No	●	, Pay (Critical), , , Distance (Medium), JobSat (Critical), , ,	No		
496	No	●	, Pay (Critical), , , Distance (Medium), JobSat (Critical), , ,	No		
2365	No	●	, Pay (Critical), , Manager (Medium), Training (Medium), , JobSat (High), , ,	No		
3835	No	●	, Pay (Critical), , Manager (Medium), Training (Medium), , JobSat (High), , ,	No		
895	No	●	, Pay (Critical), , Manager (Medium), Training (Medium), , JobSat (High), , ,	No		
2234	Yes	●	, Pay (Critical), , Manager (Medium), Training (Medium), Distance (High), JobSat (Critical), Environment (Critical), , Involve (High)	No		
3704	Yes	●	, Pay (Critical), , Manager (Medium), Training (Medium), Distance (High), JobSat (Critical), Environment (Critical), , Involve (High)	No		
764	Yes	●	, Pay (Critical), , Manager (Medium), Training (Medium), Distance (High), JobSat (Critical), Environment (Critical), , Involve (High)	No		
2155	No	●	, Pay (Critical), Promotion (Critical), , , , , Involve (High)	No		
3625	No	●	, Pay (Critical), Promotion (Critical), , , , , Involve (High)	No		
685	No	●	, Pay (Critical), Promotion (Critical), , , , , Involve (High)	No		
1272	No	●	. Pav (Critical). Promotion (Critical). Environment (Critical).	No		

ID	Call to Action
1	Review pay competitiveness Immediate career progression discussion Critical manager issue – urgent intervention Immediate upskilling plan Recognize and sustain job satisfaction Assess workload balance
10	Monitor pay alignment Immediate career progression discussion Immediate engagement intervention Workplace environment review
100	
1000	
1001	Track pay equity Immediate career progression discussion Critical manager issue – urgent intervention Immediate upskilling plan Immediate engagement intervention
1002	Monitor pay alignment Immediate career progression discussion
1003	Track pay equity Immediate career progression discussion Flexible work arrangement discussion Monitor employee engagement Workplace environment review
1004	Monitor pay alignment Immediate career progression discussion Critical manager issue – urgent intervention Immediate upskilling plan Recognize and sustain job satisfaction Workplace environment review Increase role involvement
1005	
1006	Immediate salary intervention High job-hopping risk – retention discussion Immediate career progression discussion Monitor employee engagement Workplace environment review Assess workload balance
1007	Track pay equity High job-hopping risk – retention discussion Immediate career progression discussion Critical manager issue – urgent intervention Immediate upskilling plan Immediate engagement intervention
1008	Monitor pay alignment Monitor career trajectory Immediate career progression discussion Flexible work arrangement discussion Monitor employee engagement Assess workload balance