# Engineering Metrics

## Management Dashboard – To VP Level

### People Related

* Total Number of People in BU/Group/Division
* Diversity – Male/Female (Pie Chart)
* Age Diversity – Horizontal Bar
* Month-wise: Retained, Exited, Added
* Number of People by Designation – Engg, SE, TL, Manager etc.

### Project Related

### Customer Satisfaction – Stakeholders, Customers, Sales, HR, etc.

### Finance

* Expense
  + Expense by category -
* Margins

Cost Categories

* Salary
* Software packages/Licenses
* Cloud costs – AWS/Azure/GCloud etc.
* Infrastructure Costs - Network & Equipment – Desktops, Routers etc. specific to project
* G&A – General & Administration
* Hiring Costs
* Travel
* Employee Welfare – Cab Requests, Treats, Milestone celebration, Other celebrations, Rewards

## Project Manager Dashboard – To Engg Director Level

COMVIVIA

Pro

* Compensation: Good Hike, Good for freshers,
* Facilities: Good Work-life balance – Flexi hours, leave policy,
* Work: Good Tech work, Good Technologies, Lot of learning, Training
* Culture: Friendly work culture
* Organization:

Cons

* Organization: Lack of Structure, Bottlenecks known but no action taken, Constraints not cleared,
* Compensation: Pay, Salary below market, Tenure Bonus deduction, Delayed Hikes,
* Culture: Politics, People are afraid to speak truth – leaders don’t provide comfort to speak fearlessly, Lack of Appreciation, Management does not meet team often,
* Work: Too much work, PMs not recognized, Resource Crunch, Less Onsite Opportunities, Hectic schedule, Work not valued,
* Facilities: Cheapest Airline, Low Budget Hotels, Per Diem not on par with Market, Office location bad,