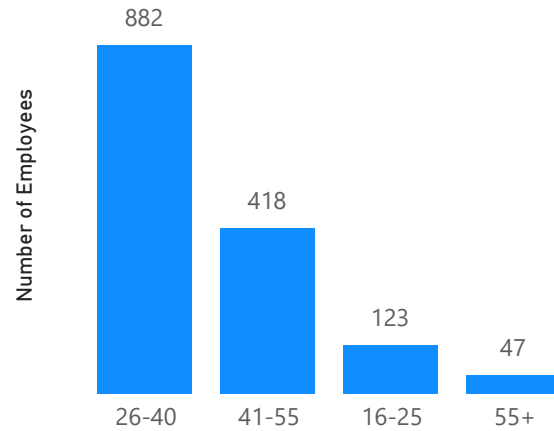
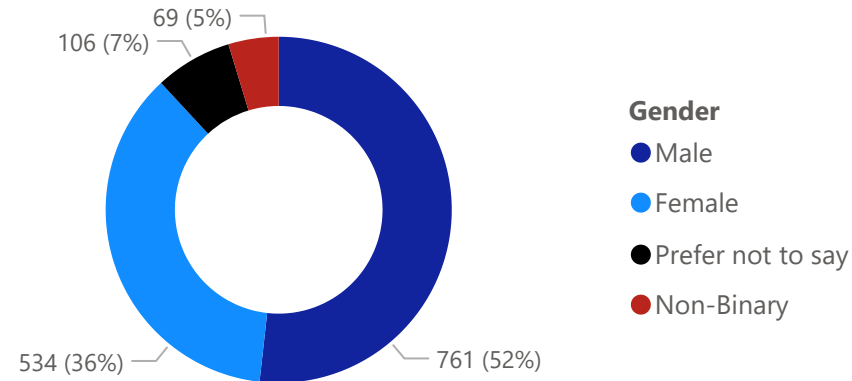


# DIVERSITY & INCLUSION

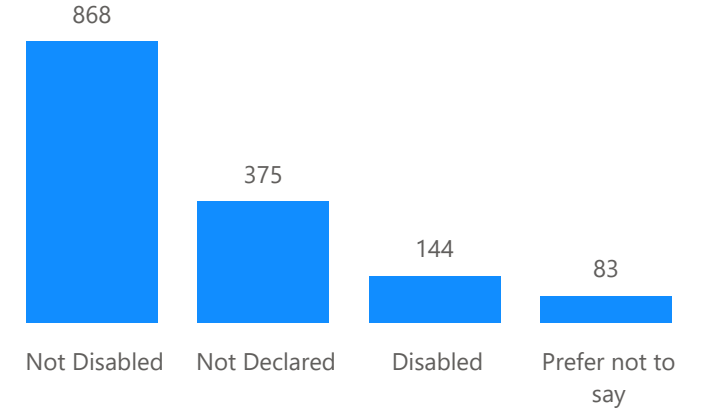
## Number of Employees by Age Group



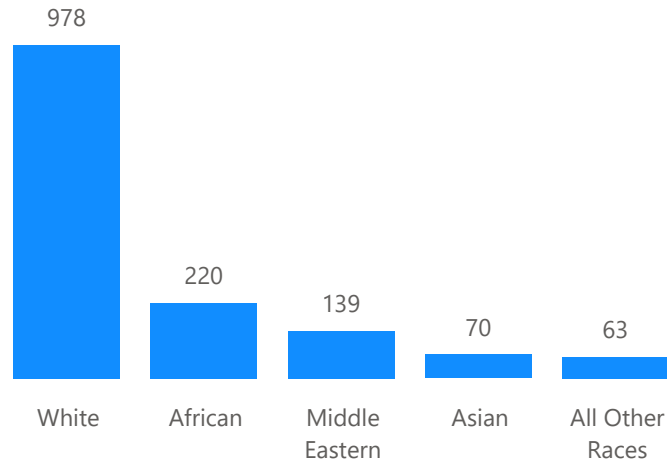
## Number of Employees by Gender



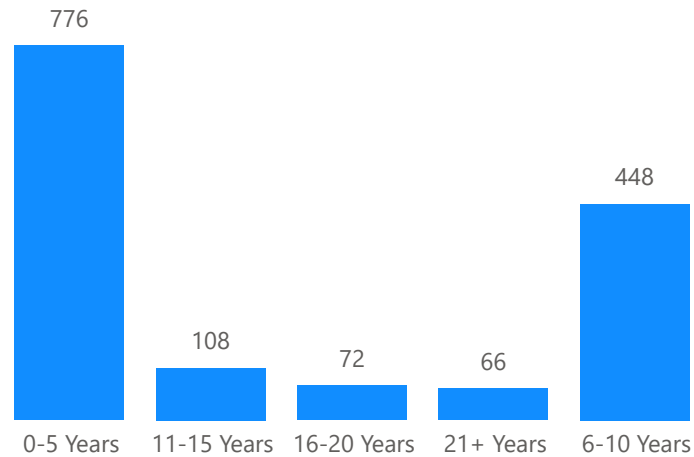
## Employees by Disability Status



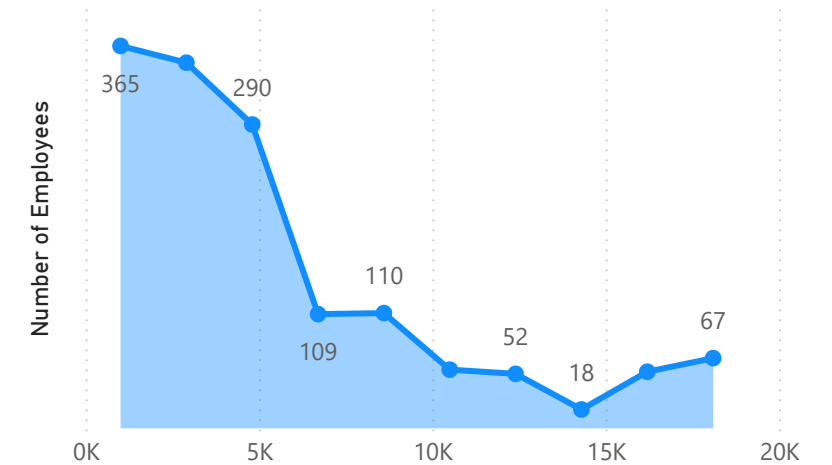
## Employee by Ethnicity



## Employee by Years At Company (grouped)

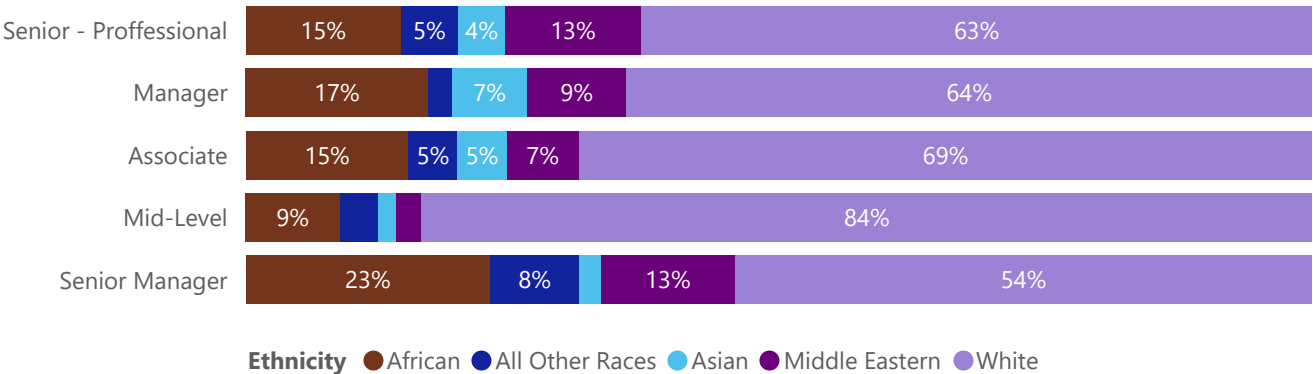


## Employee by Monthly Income

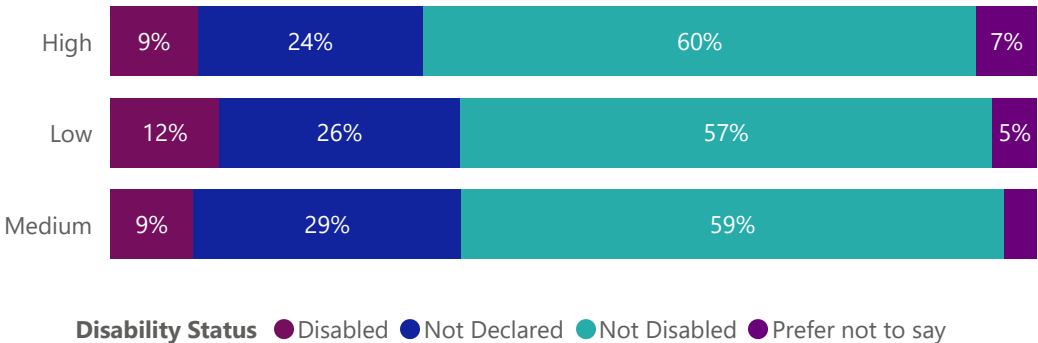


# DIVERSITY & INCLUSION

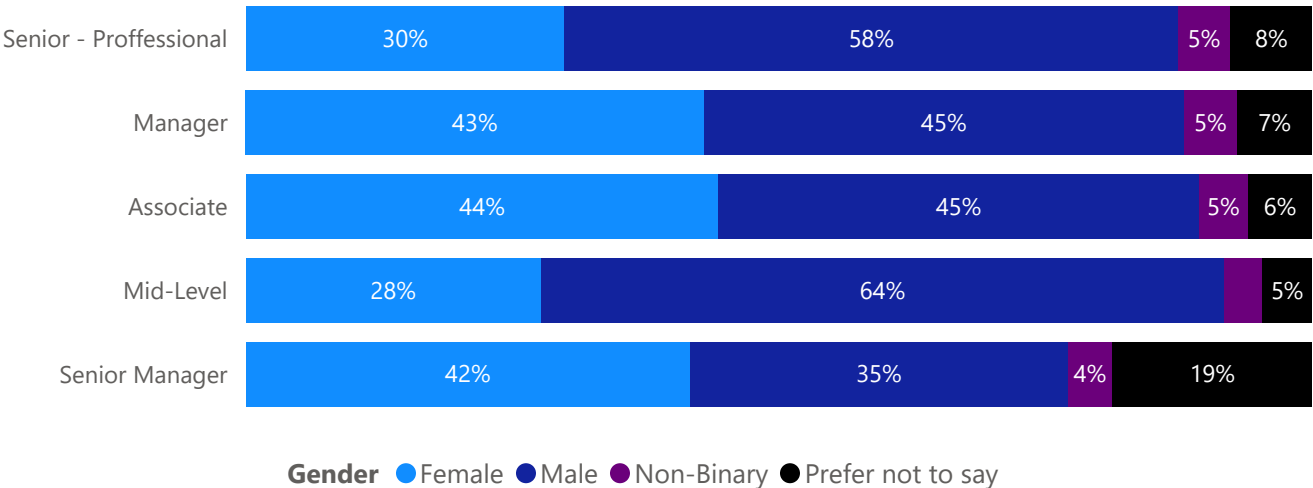
Position by Ethnic Background



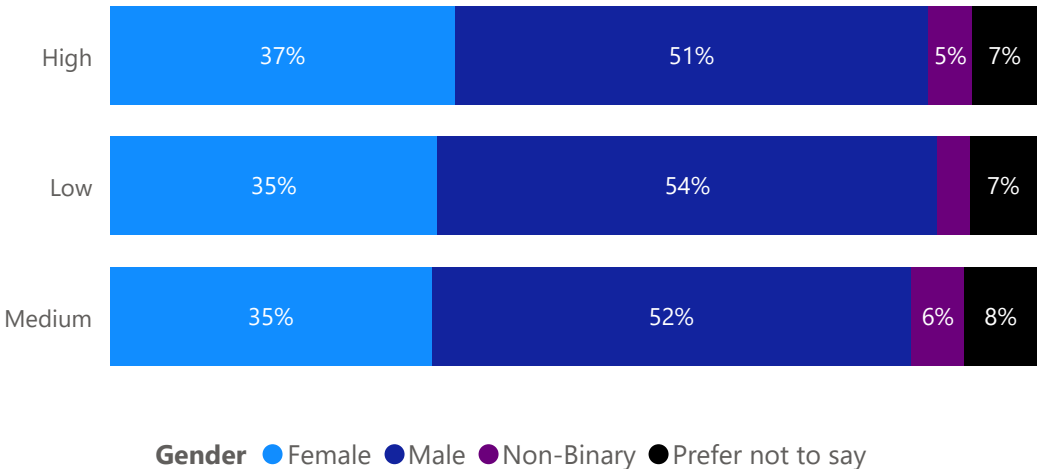
Job Satisfaction by Disability Status



Position by Gender

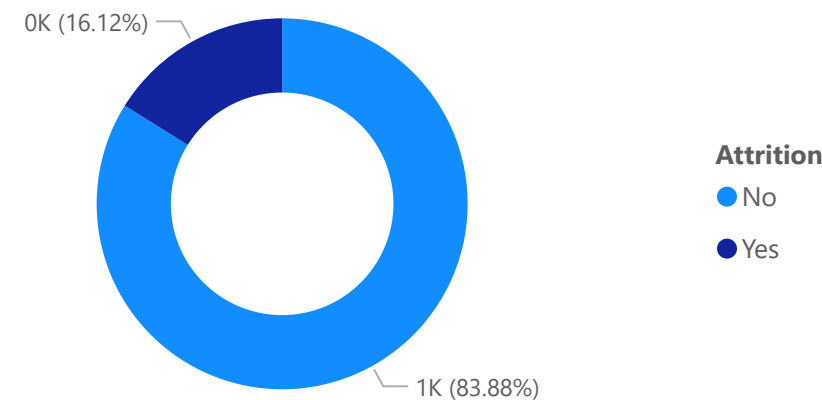


Job Satisfaction by Gender



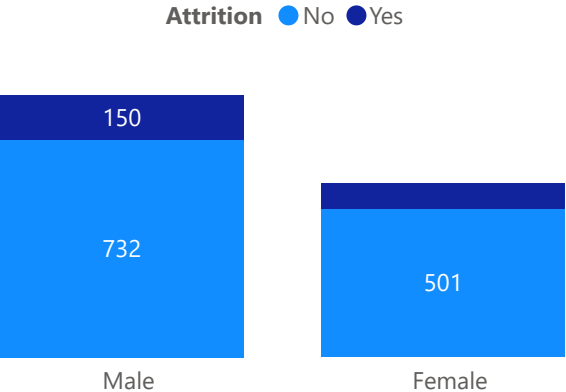
# ATTRITION STATISTICS

Employee Attrition Stats



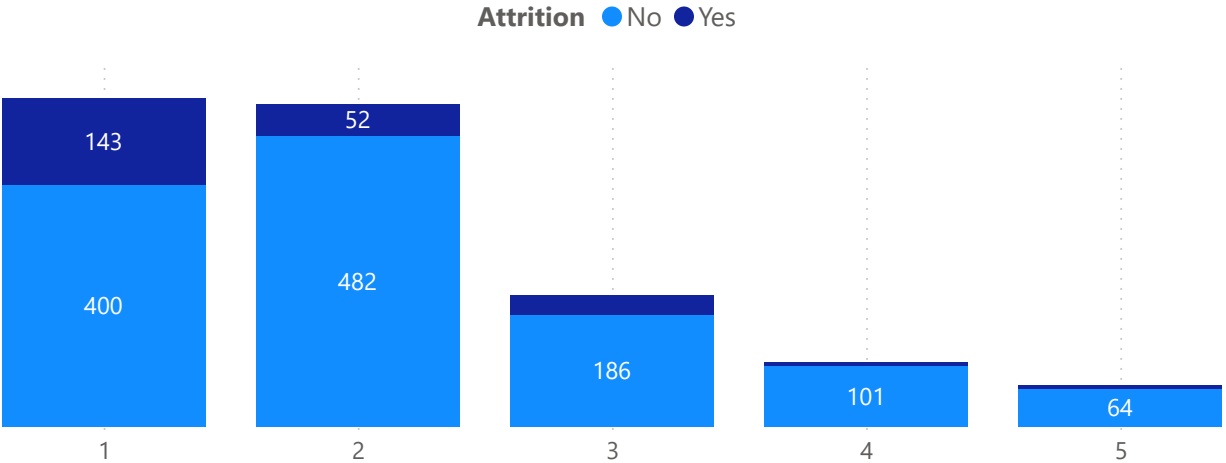
Attrition by Gender

Attrition is slightly higher for males



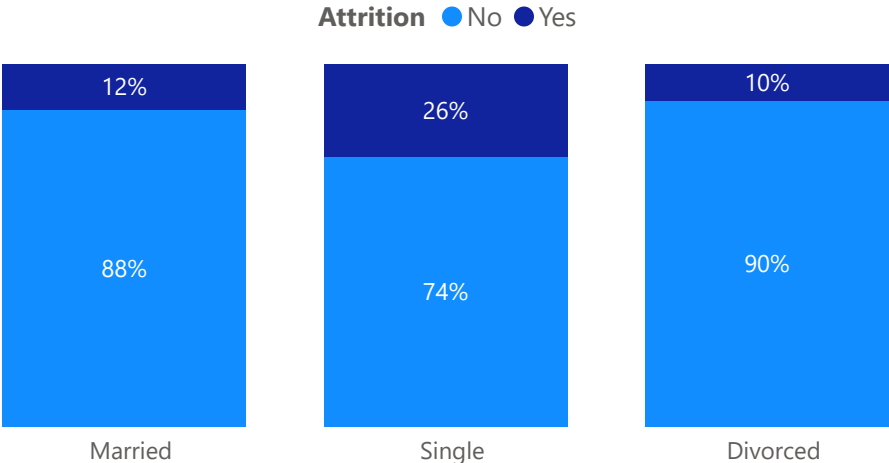
Attrition by Job Level

Attrition is higher for employees in Job grade 1



Attrition by Marital Status

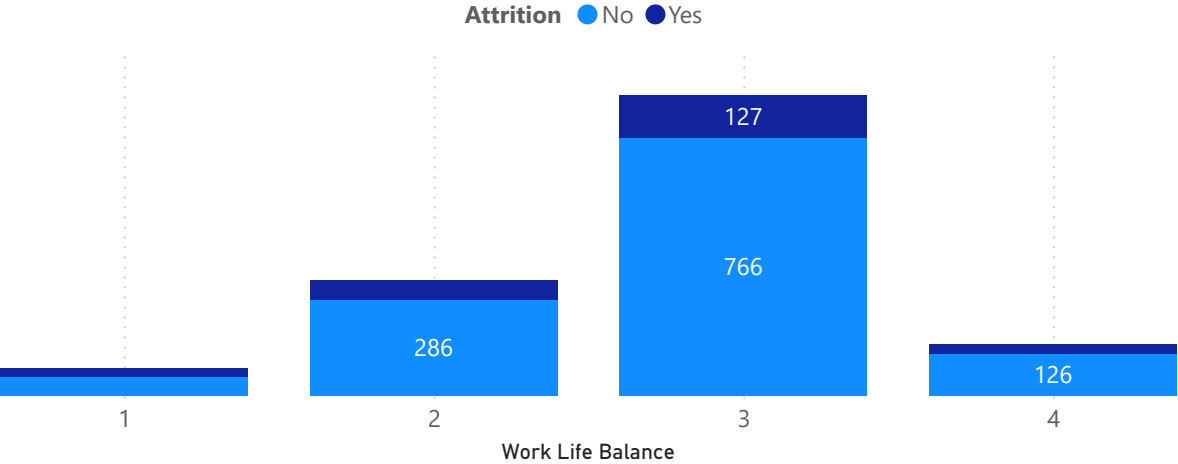
Singles are more likely to leave the company than divorced or married employees



# ATTRITION ANALYSIS

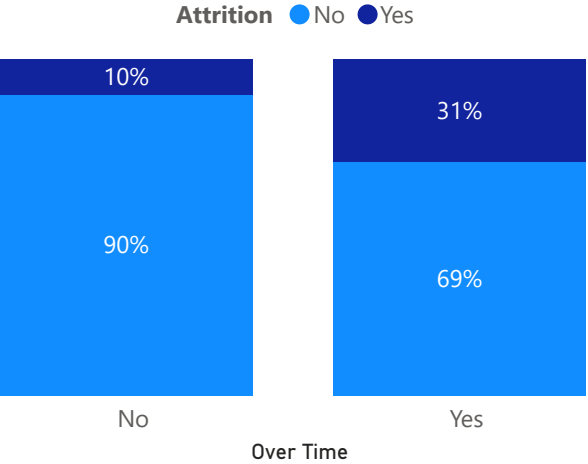
## Employees Attrition by Work Life Balance Level

Employees who do not have a healthy work life balance are more likely to leave



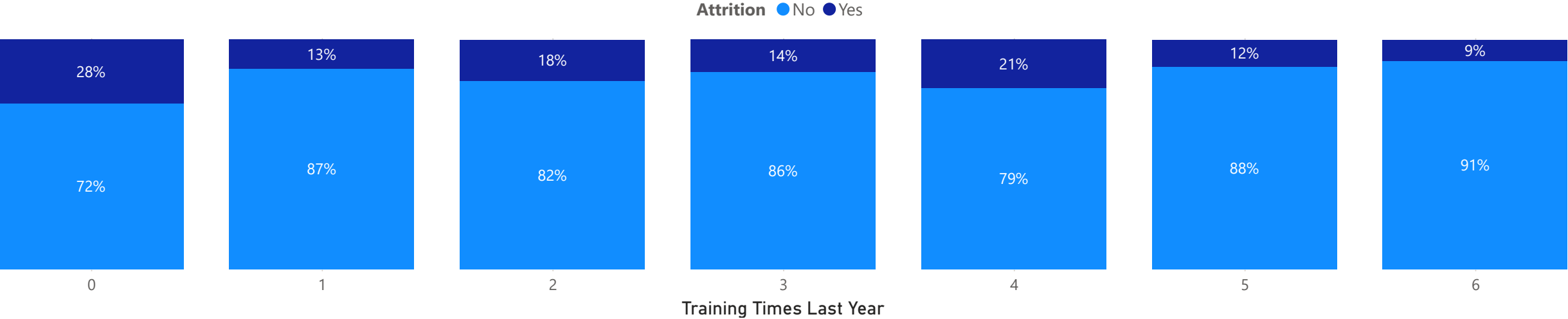
## Attrition and Overtime

Overtime has a negative effect on attrition. Employees who do overtime are more likely to leave



## Attrition and Number of Times Trainings Received by Employee

Attrition Rate for employees that received no training is around 25%. This is high in comparison to around 10-15% for the employees that received some training



# ATTRITION STATISTICS

Attrition, Monthly Income and Age

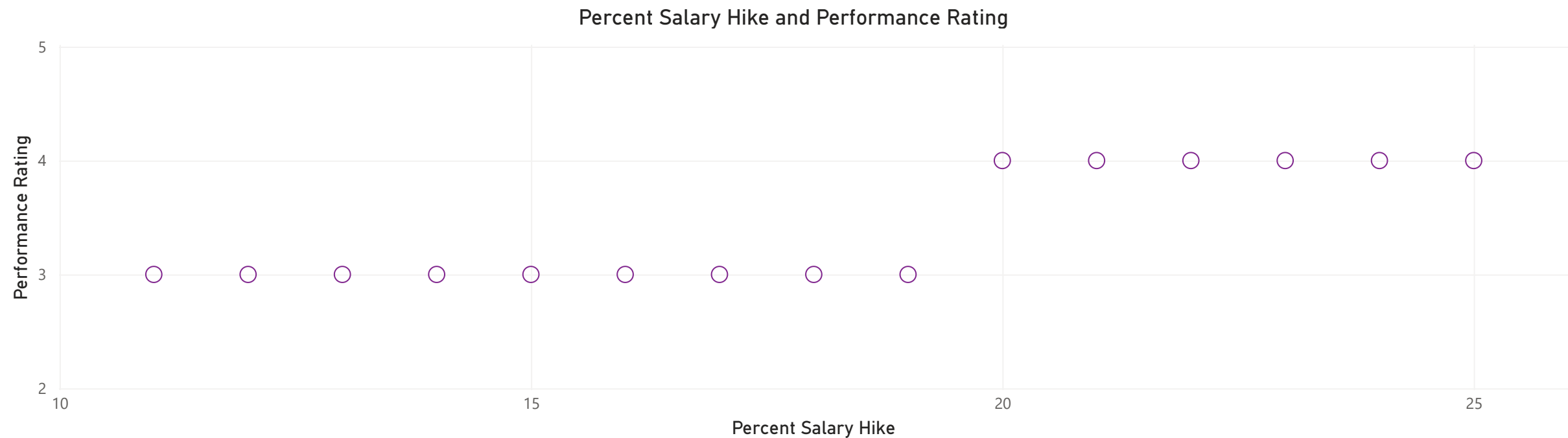
Attrition ● No ● Yes



## Commentary/Observation

Salary is a major trigger to leave, especially for young employees. Attrition is nearly 50% high for employees that are below 30 years.

# JOB SATISFACTION AND PERFORMANCE



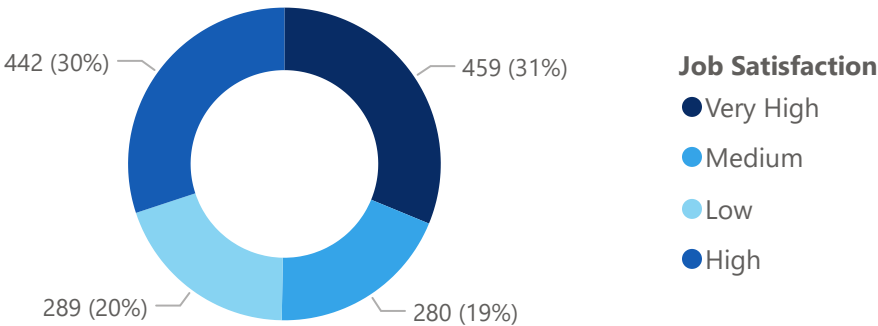
**Commentary/Observation**

An increment structure is deduced when the salary increments are examined against the employee's grade. Employees received a performance rating of either a 3 or a 4.

# EMPLOYEE WELLBEING

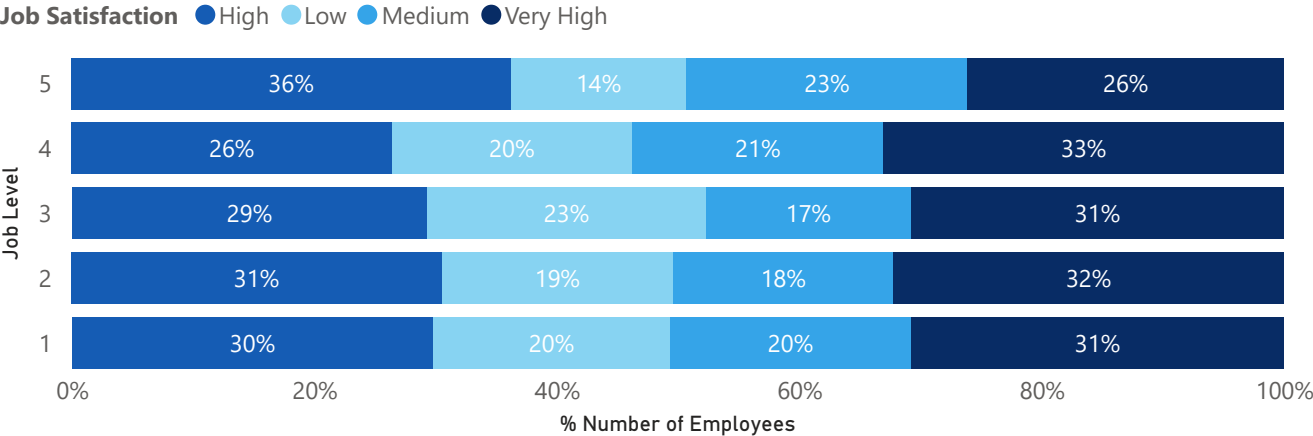
## Job Satisfaction Stats

Sum of Employee Count by Job Satisfaction



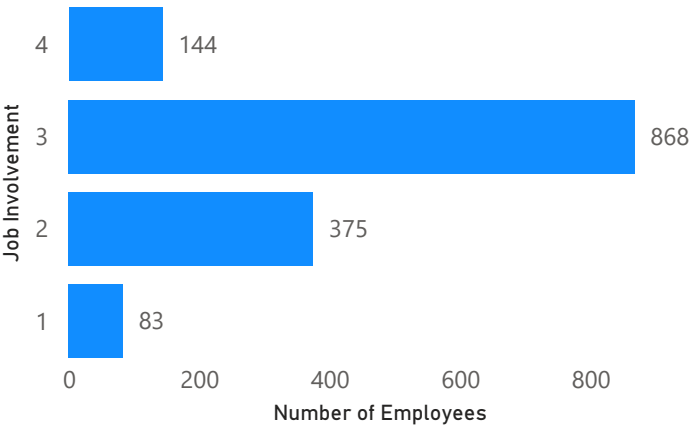
## Job Satisfaction and Job Level

Job Sasifaction is slightly higher for Employees are Level 5. However, there is not much of a difference across ...



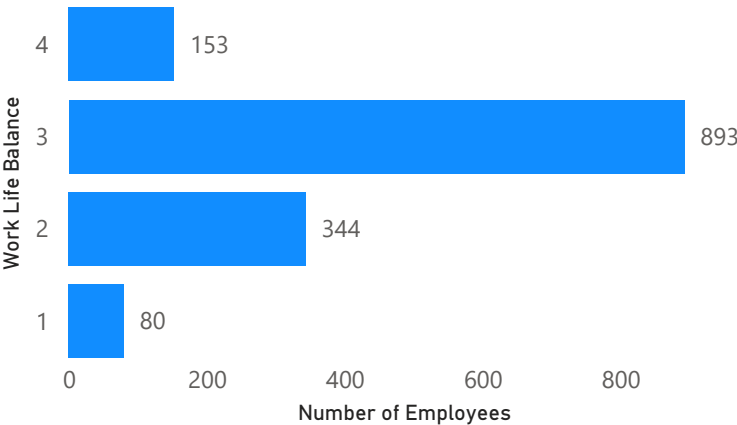
## Job Involvement Statistics

Majority of Employees Feel Involved in their work



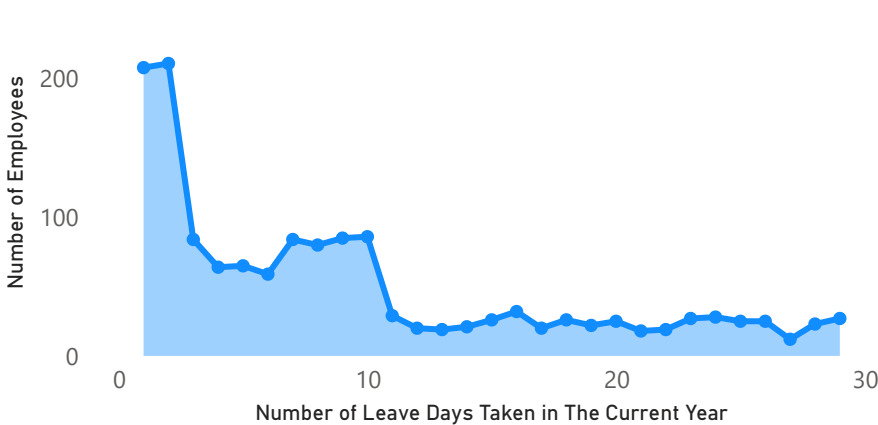
## Work Life Balance Statistics

Most Employees Reckon they have an average work life balance



## Number of Leave Days Taken in The Current Year

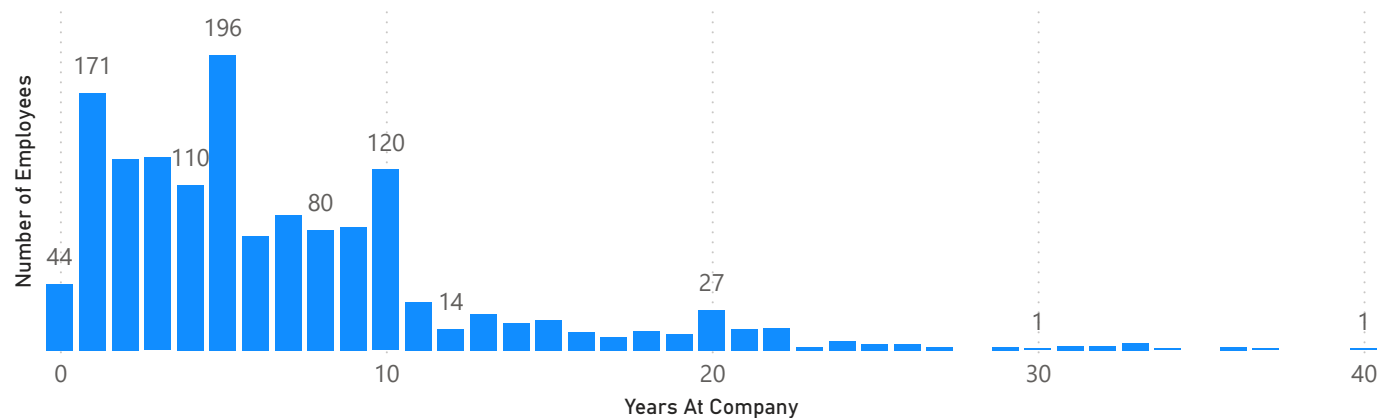
Most Employees have taken leave in the current year



# EMPLOYEE WELLBEING

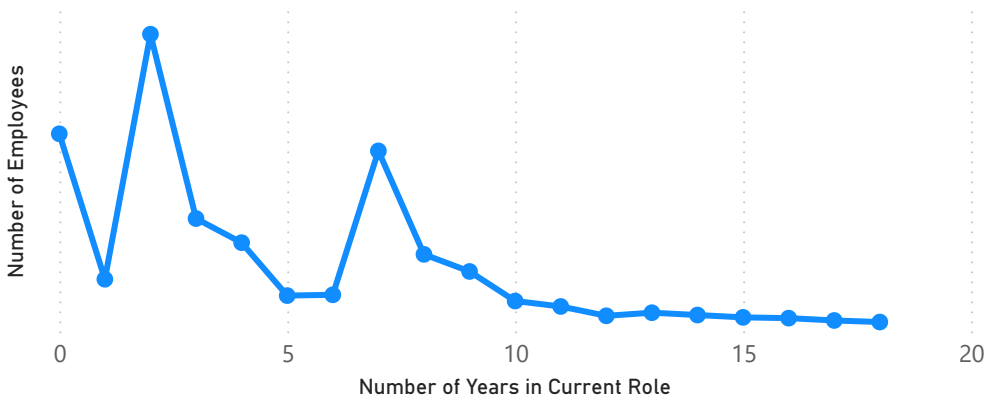
## Number of Years Employee has Stayed At the Company

Majority of Employees have been with the company for less than 10 Years



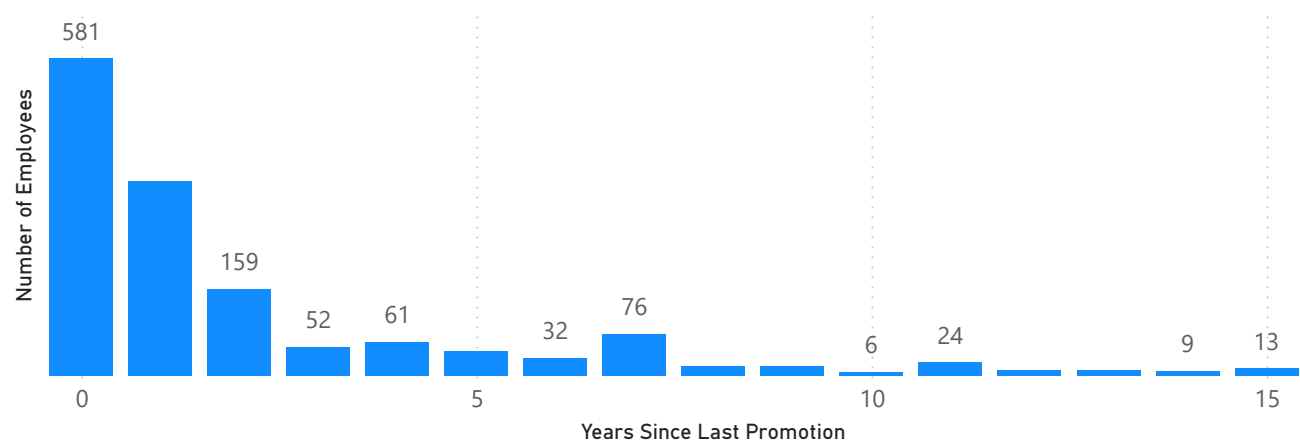
## Number of Years Employee has Stayed in Current Role

Majority of Employees stay for an average of 5 years in a role



## Number of Years Since Employee Last promoted

There are Employees who have not been promoted for over 10 years



## Employee Years With Current Manager

There are Employees who have had their Current Manager for more than a Decade

