



# HR Analytics Dashboard – Workforce Overview

Hired Employees



301

Department count



6

Net Employees



203

Turnover Rate %



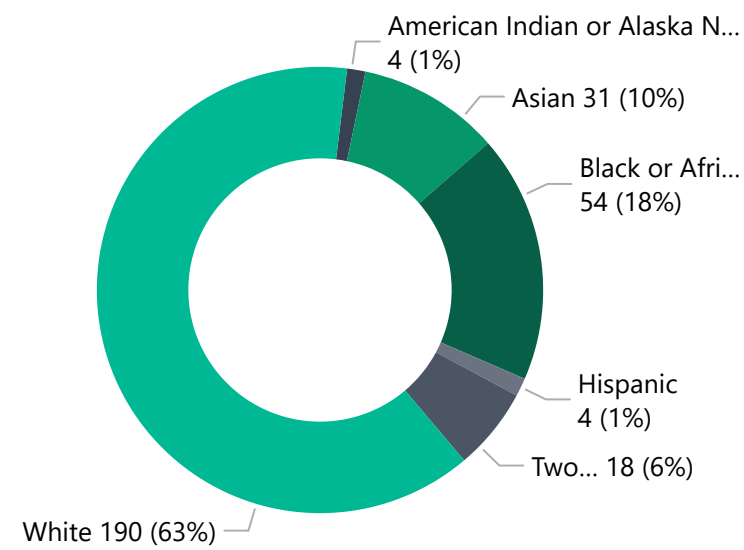
32.6%

Average Pay/hr

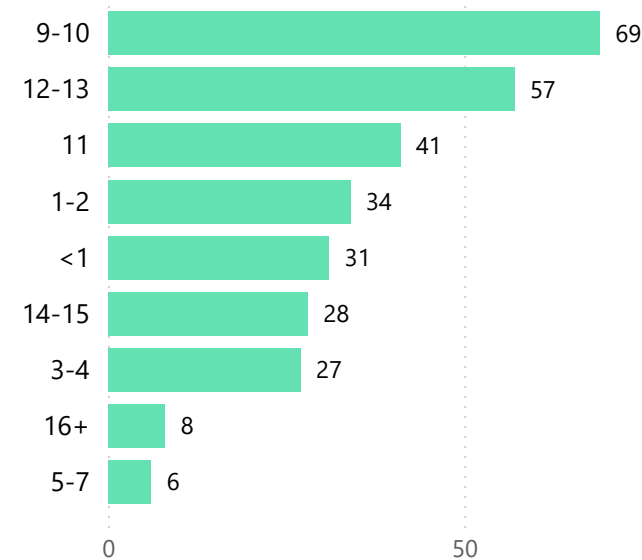


30.72

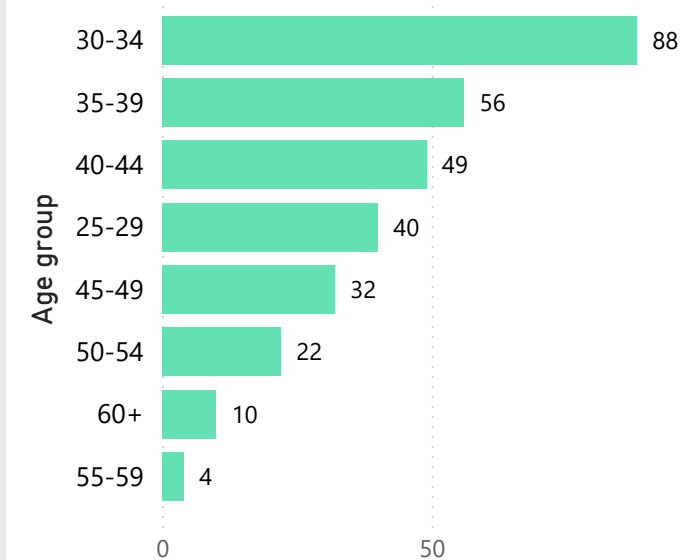
Workforce Diversity by Race



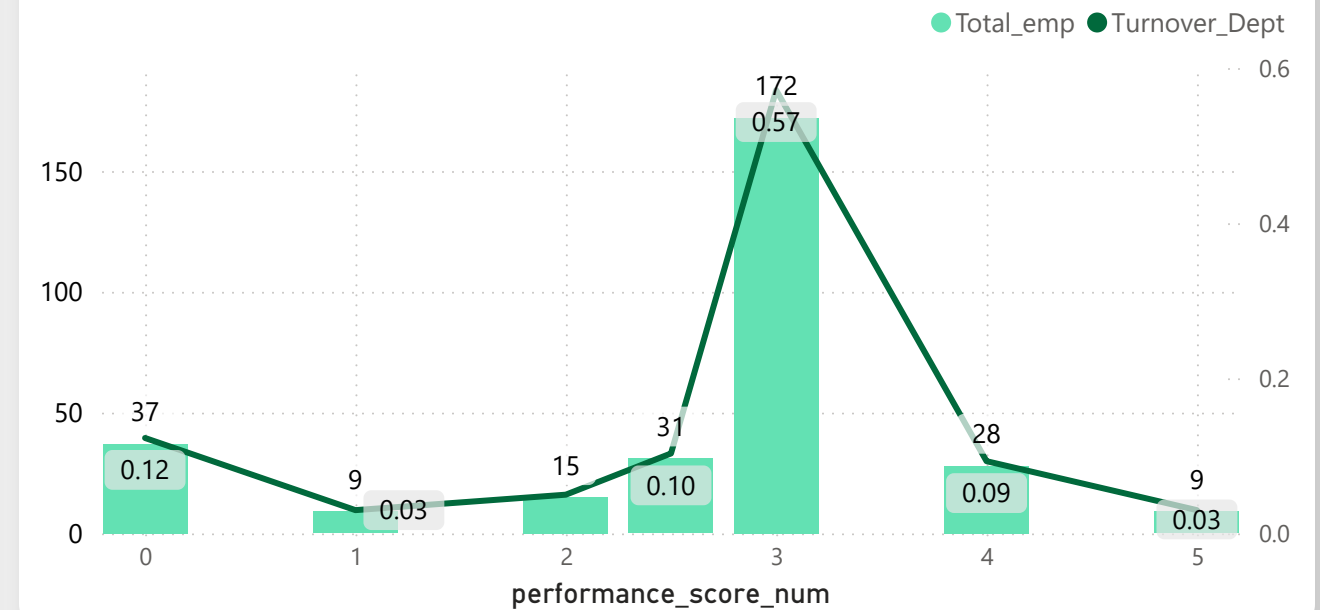
Employee Tenure Distribution



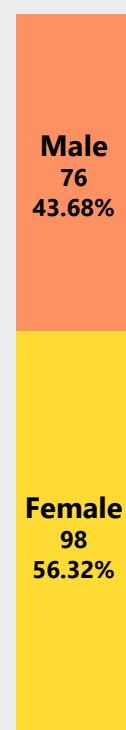
Workforce Distribution by Age Group



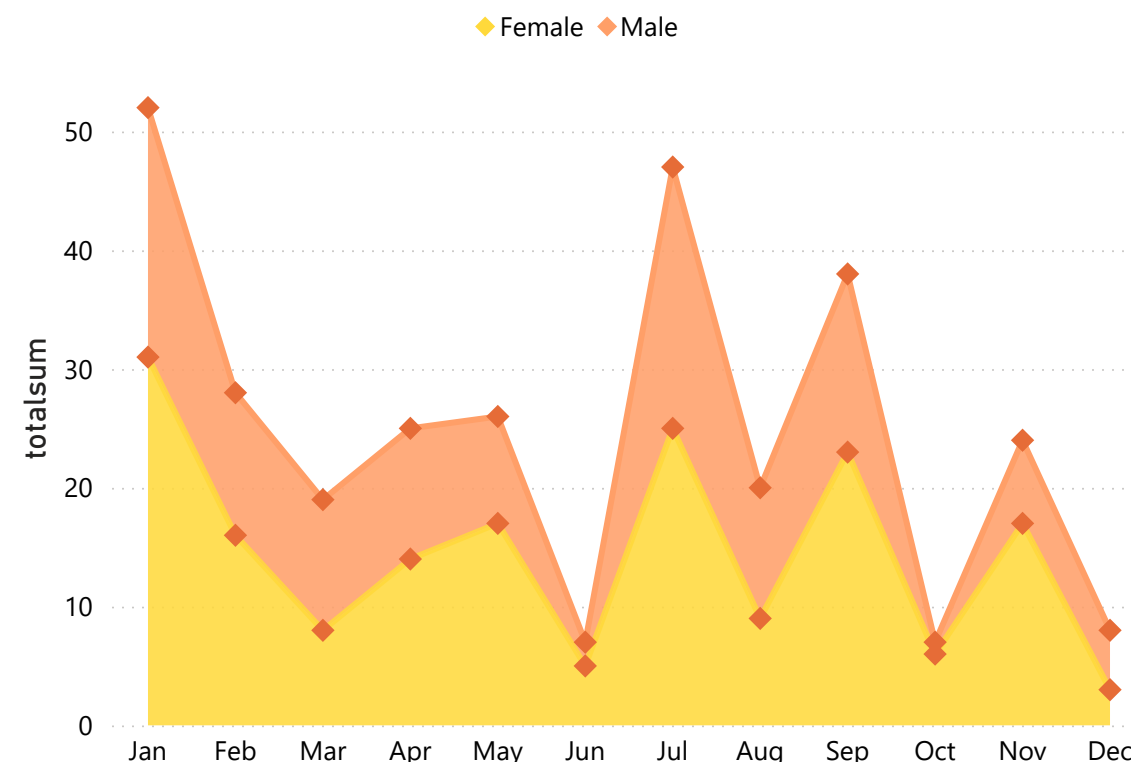
Performance Ratings vs Turnover



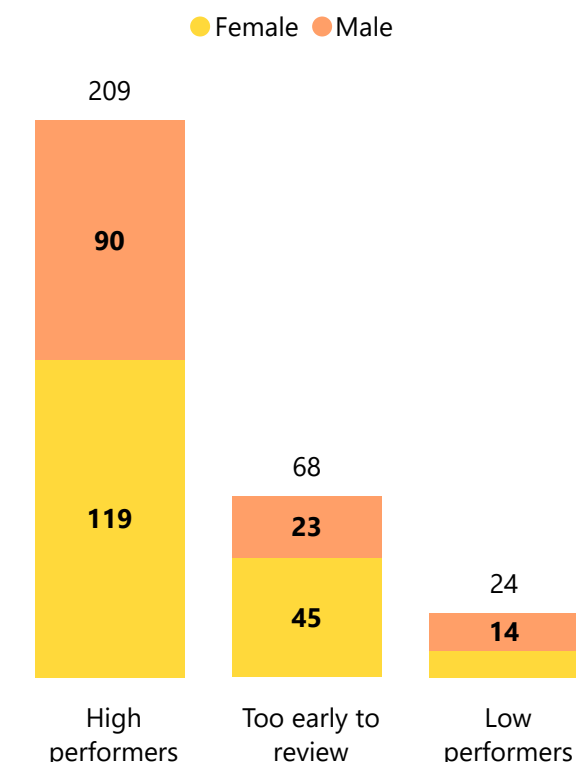
Active Employees



Monthly Hiring Trends



Performance Rating by Gender



Manager Insights

Turnover Insights

< - Bookmarks

Manager Name	Team Size	Avg Team score	Turnover Rate %	
Alex Sweetwater	9	3		
Amy Dunn	21	2	61.9%	
Board of Directors	2	3		
Brandon R. LeBlanc	7	2	14.3%	
Brannon Miller	21	3	28.6%	
David Stanley	21	2	28.6%	
Debra Houlihan	3	3		
Elijah Gray	22	3	36.4%	
Eric Dougall	4	3		
Ianet King	19	3	31.6%	



# HR Analytics Dashboard– Finance

Omemah Hasan | Capstone-BI-Portfolio

Avg Female Salary



60.56K

Avg Male Salary



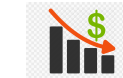
68.44K

Maximum Salary



166K

Minimum Salary



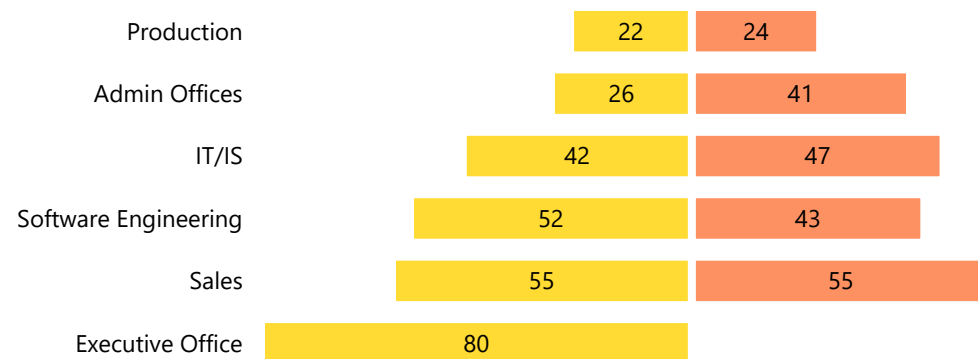
30K

Average Salary

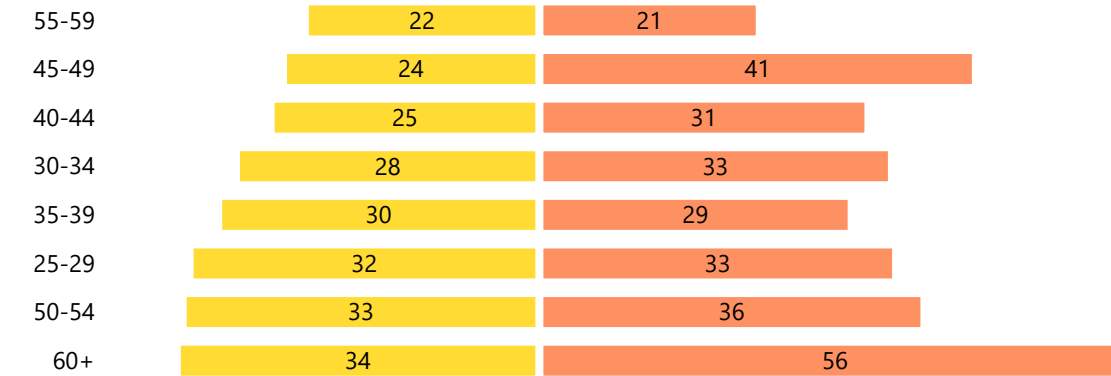


64.10K

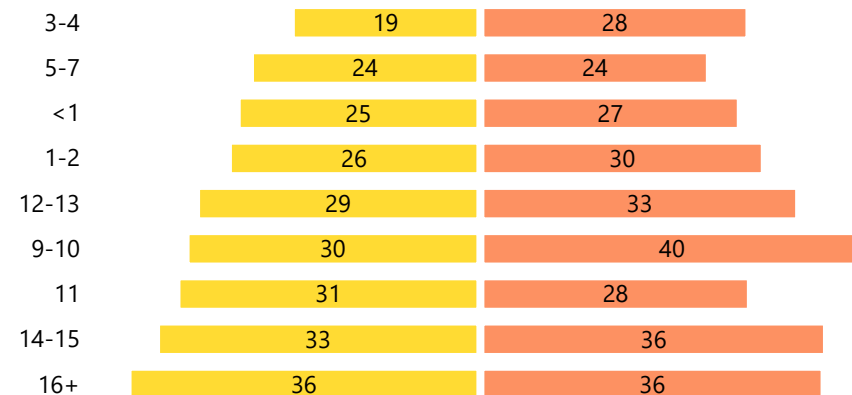
Average Hourly Pay by Department



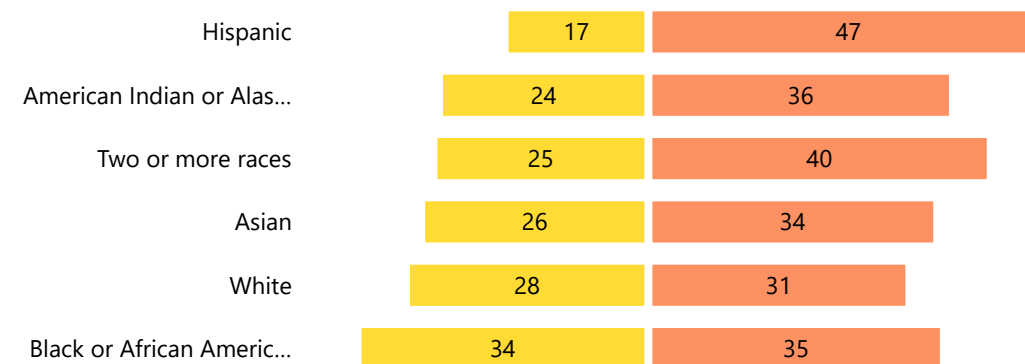
Average Hourly Pay by Age Group



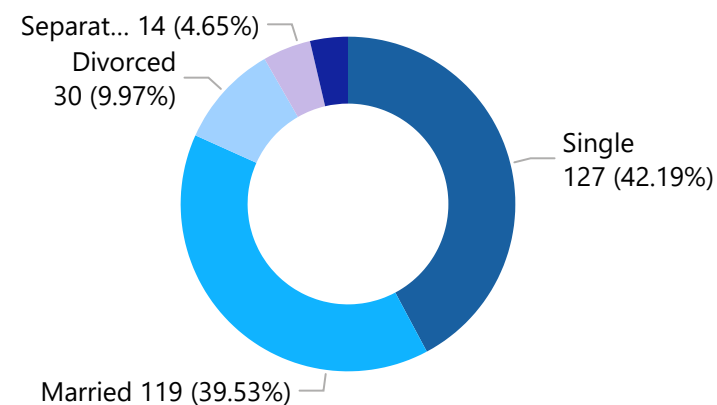
Average Hourly Pay by Tenure



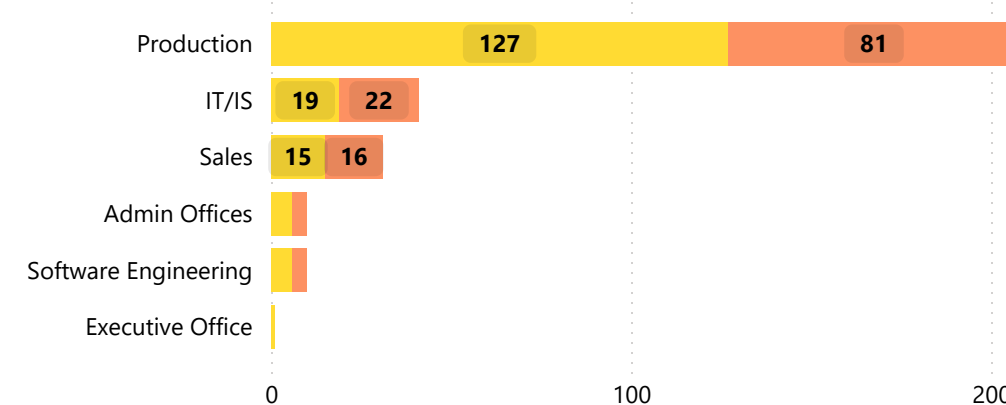
Average Hourly Pay by Race



Workforce by Marital Status



Departmental Workforce Distribution



## KEY INSIGHTS:

**Employee counts match:** 299 total, 200 with performance data

**Gender pay analysis** displays \$8,320 gap clearly

**Department comparisons** reflect analytical findings

**Pay equity visualizations** show 76% below bands

## Recruitment Source Effectiveness

Recruitment Source	Total_emp	Recruitment Cost	Active Emp	Turnover Rate %	
Careerbuilder	1	8K	1		
Website Banner Ads	13	93K	10	7.7%	
On-campus Recruiting	12	90K	8	8.3%	
Employee Referral	31	0K	24	12.9%	
Pay Per Click - Google	21	74K	18	14.3%	
Professional Society	19	23K	15	15.8%	
MBTA ads	17	187K	12	23.5%	
Billboard	16	99K	11	25.0%	
Information Session	4	0K	2	25.0%	
Vendor Referral	15	0K	7	26.7%	

### Build visuals with your data

Select or drag fields from the **Data** pane onto the report canvas.

