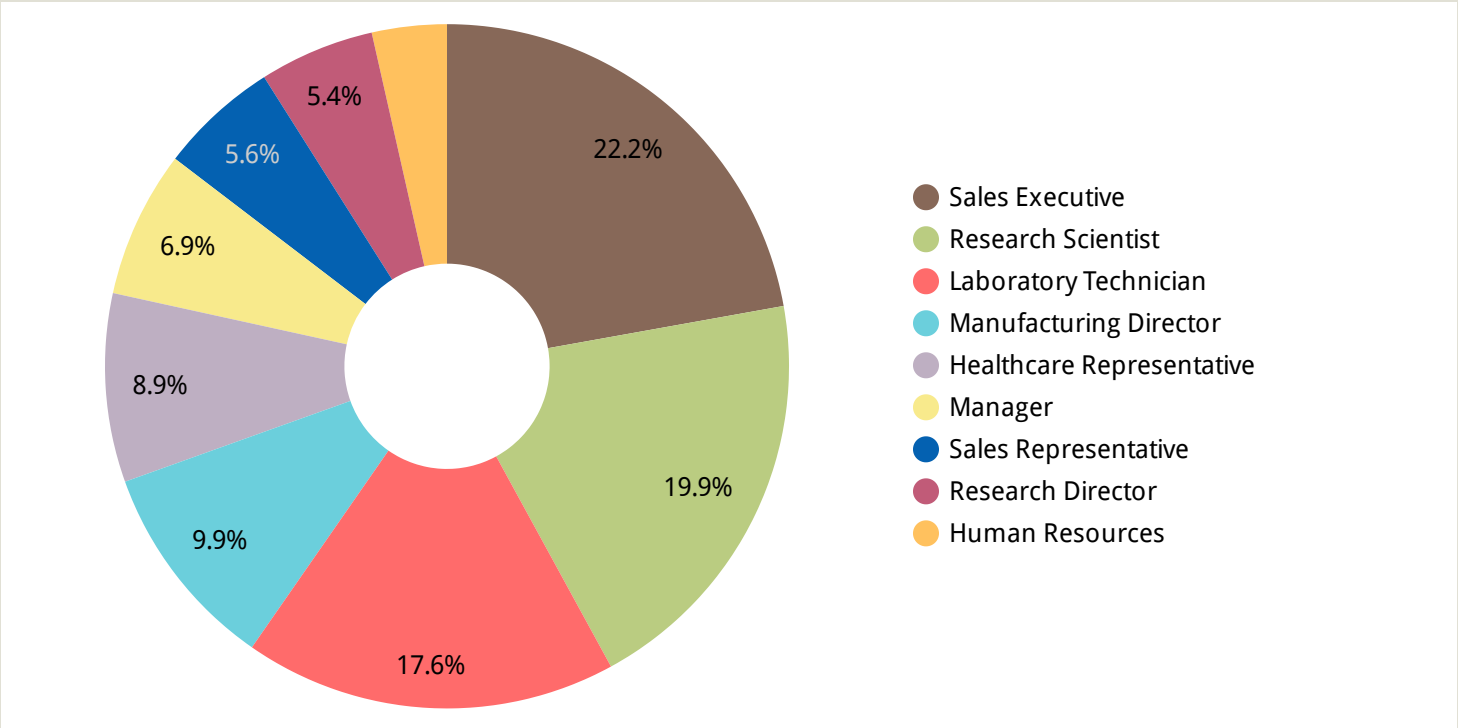


People Analytics Dashboard

Employees percentages by Job Role



of Employees

4,410

Avearge
Tenure

7

Average
Yearly Salary

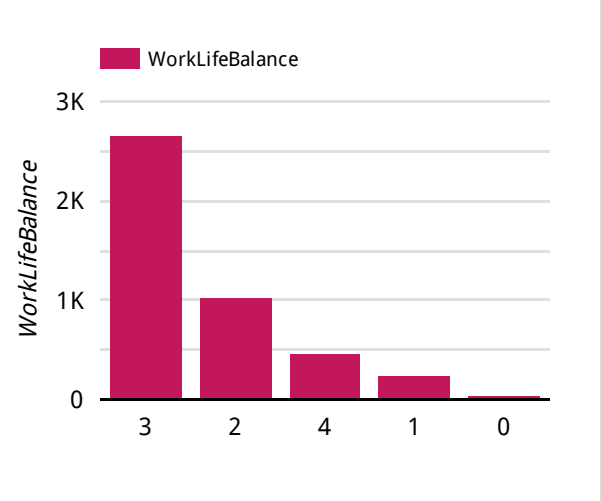
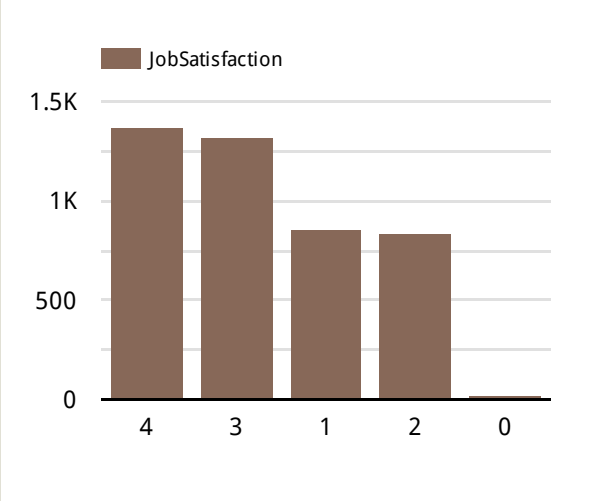
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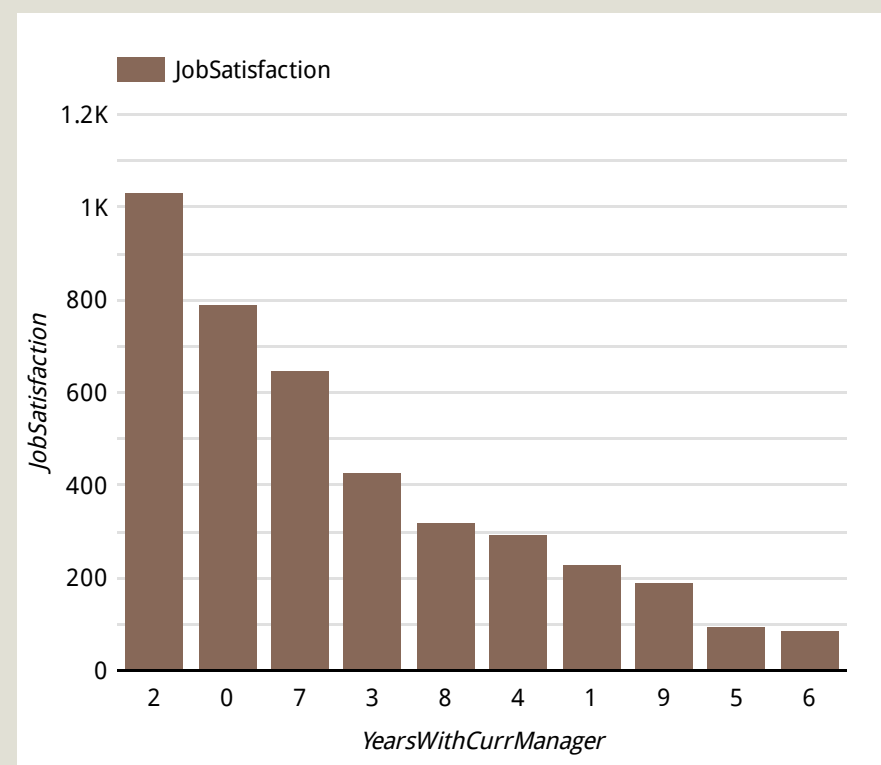
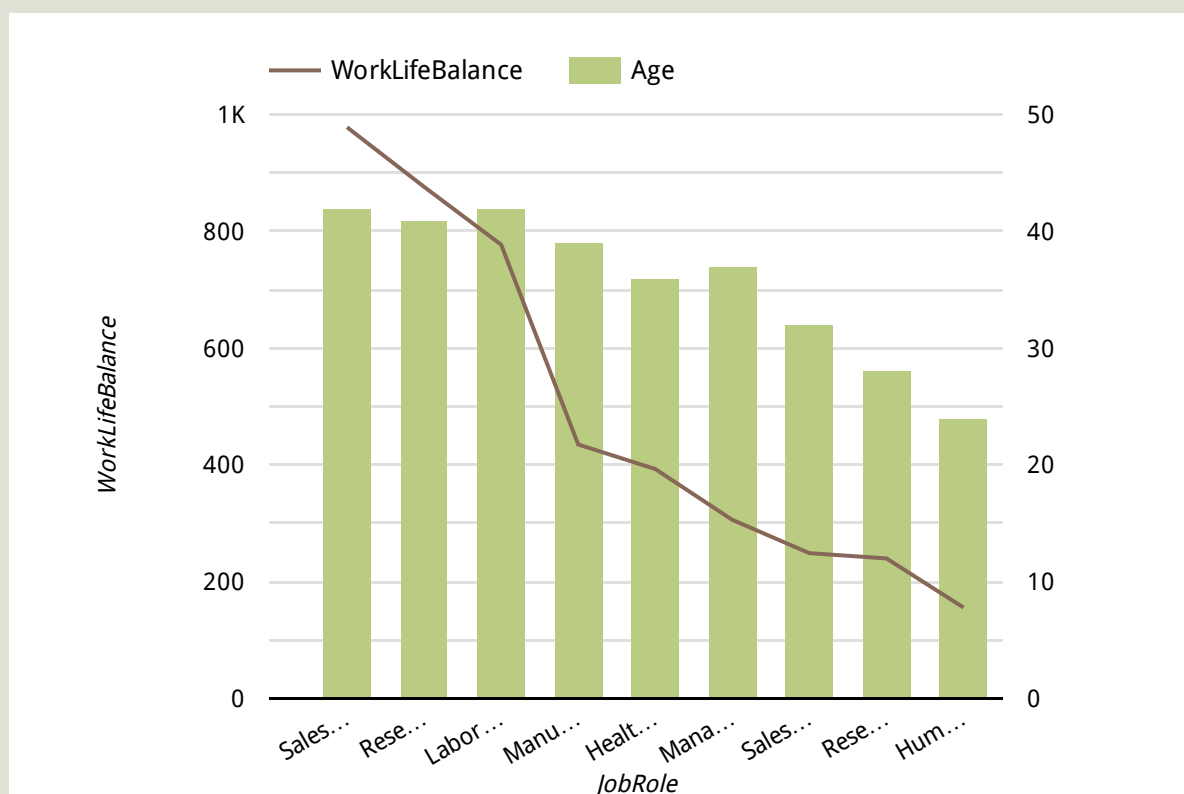
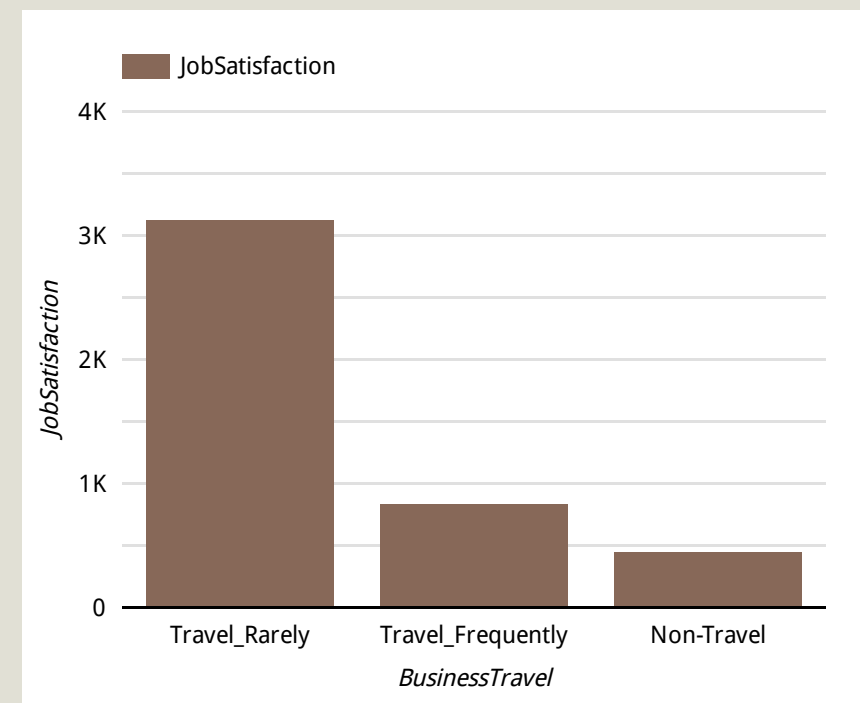
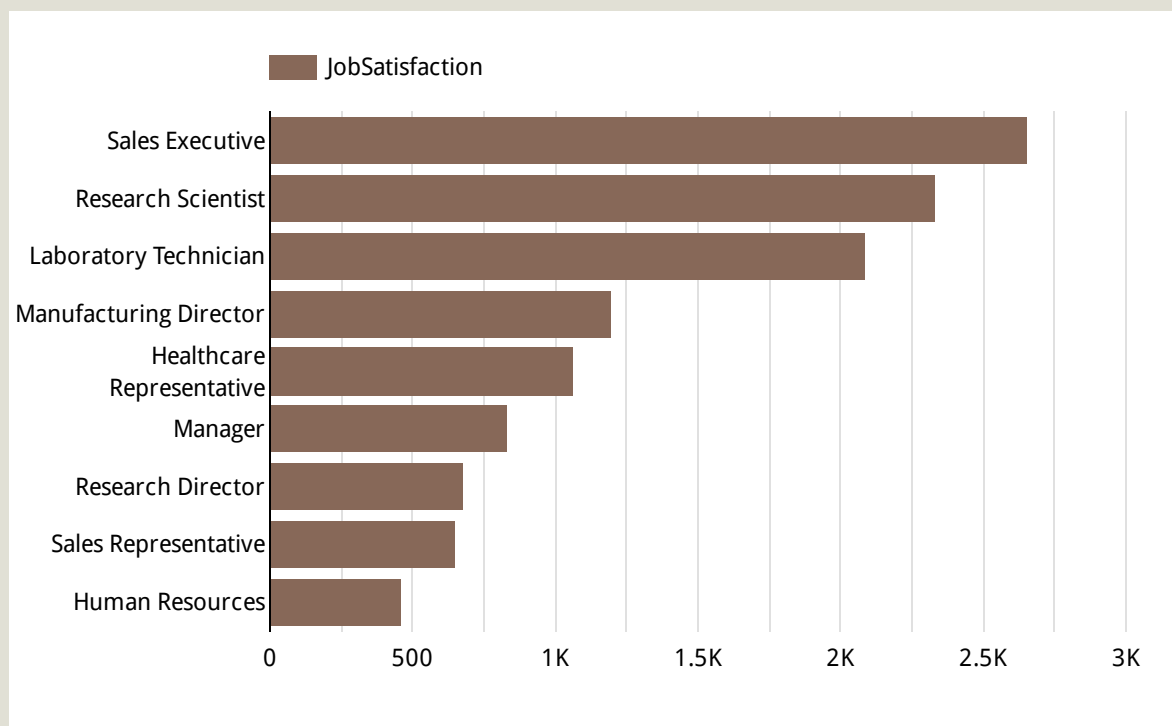
Years Since
Last Promotion

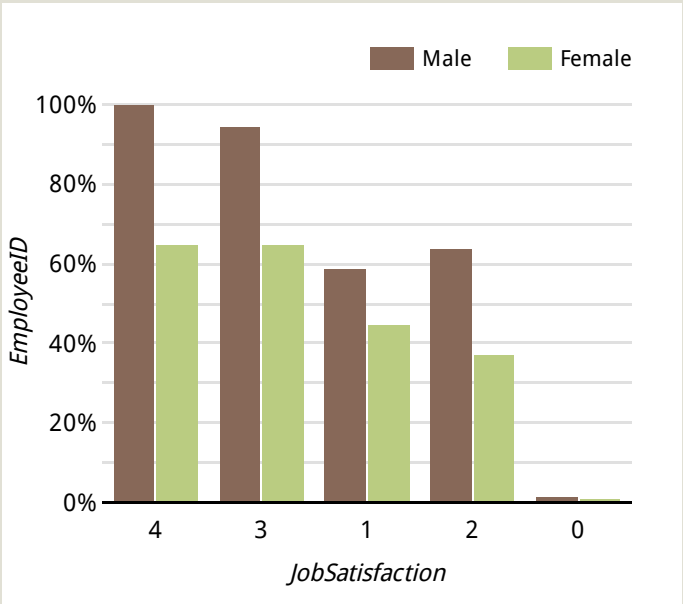
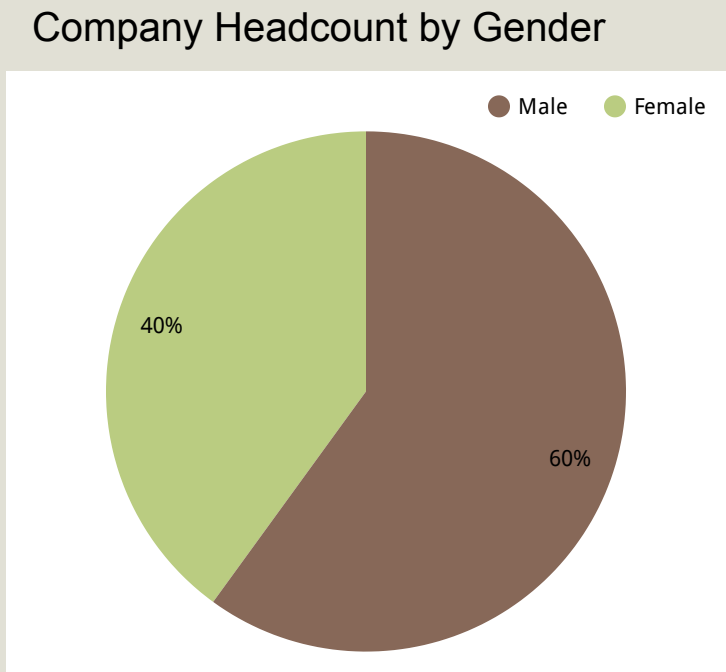
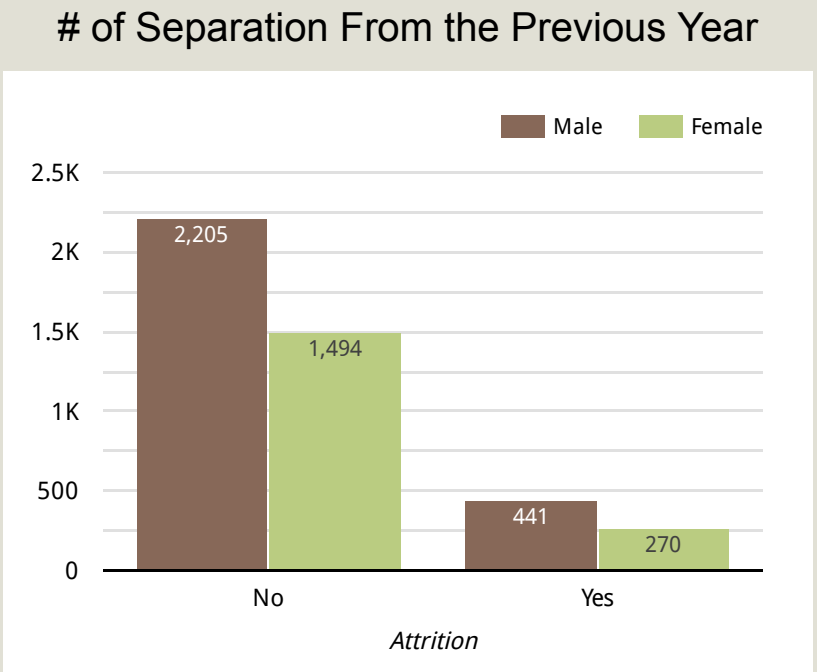
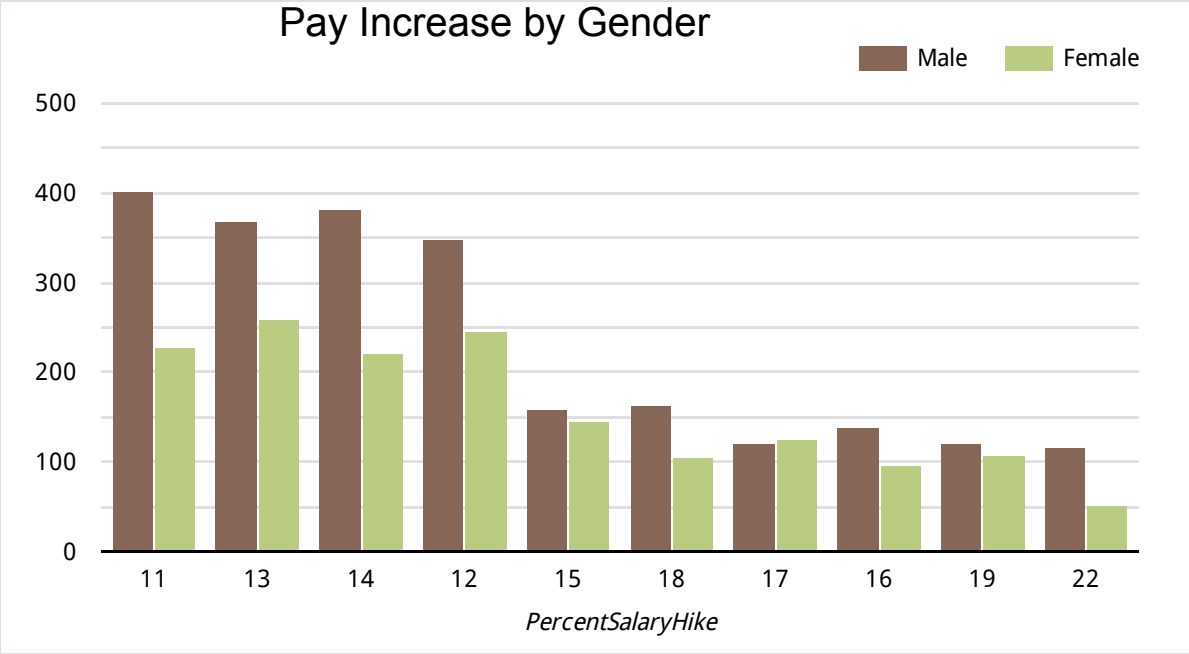
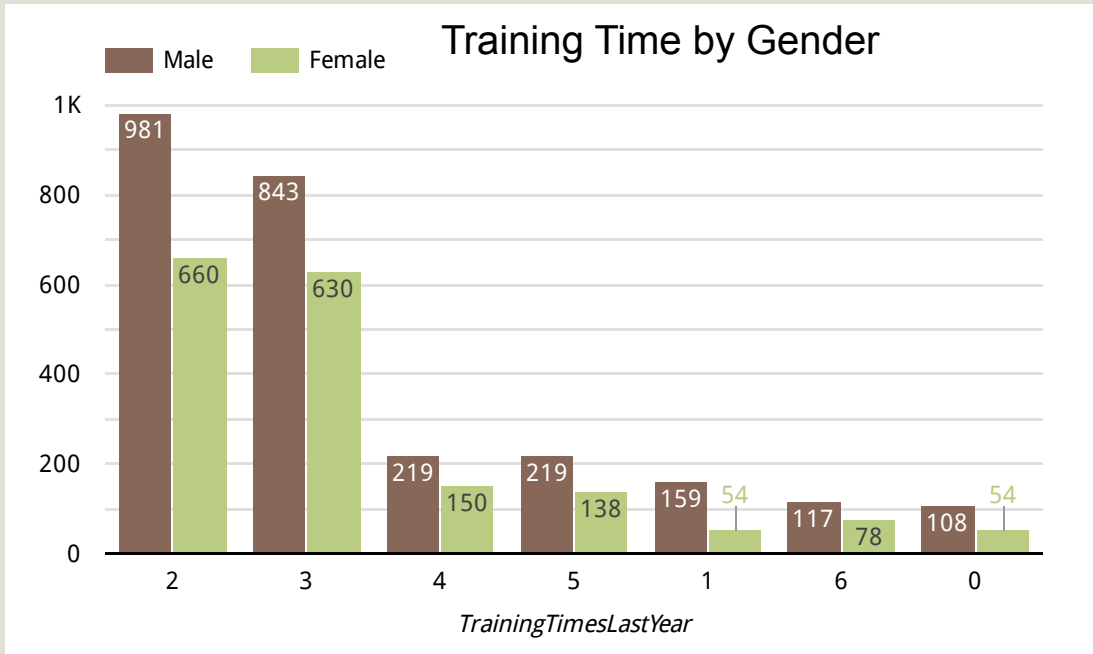
2

Average Hours
Worked (Per Day)

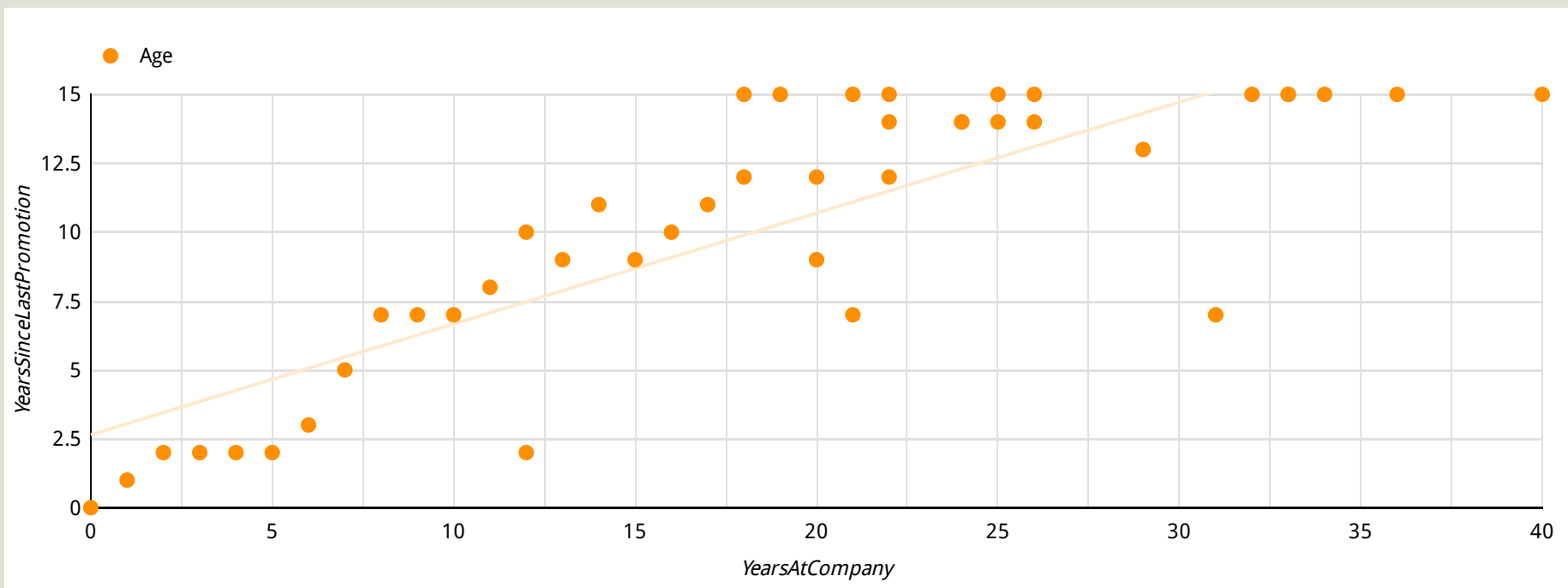
11



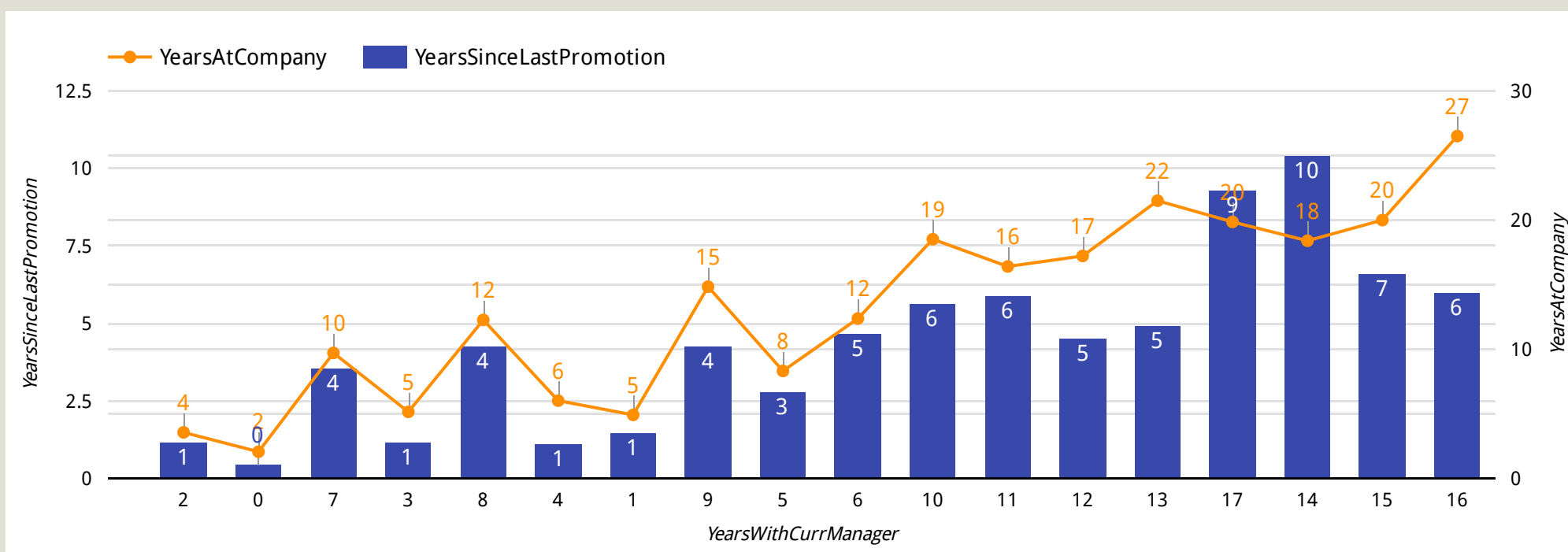




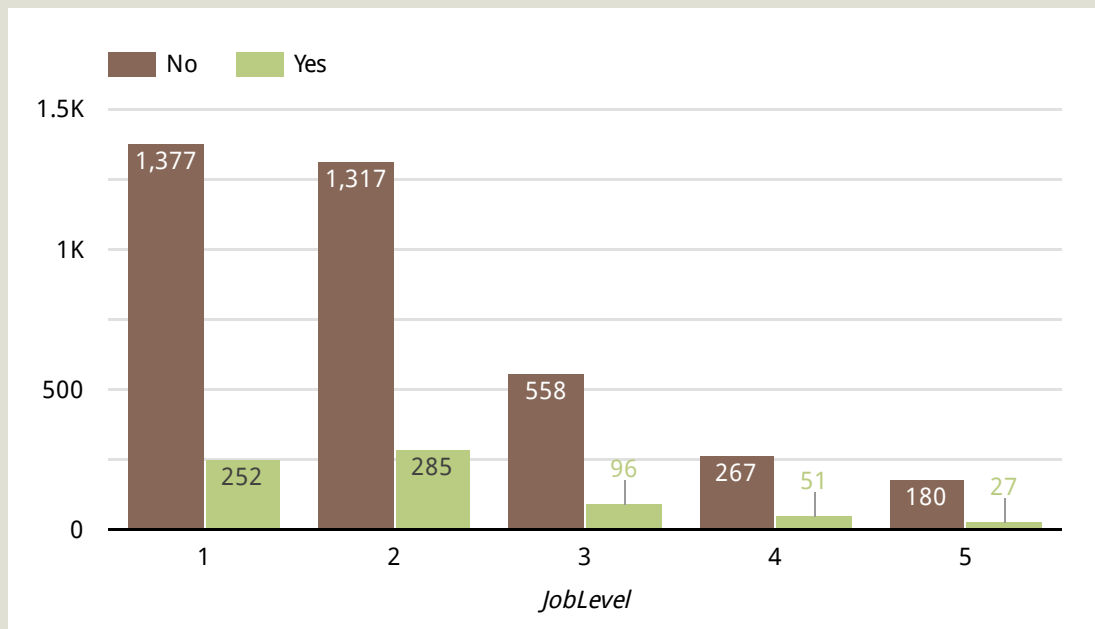
Correlation between Promotion, Age, and Years with Company



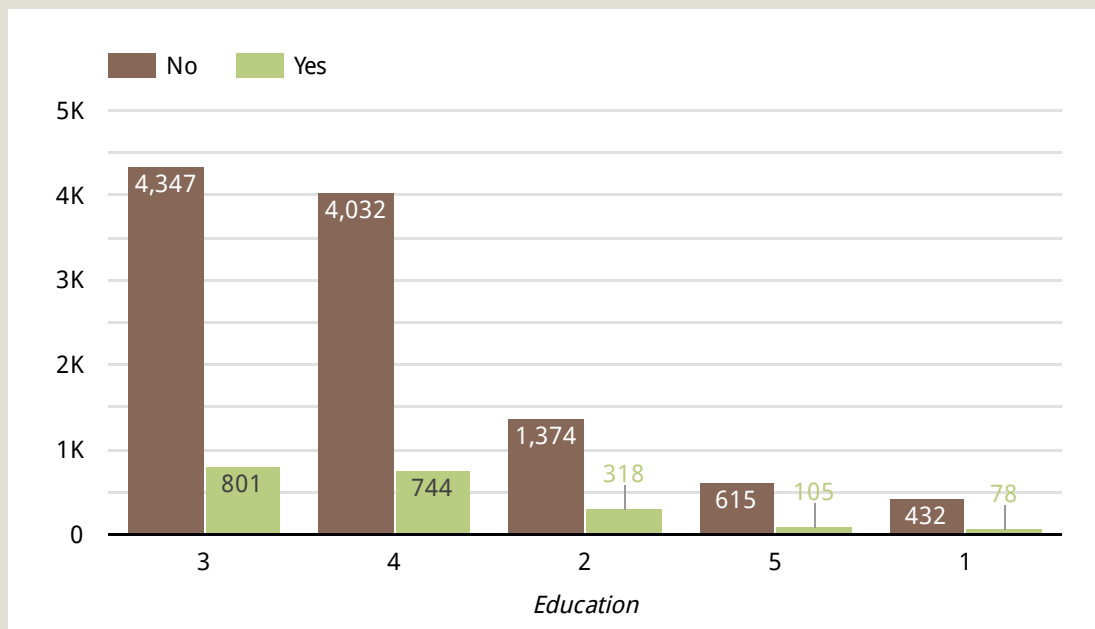
Average time spent with Manager versus promotion



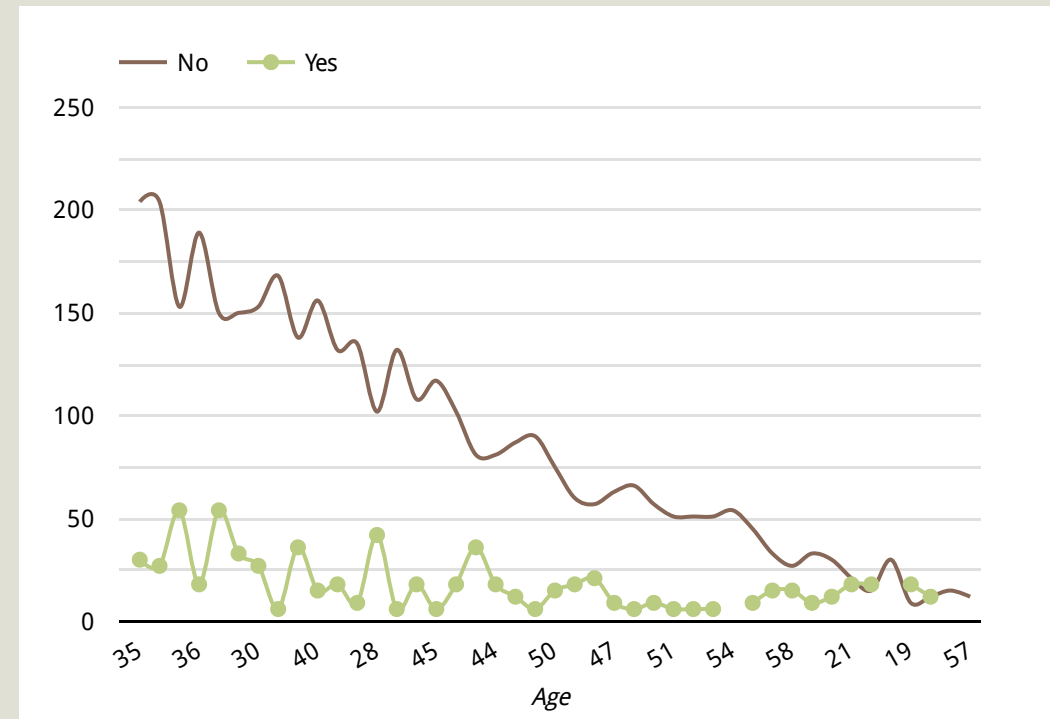
Attrition based on Job Level



Attrition based on Years of Education



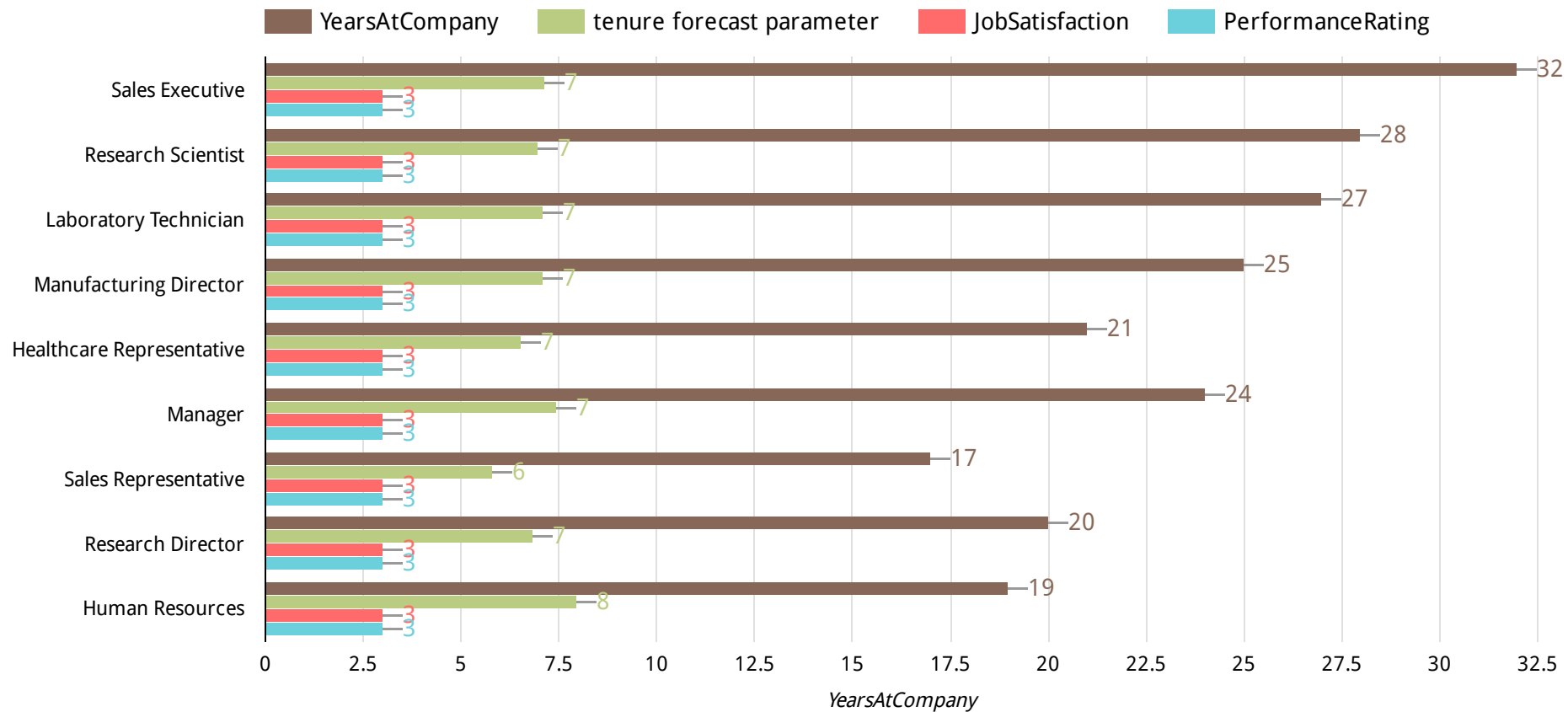
Attrition based on Age



YearsAtCompany
37

tenure forecast parameter
37

Tenure forecast multiplier
1



Observations

Management believes that the level of **attrition is due to the following**:

1. 15 % of employees leaving every year
2. On their own or because they got fired

Job Satisfaction:

- a. Sales Executives, Lab Technicians, and Research Scientists are very happy with their jobs.
- b. Human Resources is the least satisfied with their jobs, followed by Sales Representatives and the Research Director.
- c. The Manager role falls into the borderline area, and more analysis is needed.
- d. Healthcare Representatives and Managing Directors are neutral in their satisfaction levels and need further analysis.
- e. Employees are happy to travel sometimes but not frequently. More importantly, they are not happy with 'no travel' opportunities.
- f. The highest work-life balance falls along the same trend lines as the job satisfaction breakdown. The Sales Executive has the highest work-life balance at an average age of 42.
- g. Human Resources has the lowest work-life balance, and the average age is 24.

Gender breakdown:

- a. More men are hired at the company than women (60% men to 40% women).
- b. Men overall receive more training time than women. The highest amount of training time is 2-3 times per year.
- c. Men receive a higher number of pay increases than their female counterparts at a significantly higher rate. The highest percentage of pay increase falls between 11-14%.
- d. More men leave the company than women based on the previous year's numbers.
- e. Men report a higher level of job satisfaction than their female counterparts by a wide margin.

Promotions:

- a. There is a large and inconsistent gap between promotions at every level within the company.
- b. Outliers: An employee with a tenure of 40 years with the company and 15 years since their last promotion versus an employee with one year at the company and one promotion.
- c. Age seems to be a factor in promotions, with the highest number of promotions falling between the ages of 19 to 47.
- d. The average time between promotions is anywhere from 2.5 to 12.5 years.
- e. The longer employees stay with one manager, the more time between promotions increases dramatically.

Recommendations

Management believes that the level of **attrition** is due to the following:

- 1. 15 % of employees leaving every year
- 2. On their own or because they got fired

Job Satisfaction:

- a. Human Resources, Sales Representatives, and Research Director need more attention to their pain points around job satisfaction and travel opportunities.
- c. Limit the average time with any single manager to 2-3 years. There is a higher level of satisfaction when employees can change managers frequently. The highest satisfaction level is at 2 years.
- d. Increase travel opportunities for roles outside of the Sales Executives. Some travel opportunities are desired across all job roles so long as it is not too often.
- e. Employees are happy to travel sometimes but not frequently. More importantly, they are not happy with 'no travel' opportunities.

Gender breakdown:

- a. Eliminated the salary increases and training time gaps between men and women.

Promotions:

- a. Create greater consistency in how and when employees are promoted. Fifteen years is too long to go without any promotion.
- b. Make sure that women are being promoted at a higher level than they are now which should accompany a salary increase.
- c. Tie training time and promotion to a fast-track program for employees who have a bachelor's degree and/or master's degree.
- d. Require managers to increase role rotations in their departments for younger employees tied to job level increases based on performance ratings.

