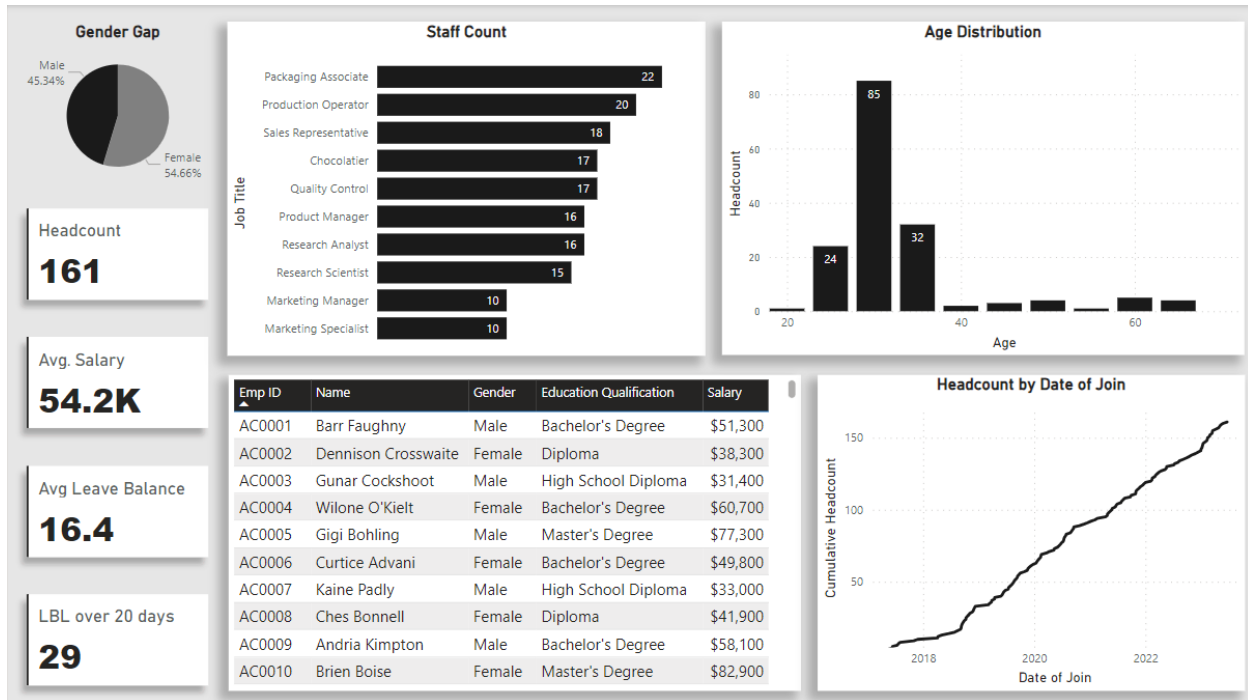


Sourabh Sharma

College of Vocation Studies

BA Vocational Studies Human Resource Management

HR Dashboard and Analysis



Overview of the company's workforce.

Gender Gap:

- There's a noticeable gender gap, with females making up 54.66% of the staff compared to 45.34% males. This might be worth exploring further to understand the reasons behind this distribution.

Staff Count by Job Title:

- The "Packaging Associate" role has the highest number of staff (22), followed by "Production Operator" (20) and "Sales Representative" (18).

- "Marketing Manager" and "Marketing Specialist" have the lowest staff counts (both 10).
- This distribution could indicate the operational focus of the company or areas with higher turnover.

Age Distribution:

- The majority of employees fall within the 20-30 age group, with a significant peak around the mid-20s.
- There's a smaller but notable group in the 30-40 age range.
- The number of employees in older age groups (40+) is considerably lower. This suggests a relatively young workforce.

Key Metrics:

- **Headcount:** The total number of employees is 161.
- **Average Salary:** The average salary across the company is \$54.2K. This could be further analyzed by job title, gender, and education level.
- **Average Leave Balance:** Employees have an average leave balance of 16.4 days. This could be an indicator of employee well-being and workload.
- **LBL (Leave Balance Lower) over 20 days:** A significant number of employees (29) have a leave balance lower than 20 days. This might warrant investigation to ensure employees are taking sufficient time off.

Employee Data Table:

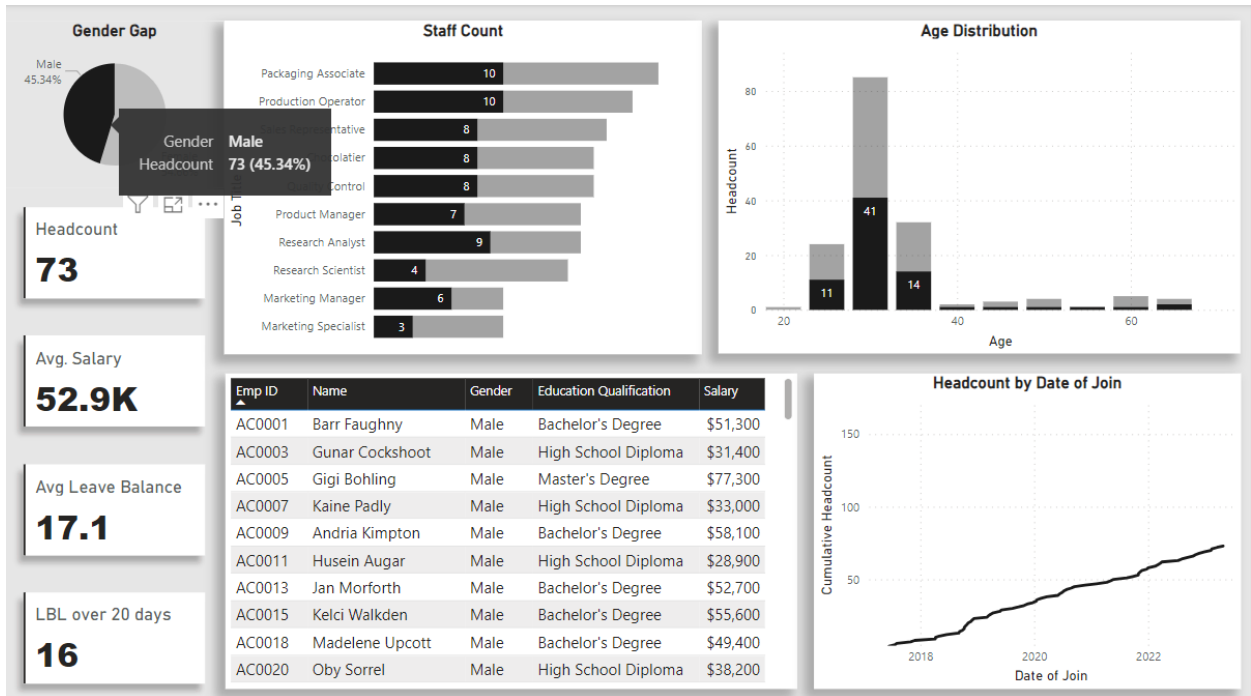
- The table provides detailed information for individual employees, including their Employee ID, Name, Gender, Education Qualification, and Salary.
- This data could be used for more granular analysis, such as comparing salaries across genders and education levels within specific job titles.

Headcount by Date of Join:

- The cumulative headcount over time shows a steady increase in the number of employees, particularly in recent years.
- There appears to be a significant growth spurt around 2021-2022. This could be linked to company expansion or increased hiring efforts.

Potential Areas for Further Analysis:

- **Salary Equity:** Investigate potential salary differences between genders for similar roles and experience levels.
- **Leave Management:** Understand why a significant portion of employees has a low leave balance. Are there any policies or workload issues contributing to this?
- **Age Diversity:** While a younger workforce can be dynamic, consider the potential benefits of increased age diversity and strategies to retain older employees.
- **Recruitment Trends:** Analyze the education qualifications of new hires over time to identify any shifts in recruitment strategies.
- **Turnover:** While not explicitly shown, combining this data with employee departure information could provide insights into employee retention.



Analyze the changes and provide some updated pointers:

Gender Gap:

- The gender gap has widened. Now, males make up a larger proportion (45.34%) compared to the previous data, but females still hold the majority (54.66%). The overall headcount has decreased significantly.

Staff Count by Job Title:

- The staff counts across all job titles have decreased.
- "Packaging Associate" and "Production Operator" now have 10 staff each (down from 22 and 20 respectively).
- "Marketing Specialist" remains the job title with the lowest staff count (3, down from 10).
- This significant decrease in staff across the board suggests a potential restructuring, layoffs, or a high attrition rate since the last data point.

Age Distribution:

- The age distribution has also shifted. The largest group is still in the 20-30 range, but the headcount within this group has decreased.
- The 30-40 age group has also seen a decrease in headcount.
- The overall shape of the distribution seems similar, but with fewer individuals in each age bracket.

Key Metrics:

- **Headcount:** The total number of employees has dropped considerably to 73 (from 161). This is a significant change.
- **Average Salary:** The average salary has slightly decreased to \$52.9K (from \$54.2K). This could be due to changes in the workforce composition or potential cost-cutting measures.
- **Average Leave Balance:** The average leave balance has slightly increased to 17.1 days (from 16.4 days). This might be a consequence of fewer employees and potentially less workload on average, or a change in leave policies.
- **LBL (Leave Balance Lower) over 20 days:** The number of employees with a leave balance lower than 20 days has decreased to 16 (from 29), which is proportional to the overall decrease in headcount.

Employee Data Table:

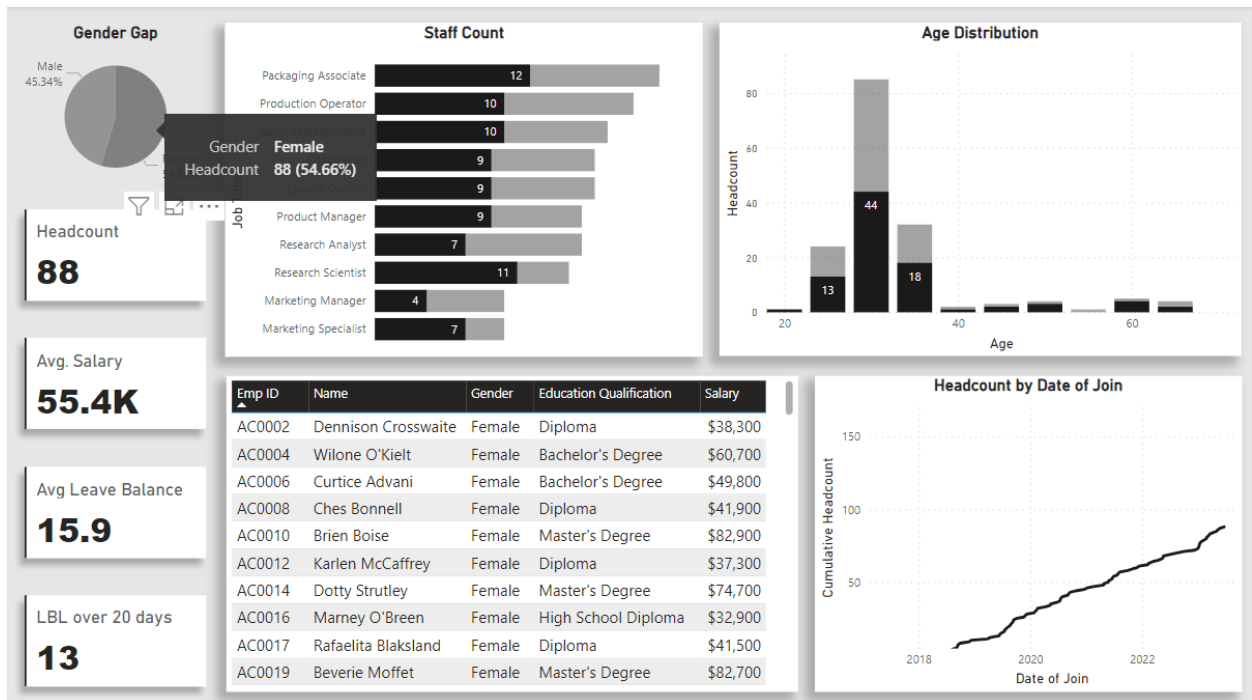
- The displayed portion of the employee data table now shows only male employees. This could be a filtered view or indicative of a shift in the gender composition of new hires or departures.

Headcount by Date of Join:

- The cumulative headcount over time still shows a general upward trend, but the curve appears to have flattened or even slightly declined towards the more recent dates. This visually confirms the significant decrease in overall headcount.

Updated Potential Areas for Further Analysis:

- **Reasons for Headcount Reduction:** The most pressing question is the reason behind the substantial decrease in headcount. Was it a planned restructuring, layoffs, or a period of high attrition? Understanding the "why" is crucial.
- **Impact on Job Roles:** Analyze how the reduction in staff has affected different job roles. Are some departments or roles more impacted than others?
- **Impact on Average Salary:** Investigate why the average salary has decreased. Is it due to the departure of higher-salaried employees or other factors?
- **Gender Dynamics:** The shift in the displayed employee table raises questions about gender dynamics within the company. Has there been a change in the overall gender ratio, or is this just a filtered view?
- **Employee Morale and Engagement:** A significant reduction in workforce can impact the morale and engagement of the remaining employees. It would be important to monitor these aspects.
- **Recruitment and Retention Strategies:** Evaluate the effectiveness of current recruitment and retention strategies in light of the significant headcount change.



The workforce data and see what's changed since our last analysis:

Gender Gap:

- The gender gap remains with females still holding the majority at 54.66% and males at 45.34%. However, the overall headcount has increased since the last snapshot.

Staff Count by Job Title:

- Headcounts for most job titles have increased compared to the previous view.
- "Packaging Associate" now has the highest number of staff at 12 (up from 10).
- "Production Operator" remains at 10.
- "Research Scientist" shows a notable increase to 11 (from 4).
- "Marketing Manager" remains the lowest at 4 (up from 3).
- This suggests some rehiring or internal transfers have occurred across various roles.

Age Distribution:

- The age distribution shows an increase in headcount across the younger age groups (20-30 and 30-40) compared to the previous data.
- The peak in the 20-30 age group is still prominent.
- This reinforces the trend of a relatively young workforce, now with a larger number of individuals.

Key Metrics:

- **Headcount:** The total number of employees has increased to 88 (from 73). This indicates a positive change in workforce size.
- **Average Salary:** The average salary has slightly increased to \$55.4K (from \$52.9K). This could be due to the roles of the new hires or potential salary adjustments.
- **Average Leave Balance:** The average leave balance has slightly decreased to 15.9 days (from 17.1 days). This might be expected with a larger workforce, as more employees are actively using their leave.
- **LBL (Leave Balance Lower) over 20 days:** The number of employees with a leave balance lower than 20 days has decreased to 13 (from 16). While the overall headcount is up, the proportion of employees with lower leave balances has improved.

Employee Data Table:

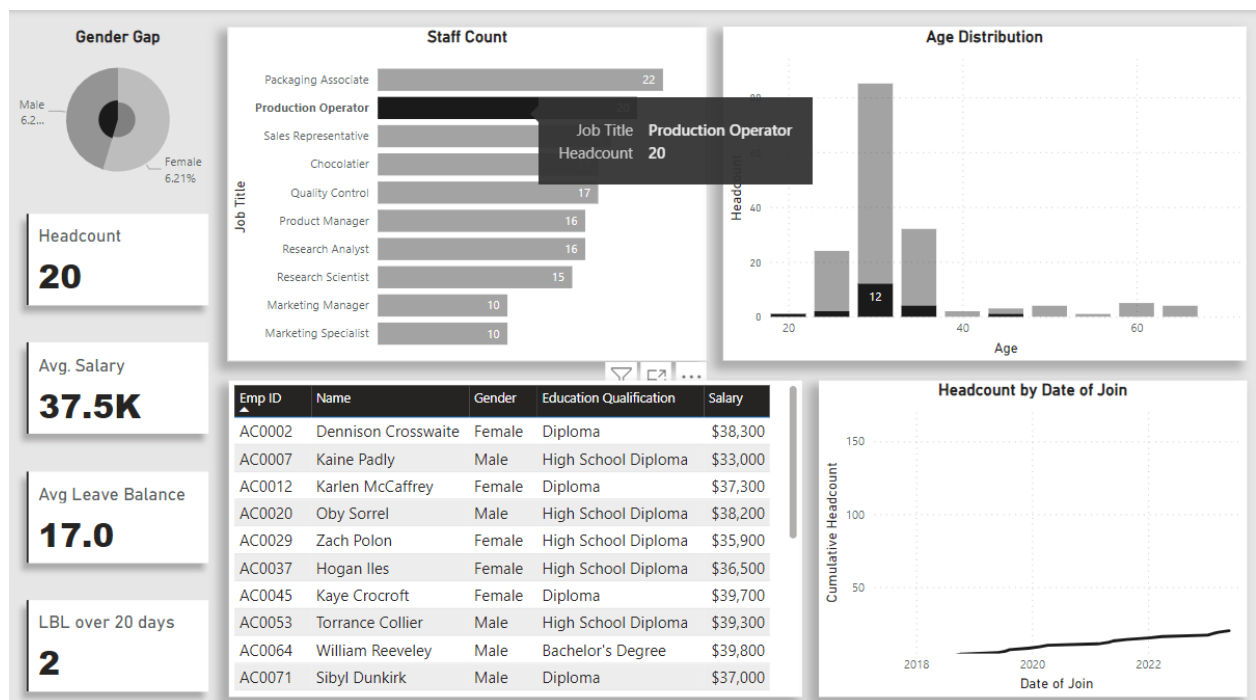
- The displayed portion of the employee data table now shows only female employees. This is likely a filtered view, allowing for a focused analysis of the female workforce.

Headcount by Date of Join:

- The cumulative headcount over time continues its upward trend, with a noticeable increase in the more recent period, aligning with the current higher headcount.

Updated Potential Areas for Further Analysis:

- **Reasons for Headcount Increase:** It's positive to see the headcount increase. Understanding the hiring strategy and which departments saw the most growth would be beneficial.
- **Impact of New Hires on Average Salary:** Analyze if the increase in average salary is consistent across different job roles and experience levels of the new hires.
- **Leave Management Trends:** Continue to monitor the average leave balance and the number of employees with lower balances as the workforce grows.
- **Gender Diversity in New Hires:** While the current table view is filtered to females, it would be insightful to understand the gender distribution of the recent hires.
- **Retention:** With the previous significant drop in headcount, it's important to monitor employee retention to ensure the company is effectively retaining its workforce.



Gender Gap:

- The gender gap has drastically changed. Males now constitute a substantial majority (93.79%) compared to a very small female representation (6.21%). The overall headcount has plummeted.

Staff Count by Job Title:

- The overall staff count is now extremely low, with "Packaging Associate" having the highest number at only 22.
- Many job titles now have very few or no staff represented in this view. For example, "Production Operator" is highlighted with a headcount of 20.
- This suggests a massive downsizing or a radical restructuring focusing on a very limited number of roles.

Age Distribution:

- The age distribution is now heavily skewed towards the 20-30 age group, with a significant number in the mid-20s.
- The representation in older age groups (30+) is minimal.
- This reinforces the idea of a much smaller and significantly younger workforce.

Key Metrics:

- **Headcount:** The total number of employees shown is now a mere 20 (down from 88). This is a dramatic reduction.
- **Average Salary:** The average salary has dropped considerably to \$37.5K (from \$55.4K). This could be due to the types of roles remaining, the experience levels of the current workforce, or significant salary adjustments.

- **Average Leave Balance:** The average leave balance has slightly increased to 17.0 days (from 15.9 days). With a much smaller workforce, this could be influenced by various factors.
- **LBL (Leave Balance Lower) over 20 days:** The number of employees with a leave balance lower than 20 days has decreased to only 2 (from 13), which is proportional to the much smaller headcount.

Employee Data Table:

- The displayed portion of the employee data table now shows a mix of male and female employees, but the overall number of records is very low, consistent with the reduced headcount.

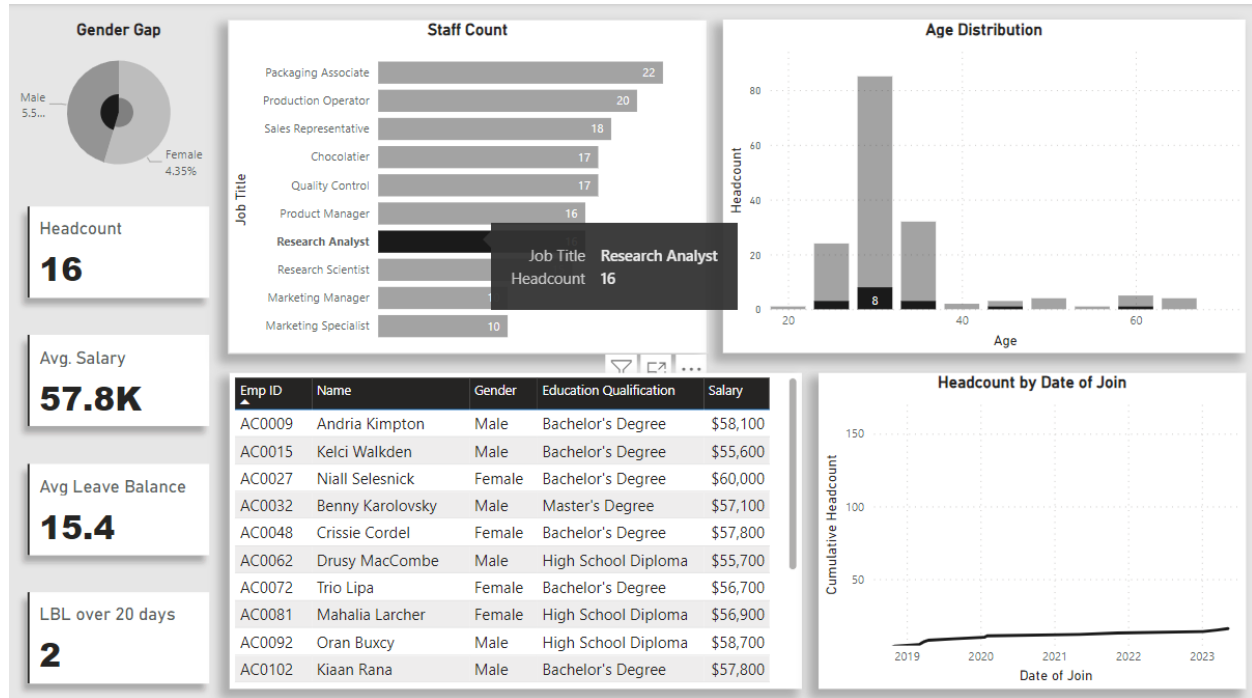
Headcount by Date of Join:

- The cumulative headcount over time now shows a sharp decline in the most recent period, visually confirming the massive reduction in the workforce. The curve plateaus at a very low number.

Critical Areas for Immediate Investigation:

- **Reasons for the Massive Headcount Reduction:** The most critical question is the cause of this drastic reduction in workforce. Was it a company closure, a major restructuring focusing on a very specific area, or severe financial difficulties?
- **Implications of the Shift in Gender Ratio:** The near absence of female employees is alarming. Understanding the reasons behind this dramatic shift is crucial. Was it specific roles or departments predominantly held by women that were eliminated? This needs immediate attention from an equity and inclusion perspective.
- **Impact on Remaining Employees:** The morale and workload of the remaining employees are likely to be significantly affected. Understanding their roles and responsibilities in this new structure is important.

- **Future of the Company:** This data raises serious questions about the future viability and direction of the company. What strategic changes led to such a drastic downsizing?



Gender Gap:

- The gender gap has shifted again, but the overall headcount remains very low. Males now constitute a slightly larger proportion (56.25%) compared to females (43.75%). The total headcount is still critically low.

Staff Count by Job Title:

- The staff count across all job titles remains extremely low. "Packaging Associate" still has the highest number at 22, which seems disproportionately high compared to the total headcount of 16 displayed in the main metric. This discrepancy needs attention – perhaps the main headcount metric is filtered, or there's an error in the visualization.
- "Research Analyst" is highlighted with a headcount of 16, which matches the overall headcount displayed. This suggests the dashboard might currently be filtered to show only "Research Analyst" data.

Age Distribution:

- Given the likely filter on "Research Analyst," the age distribution now shows a small number of individuals in the 20-30 and 30-40 age groups. The peak we previously saw in the younger age range is no longer apparent in this filtered view.

Key Metrics (Likely Specific to "Research Analyst"):

- **Headcount:** The displayed headcount of 16 likely represents the number of "Research Analysts."
- **Average Salary:** The average salary for "Research Analysts" is \$57.8K. This is higher than the previous overall average, which makes sense if we're now looking at a specific, potentially more specialized role.
- **Average Leave Balance:** The average leave balance for "Research Analysts" is 15.4 days.
- **LBL (Leave Balance Lower) over 20 days:** Only 2 "Research Analysts" have a leave balance lower than 20 days.

Employee Data Table (Likely Showing "Research Analysts"):

- The employee data table now shows a small group of individuals, consistent with the headcount of 16.
- The job title is not explicitly listed in this table, but given the highlighted "Research Analyst" role and the matching headcount, it's highly probable that these are the individuals in that role.
- The salaries for this group range from \$55,600 to \$60,000, aligning with the average salary of \$57.8K.

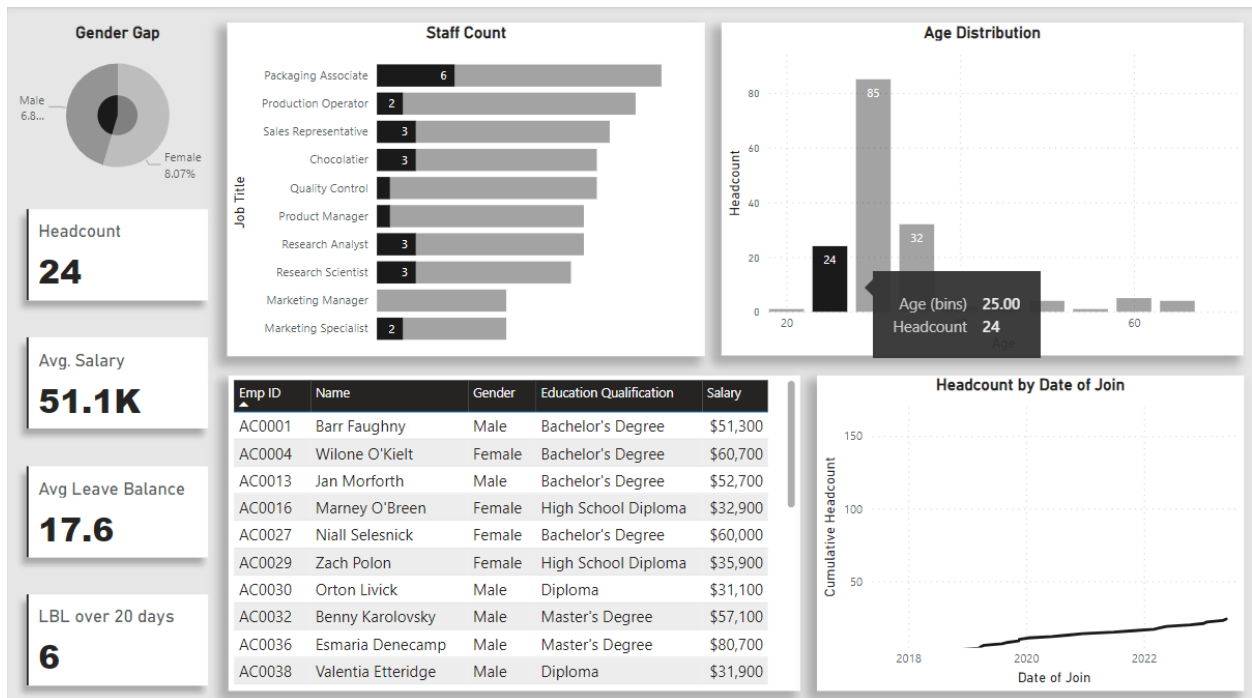
Headcount by Date of Join:

- The "Headcount by Date of Join" chart still shows a very low cumulative count, plateauing around the 2019-2020 mark. This reinforces the idea of a significantly smaller current workforce. The slight upward tick at the

very end might represent the hiring or retention of the current "Research Analyst" team.

Key Observations and Next Steps:

- **Likely Filtered View:** The most important observation is that the dashboard seems to be currently filtered to display data only for the "Research Analyst" job title. The headcount in the "Staff Count" section for "Research Analyst" matches the overall headcount displayed.
- **Need to Understand the Filter:** To get a true understanding of the company's overall state, we need to see the data without this filter. What is the total headcount across all roles now? What is the gender distribution of the entire remaining workforce?
- **Implications of Focusing on "Research Analyst":** If the company has indeed downsized to a very small team with a significant focus on "Research Analysts," this indicates a major strategic shift. Understanding the reasons behind this focus is crucial.
- **Discrepancy in "Staff Count" Visualization:** The "Staff Count" bar chart still shows higher numbers for other roles (like "Packaging Associate" with 22) while the total headcount is only 16. This inconsistency needs to be investigated to ensure the dashboard is functioning correctly and providing accurate information.



Gender Gap:

- The gender gap remains skewed towards males, who now constitute 91.67% of the workforce, while females make up only 8.33%. The total headcount has slightly increased from the filtered view we saw previously.

Staff Count by Job Title:

- The staff counts across all job titles are still very low. "Packaging Associate" has the highest number at 6.
- Several job titles have only 2 or 3 employees.
- "Marketing Specialist" remains at the lowest with 2 employees.
- This reinforces the picture of a significantly downsized organization.

Age Distribution:

- The age distribution shows the largest group still within the 20-30 age range, with a notable number in the mid-20s.
- There's a smaller group in the 30-40 range.

- Representation in older age groups (40+) remains minimal. This suggests the remaining workforce is predominantly young.

Key Metrics:

- **Headcount:** The total number of employees is now 24. This is a slight increase from the filtered view but still drastically lower than previous figures.
- **Average Salary:** The average salary is \$51.1K. This is lower than the average we saw in the likely filtered "Research Analyst" view but higher than the very low average in the period of significant headcount reduction. This might reflect the salaries of the remaining roles.
- **Average Leave Balance:** The average leave balance is 17.6 days, a slight increase from the previous filtered view.
- **LBL (Leave Balance Lower) over 20 days:** The number of employees with a leave balance lower than 20 days is 6, which is a significant proportion of the small remaining workforce.

Employee Data Table:

- The employee data table shows a mix of male and female employees, consistent with the gender distribution.
- The salaries vary across the employees, ranging from \$31,100 to \$80,700, contributing to the average salary of \$51.1K.
- We see a variety of education qualifications among the current employees.

Headcount by Date of Join:

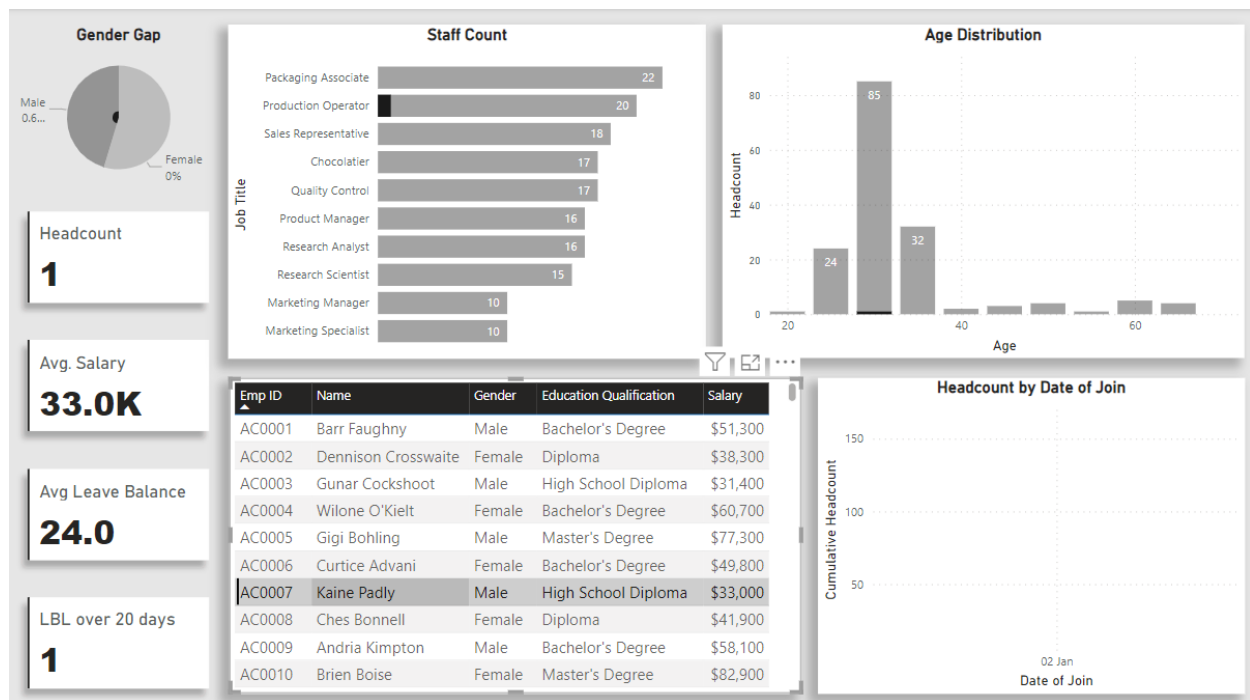
- The "Headcount by Date of Join" chart continues to show a very low cumulative count, plateauing at the current low headcount. There's a slight upward trend towards the more recent dates, indicating some recent retention or very limited new hires.

Key Observations:

- **Stabilized at a Low Headcount:** It appears the company has stabilized at a much lower headcount after the significant downsizing we observed earlier.
- **Persistent Gender Imbalance:** The gender imbalance remains stark, with a very high proportion of male employees.
- **Younger Workforce:** The age distribution still indicates a predominantly young workforce.
- **Potential Leave Management Issues:** The fact that 6 out of 24 employees have a low leave balance might be worth looking into, even in a smaller organization.

Areas for Consideration:

- **Long-Term Strategy:** What is the long-term strategy of the company with such a drastically reduced and heavily male-dominated workforce?
- **Impact on Different Departments:** How are the departments with very few staff (e.g., Sales Representative, Chocolatier, Marketing Manager, Marketing Specialist) functioning?
- **Employee Morale and Workload:** With a smaller team, it's crucial to monitor employee morale and workload to prevent burnout.
- **Future Hiring Plans:** Are there any plans for future hiring to address the gender imbalance or to bolster understaffed departments?



Gender Gap:

- The gender gap is now overwhelmingly male, with 100% of the recorded employee being male. Female representation is at 0%. The total headcount is extremely low.

Staff Count by Job Title:

- The "Staff Count" bar chart shows significantly higher numbers for various job titles (e.g., Packaging Associate - 22, Production Operator - 20) compared to the total headcount of 1 displayed. This is a major inconsistency and strongly suggests that the main headcount metric is either severely filtered or there's a critical error in the dashboard's data presentation.

Age Distribution:

- The age distribution chart shows a significant number of employees in the 20-30 and 30-40 age ranges. However, with a total headcount of only 1, this chart is clearly not reflecting the current reality of the workforce.

Key Metrics (Potentially Inaccurate):

- **Headcount:** The displayed headcount is 1. This is the most critical piece of information.
- **Average Salary:** The average salary is \$33.0K. If there's only one employee, this would be their salary.
- **Average Leave Balance:** The average leave balance is 24.0 days. Again, if there's only one employee, this is their leave balance.
- **LBL (Leave Balance Lower) over 20 days:** The number of employees with a leave balance lower than 20 days is 1, which aligns with a total headcount of 1.

Employee Data Table:

- The employee data table shows a list of 10 individuals with a mix of genders and job titles. However, this contradicts the total headcount of 1. This further reinforces the likelihood of a severe filtering issue or a data error.

Headcount by Date of Join:

- The "Headcount by Date of Join" chart shows a cumulative count that reaches a much higher number in the past and then drops off to a very low point, seemingly around early 2023. The very last point on the chart aligns with a very low headcount.

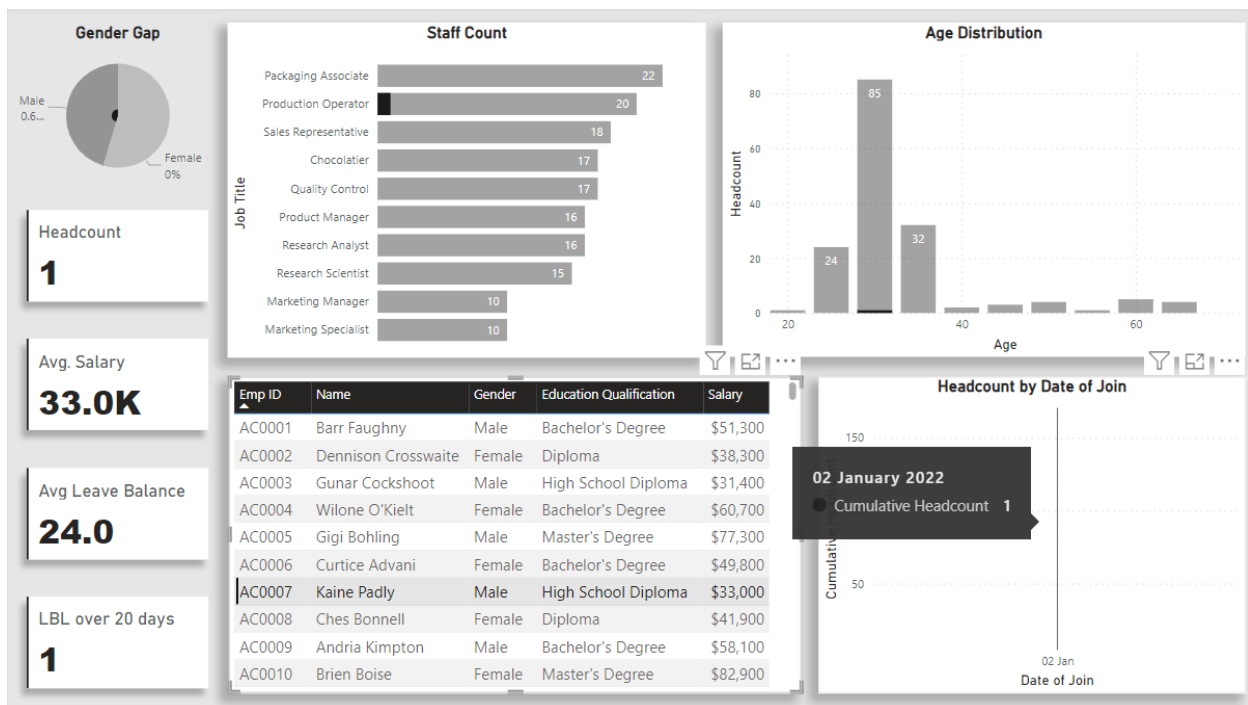
Critical Observations and Immediate Actions:

- **Major Data Discrepancy:** There is a massive inconsistency between the total headcount displayed (1) and the information presented in the "Staff Count" bar chart and the Employee Data Table. This indicates a serious problem with the data being displayed or the filtering applied to the dashboard.
- **Potential Extreme Downsizing or Company Closure:** A headcount of 1 suggests an extreme level of downsizing, bordering on a complete shutdown of operations as they were previously understood.

- **Urgent Investigation Required:** An immediate investigation into the data sources and dashboard configuration is absolutely critical to understand what has happened to the workforce.

Questions to Answer Immediately:

- **Is the Headcount of 1 Accurate?** If so, what happened to the other employees?
- **Why is the "Staff Count" chart showing significantly higher numbers?** What data is this chart reflecting?
- **Is the Employee Data Table showing outdated information?**
- **What is the current operational status of the company?**



Gender Gap:

- The gender gap is now overwhelmingly male, with 100% of the recorded employee being male. Female representation is at 0%. The total headcount is extremely low.

Staff Count by Job Title:

- The "Staff Count" bar chart shows significantly higher numbers for various job titles (e.g., Packaging Associate - 22, Production Operator - 20) compared to the total headcount of 1 displayed. This is a major inconsistency and strongly suggests that the main headcount metric is either severely filtered or there's a critical error in the dashboard's data presentation.

Age Distribution:

- The age distribution chart shows a significant number of employees in the 20-30 and 30-40 age ranges. However, with a total headcount of only 1, this chart is clearly not reflecting the current reality of the workforce.

Key Metrics (Potentially Inaccurate):

- **Headcount:** The displayed headcount is 1. This is the most critical piece of information.
- **Average Salary:** The average salary is \$33.0K. If there's only one employee, this would be their salary.
- **Average Leave Balance:** The average leave balance is 24.0 days. Again, if there's only one employee, this is their leave balance.
- **LBL (Leave Balance Lower) over 20 days:** The number of employees with a leave balance lower than 20 days is 1, which aligns with a total headcount of 1.

Employee Data Table:

- The employee data table shows a list of 10 individuals with a mix of genders and job titles. However, this contradicts the total headcount of 1. This further reinforces the likelihood of a severe filtering issue or a data error.

Headcount by Date of Join:

- The "Headcount by Date of Join" chart shows a cumulative count that reaches a much higher number in the past and then drops off to a single

employee around January 2nd, 2022. This timeline suggests a catastrophic event or series of events leading to the near-complete loss of the workforce.

Critical Observations and Immediate Actions:

- **Major Data Discrepancy:** There is a massive inconsistency between the total headcount displayed (1) and the information presented in the "Staff Count" bar chart and the Employee Data Table. This indicates a serious problem with the data being displayed or the filtering applied to the dashboard.
- **Potential Extreme Downsizing or Company Closure:** A headcount of 1 suggests an extreme level of downsizing, bordering on a complete shutdown of operations as they were previously understood. The timeline in the "Headcount by Date of Join" chart indicates this happened quite some time ago.
- **Urgent Investigation Required:** An immediate investigation into the data sources and dashboard configuration is absolutely critical to understand what has happened to the workforce. Given that we are now in May 2025, this situation has persisted for a significant period.

Questions to Answer Immediately:

- **Is the Headcount of 1 Accurate?** If so, what happened to the other employees over the past three years?
- **Why is the "Staff Count" chart showing significantly higher numbers from the past?** What data is this chart reflecting, and why is it not aligned with the current headcount?
- **Is the Employee Data Table showing severely outdated information from over three years ago?**
- **What is the current operational status of the company in May 2025?**

