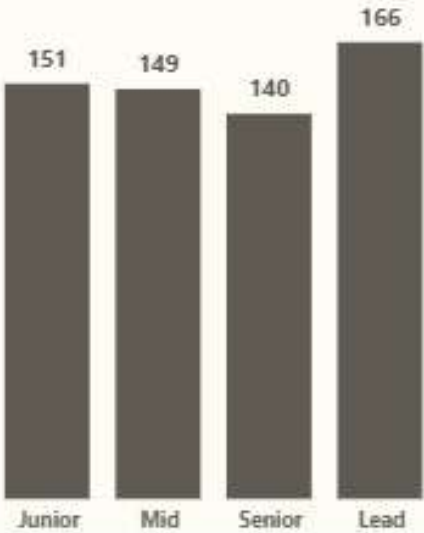


HR data report

Employee Turnover Report
presents an overview of workforce dynamics in an outsourcing company operating in the IT and financial services sector.

Key indicators and metrics highlight employee attrition and retention trends, supporting HR decision-making and the development of effective retention strategies.

headcount by seniority level



overview

active employees

606

comparison

active managers

314

retention

avg age

40,75

departures

avg worktime in years

3,43

hires

avg salary in USD

8 402

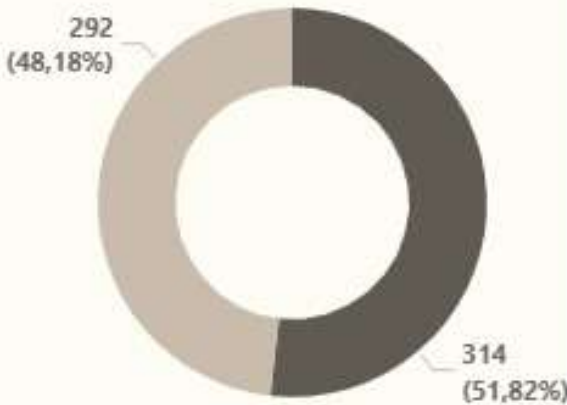
Is manager

Contract type

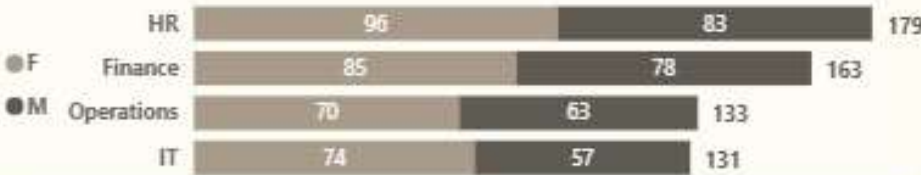
Gender

Work mode

● YES ● NO



gender distribution within departments



age breakdown of current employees



filter section

year

Wszystkie

month

Wszystkie

department

Wszystkie

team

Wszystkie

overview

all employees

1000

new employees

1000

departured employees

394

comparison

retention

departures

hires

active, new, and departed employee headcount

active employees new employees departed employees

Finance

HR

IT

Operations

-100

0

100

200

300

monthly employee rotation (net change)

employees hired departed

600

400

200

0

20

10

0

October 2018
November 2018
December 2018
January 2019
February 2019
March 2019
April 2019
May 2019
June 2019
July 2019
August 2019
September 2019
October 2019
November 2019
December 2019
January 2020
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July 2020
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July 2022
August 2022
September 2022
October 2022
November 2022
December 2022
January 2023
February 2023
March 2023
April 2023
May 2023
June 2023

filter section

year

Wszystkie

month

Wszystkie

department

Wszystkie

team

Wszystkie

overview

active employees

606

avg turnover

8,81%

avg worktime in years

2,79

comparison

retention

departures

hires

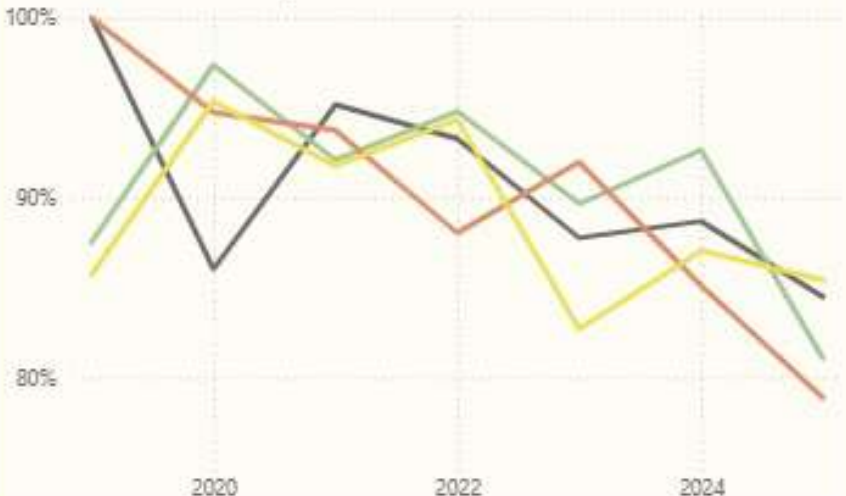
retention by hiring quarter

< 3 months 3-12 months above 1 year above 2 years above 3 years above 4 years above 5 years

| | | | | | | | |
|---------|------|------|-----|-----|-----|-----|-----|
| 2018 Q4 | 100% | 100% | 97% | 90% | 84% | 77% | 77% |
| 2019 Q1 | 100% | 100% | 91% | 88% | 81% | 81% | 69% |
| 2019 Q2 | 100% | 97% | 94% | 94% | 89% | 89% | 83% |
| 2019 Q3 | 100% | 100% | 92% | 83% | 75% | 69% | 61% |
| 2019 Q4 | 100% | 100% | 88% | 79% | 74% | 59% | 56% |
| 2020 Q1 | 100% | 98% | 96% | 92% | 83% | 77% | 63% |
| 2020 Q2 | 100% | 100% | 95% | 88% | 83% | 71% | 68% |
| 2020 Q3 | 100% | 97% | 94% | 91% | 84% | 72% | 34% |

annual retention trend by department

● Finance ● HR ● IT ● Operations



| year | start headcount | end headcount | retention |
|------|-----------------|---------------|-----------|
| 2019 | 31 | 29 | 94% |
| 2020 | 162 | 151 | 93% |
| 2021 | 296 | 276 | 93% |
| 2022 | 413 | 383 | 93% |
| 2023 | 510 | 448 | 88% |
| 2024 | 589 | 521 | 88% |
| 2025 | 650 | 536 | 82% |

Please select a date from the filter panel above to view data on the chart

retention by seniority level

filter section

year

Wszystkie

month

Wszystkie

department

Wszystkie

team

Wszystkie

| Full Name | End Date |
|---------------------|-------------------|
| Catherine Gomez | 7 kwietnia 2019 |
| Lindsey Turner | 7 maja 2019 |
| Debra Smith | 12 czerwca 2019 |
| Alexandra Patterson | 25 lipca 2019 |
| Kimberly Welch | 29 listopada 2019 |
| Emily Rodriguez | 27 grudnia 2019 |
| Angela Lozano | 24 stycznia 2020 |
| Jennifer Benson | 12 lutego 2020 |
| Stephanie Reed | 25 marca 2020 |
| Ryan Jackson | 29 marca 2020 |
| Sherry Hill | 14 kwietnia 2020 |
| Bonnie Hernandez | 20 czerwca 2020 |
| Maria Ali | 21 czerwca 2020 |
| Gregory Marshall | 2 lipca 2020 |
| Lynn Rodriguez | 13 lipca 2020 |

overview

departures

394

avg worktime

1,81

avg turnover

8,81%

comparison

departures count by department



retention

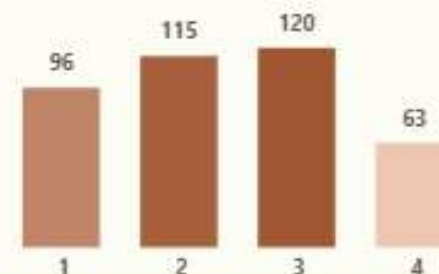
departures

hires

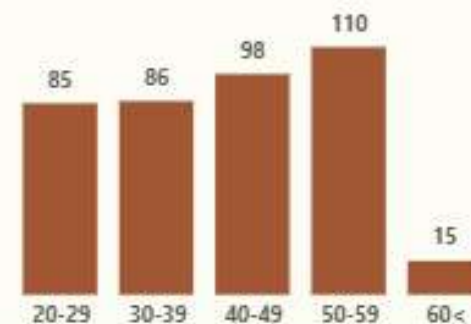
departures by seniority level



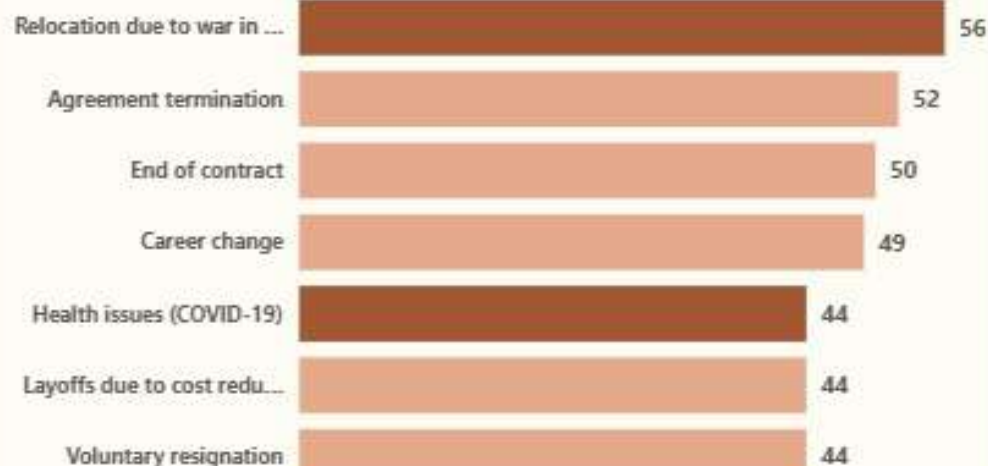
quarterly departures trend



departures by age groups



departures reasons



filter section

year

Wszystkie

month

Wszystkie

department

Wszystkie

team

Wszystkie

overview

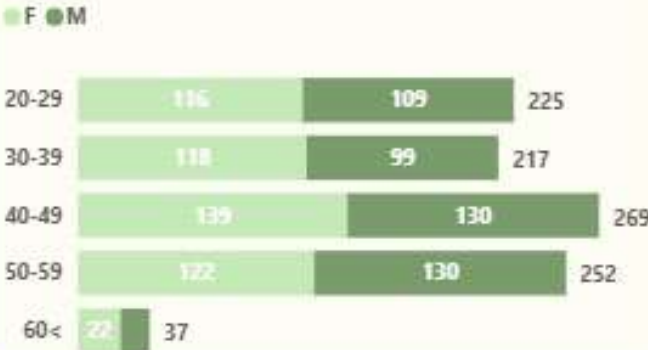
comparison

retention

departures

hires

new hires in age groups by gender



hires

1000

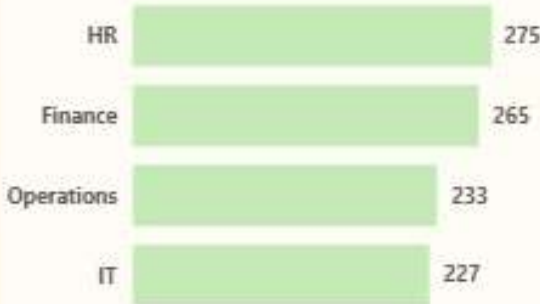
net hires

606

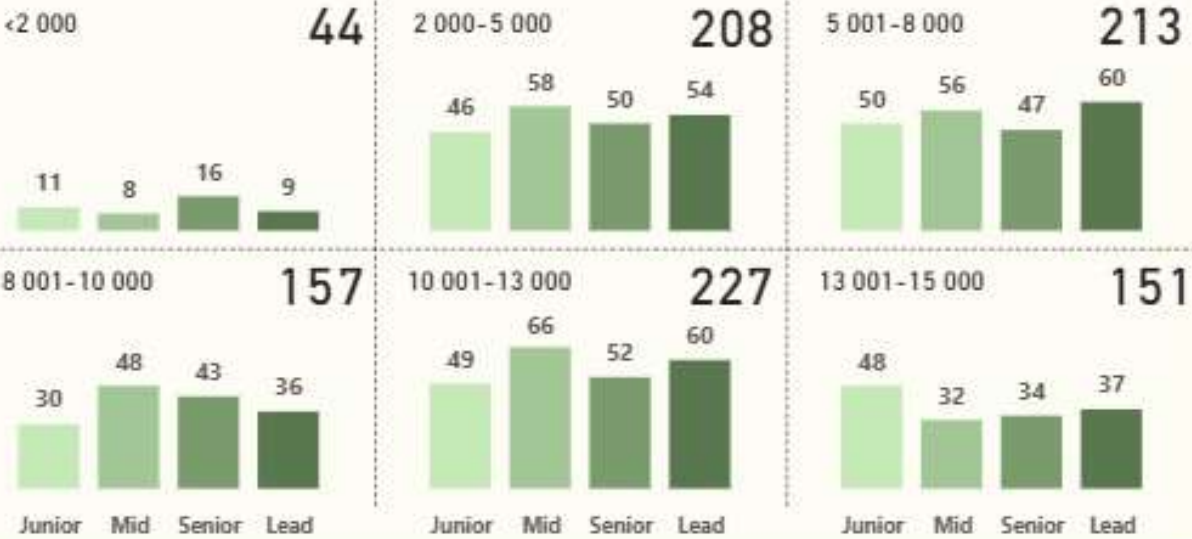
probation retention

89%

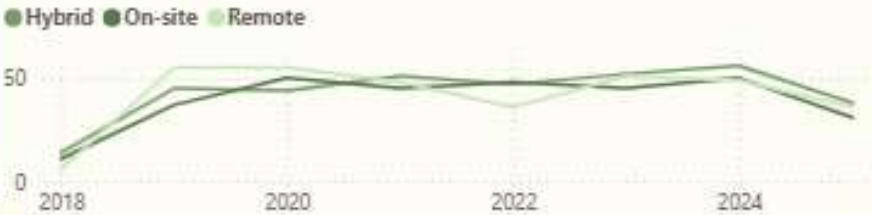
new hire distribution by departments



new hires by salary band and seniority level



annual new hire trend by work mode



new hire sourcing

