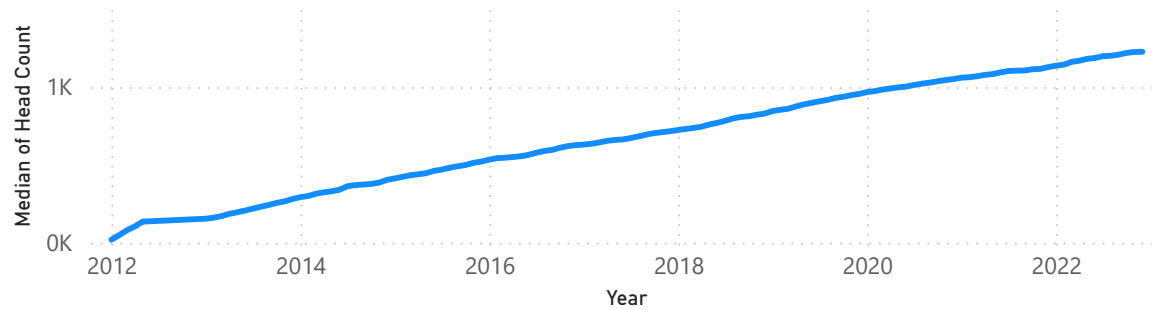


Overview of Company Behavior and Trajectory

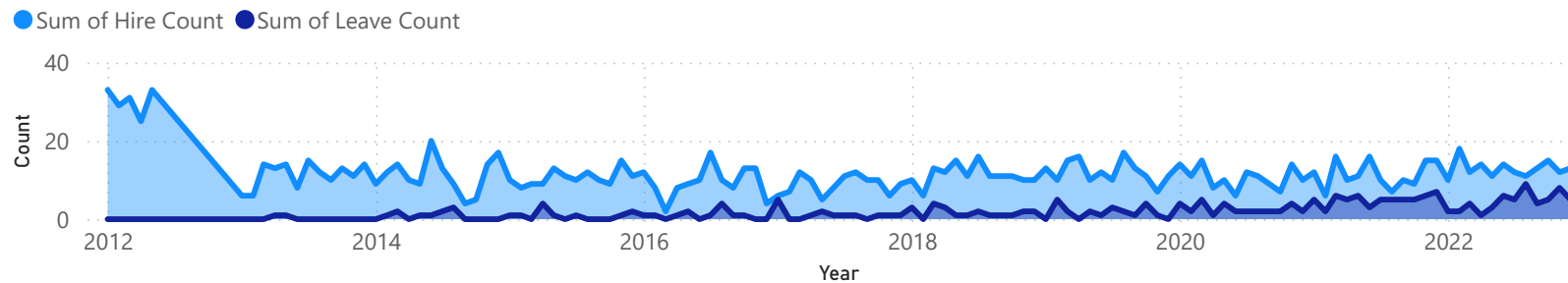
Year: All
Location: All
Diversity & Demographics
Attrition & Performance

Median Head Count by Year and Month



The company has been in a major growth period since 2012, consistently hiring at numbers higher than employees are leaving. Considering the possibility of yearly seasonal behavior to hiring and attrition behavior, the 2 year forecast depicts a continued growth, predicting 1,444 employees at the end of 2024.

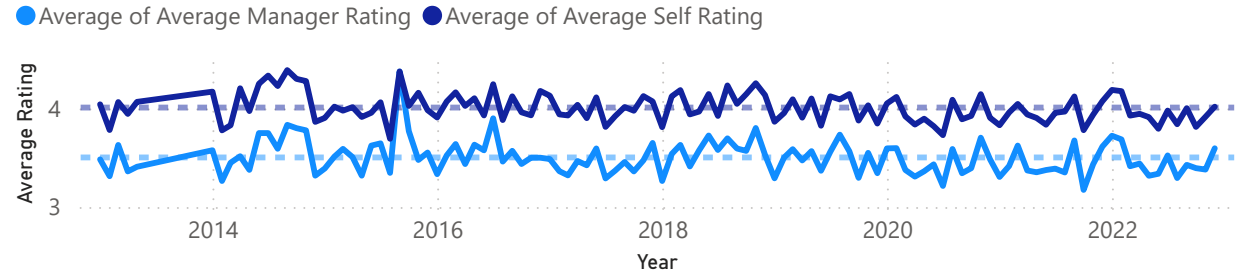
Hire and Attrition Counts by Year and Month



The California location has the most employees. All locations have a similar proportion, about 12% to 14%, of attrition to hires.

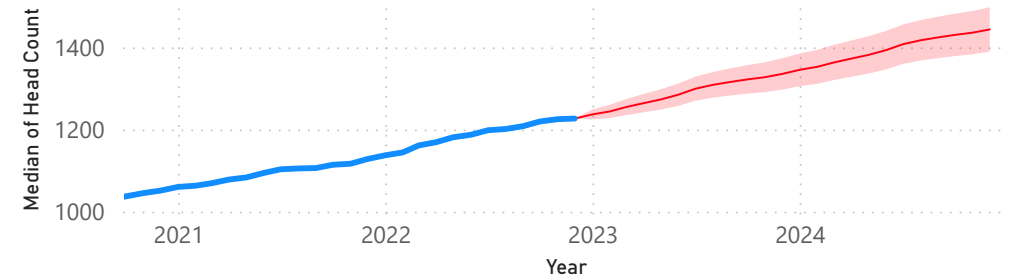
Average Manager and Employee Self Rating by Year and Month

Rating: 1 = Unacceptable | 2 = Needs Improvement | 3 = Meets Expectation | 4 = Exceeds Expectation | 5 = Above and Beyond

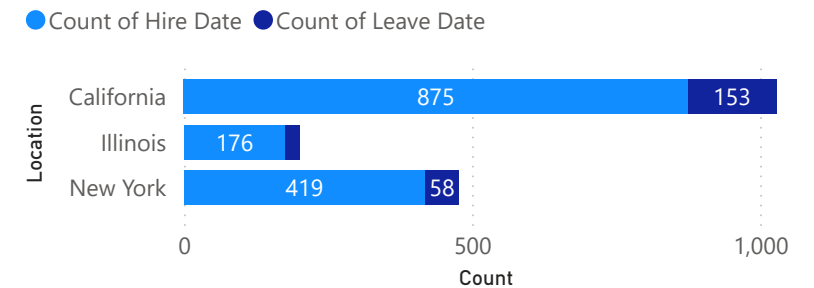


Employees are consistently rating their own performance higher than their managers are. The average employee rates themselves half a level higher than their manager.

2 Year Forecast of Median Head Count by Year and Month



Hire and Attrition Counts by Location



Employee Diversity and Demographics

Department

All ▼

Location

All ▼

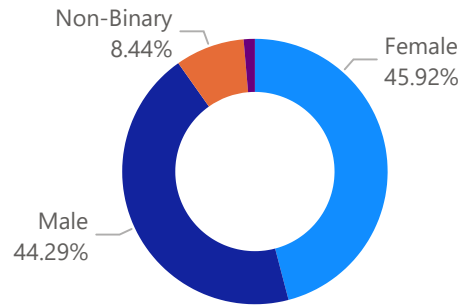
Job Role

All ▼

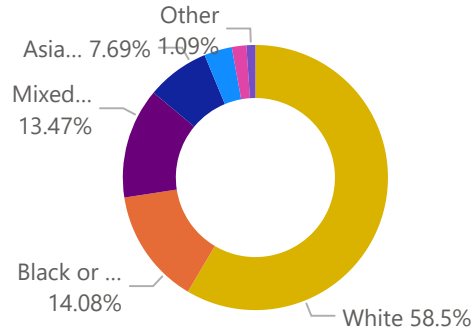
Education

All ▼

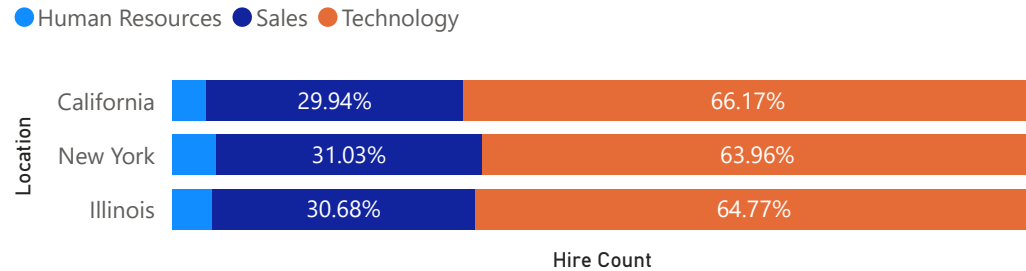
Hires by Gender



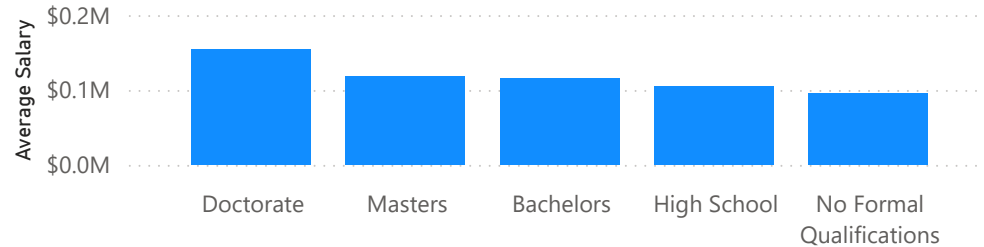
Hires by Ethnicity



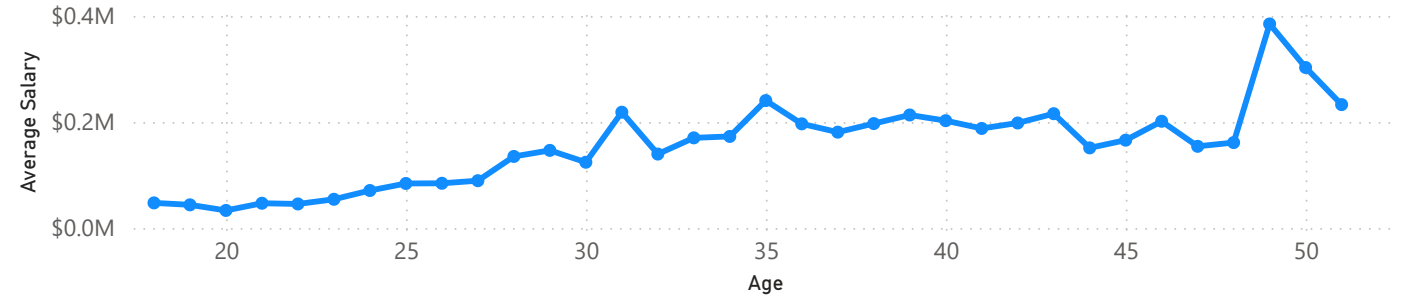
Hires by Location and Department



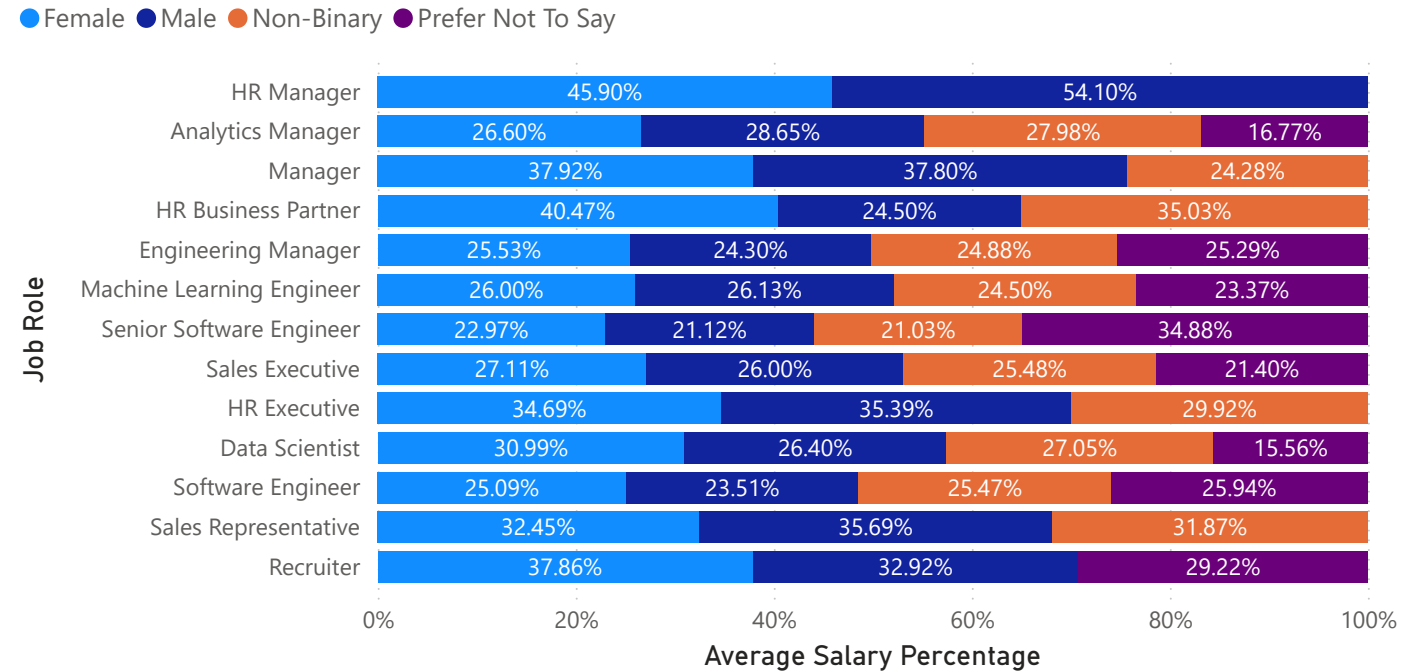
Average Salary by Education



Average Salary by Age



Average Salary Earned by Job Role and Gender



Overall, pay between genders is somewhat balanced among job roles. There may be some imbalances; for instance all HR Managers in California and New York are female and male respectively. All locations display an overall positive relationship between salary and education level and age. Within most job roles and/or seniority, salary does not seem to be highly impacted by education level. On the other hand,

Employee Attrition and Performance

Job Role

All ▾

Department

All ▾

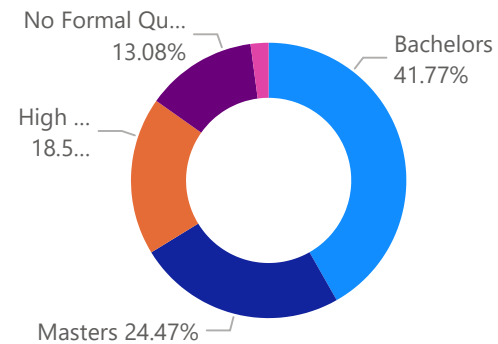
Location

All ▾

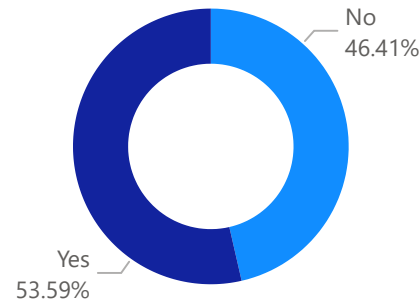
Year

All ▾

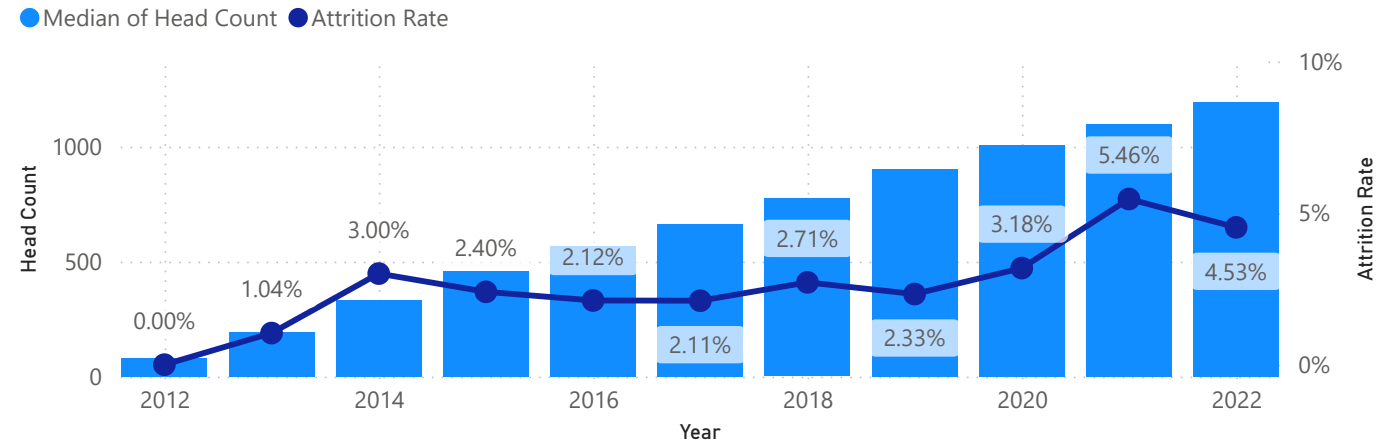
Attrition Count by Education Level



Attrition Count by Over Time



Company-wide Attrition Rate and Head Count by Year



A good attrition rate should be under 10%. With the growth period of the company, the attrition rate is at a good place. As the head count increases in the future, attrition rate should be expected to increase as well, but preventative measures should be taken to keep attrition rate under 10%.

Interestingly, according to managers' rating of their employees' performance, there is **more varying performance in job roles with lower attrition.**

For instance, analytics managers and HR executives have more sub 3 ratings, i.e. more employees in these job roles are not meeting expectations. On the other hand, data scientists have ratings between meeting and exceeding expectations, yet they have the highest attrition count.

Average Manager Rating by Year and Month with 2 Year Forecast

Rating: 1 = Unacceptable | 2 = Needs Improvement | 3 = Meets Expectation | 4 = Exceeds Expectation | 5 = Above and Beyond



Attrition Count by Job Role

