# 2021 Workforce Analytics Report Sample

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# Using Data Found in this Section

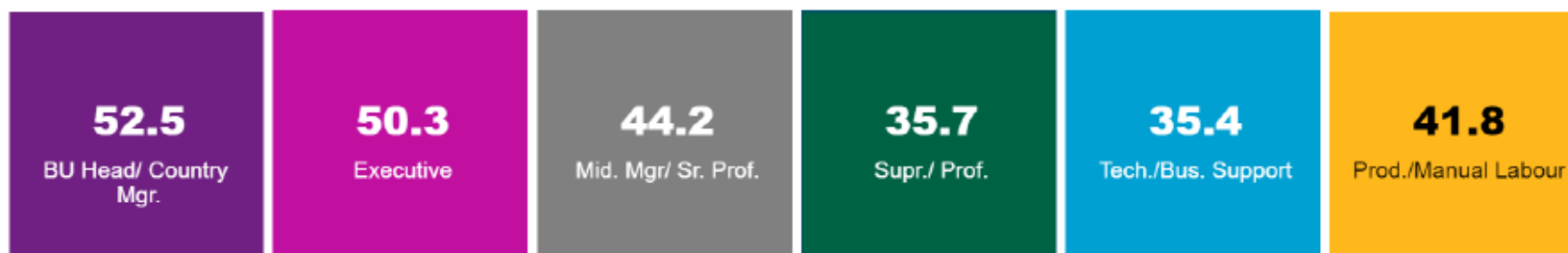| Chart Title | What is it? | Why use it? |
|---|---|---|
| **Employees' Distribution by Work Area** | An overview of job families across an organization. | • Identify work areas that may be under- or over-represented compared to market<br>• Identify how organization's strategic priorities, headcount and core capabilities of the group align with data |
| **Employees' Distribution by Age Group** | An overview of the distribution of age within the sample. | • Identify changing workforce (e.g., employees who may be coming up to retirement) for strategic planning and workforce strategy setting |
| **Employees' Distribution by Years of Service** | An overview of the distribution of years of service within the sample. | • Identify how longevity of employees in your organization compares to market |
| **Employees' Distribution by Employee Category and Age Group** | An overview of the distribution of employee categories within the sample. | • Identify potential workforce changes using market data which combines two employee classifications |

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# Employees' Distribution by Employee Category and Years of Service

Industry Average

**Distribution by Employee category and Years of service**

| Age Group | BU Head/ Country Mgr. | Executive | Mid. Mgr./ Sr. Prof. | Supr./ Prof. | Tech./ Bus. Support | Prod./ Manual Labour |
|---|---|---|---|---|---|---|
| <20 | | | | 0.01% | 0.69% | 1.90% |
| 20-24 | | | 0.14% | 15.36% | 23.73% | 16.48% |
| 25-29 | 0.38% | | 0.92% | 33.04% | 24.38% | 19.54% |
| 30-34 | 2.28% | 1.28% | 9.42% | 24.32% | 16.81% | 18.66% |
| 35-39 | 3.04% | 4.48% | 31.80% | 13.10% | 12.87% | 15.00% |
| 40-44 | 5.32% | 14.24% | 26.59% | 6.48% | 8.43% | 9.94% |
| 45-49 | 18.25% | 26.72% | 15.95% | 4.02% | 6.00% | 7.02% |
| 50-54 | 28.52% | 28.96% | 9.38% | 2.48% | 4.32% | 5.67% |
| 55-59 | 24.33% | 17.60% | 4.79% | 1.04% | 2.21% | 4.26% |
| 60+ | 17.87% | 6.72% | 1.03% | 0.15% | 0.56% | 1.52% |

**Average employees' Years of service by Employee category**

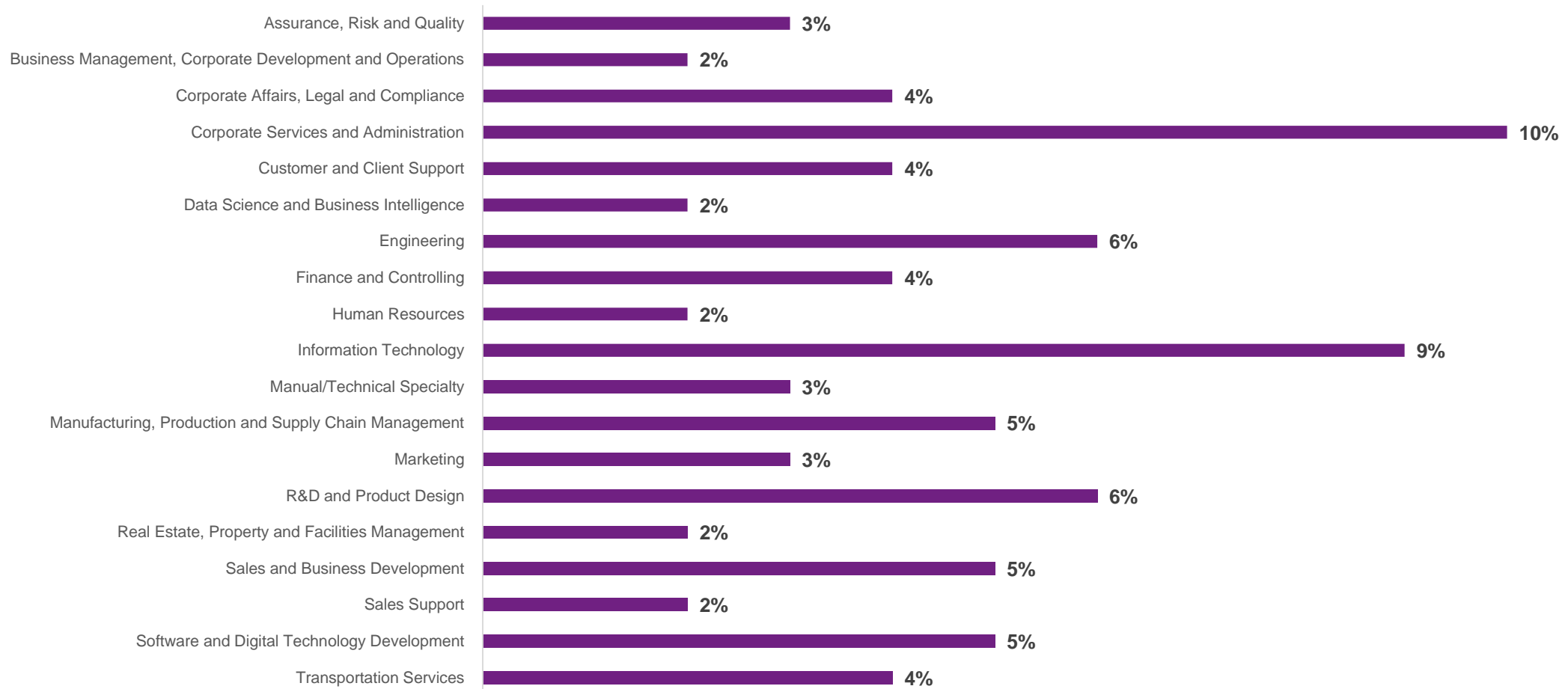| 52.5 | 50.3 | 44.2 | 35.7 | 35.4 | 41.8 |
|---|---|---|---|---|---|
| BU Head/ Country Mgr. | Executive | Mid. Mgr/ Sr. Prof. | Supr./ Prof. | Tech./Bus. Support | Prod./Manual Labour |

**# XXX Organisations**          **# YYY Incumbents**

*Organization weighted*

# Employees' ratio by Work Area

## Headcount supported by each Work Area - Industry Average

| Work Area | Percentage |
|---|---|
| Assurance, Risk and Quality | 3% |
| Business Management, Corporate Development and Operations | 2% |
| Corporate Affairs, Legal and Compliance | 4% |
| Corporate Services and Administration | 10% |
| Customer and Client Support | 4% |
| Data Science and Business Intelligence | 2% |
| Engineering | 6% |
| Finance and Controlling | 4% |
| Human Resources | 2% |
| Information Technology | 9% |
| Manual/Technical Specialty | 3% |
| Manufacturing, Production and Supply Chain Management | 5% |
| Marketing | 3% |
| R&D and Product Design | 6% |
| Real Estate, Property and Facilities Management | 2% |
| Sales and Business Development | 5% |
| Sales Support | 2% |
| Software and Digital Technology Development | 5% |
| Transportation Services | 4% |

| # XXX Organisations | # YYY Incumbents |
|---|---|

*Organization weighted*

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# Employees' Distribution by Work Area and Employee Category

## Industry Average



| Work Area | Individual Contributor | Manager |
|---|---|---|
| Assurance, Risk and Quality | 73% | 27% |
| Business Management, Corporate Development and Operations | 40% | 60% |
| Corporate Affairs, Legal and Compliance | 77% | 23% |
| Corporate Services and Administration | 70% | 30% |
| Customer and Client Support | 83% | 17% |
| Data Science and Business Intelligence | 81% | 19% |
| Engineering | 74% | 26% |
| Finance and Controlling | 81% | 19% |
| Human Resources | 79% | 21% |
| Information Technology | 76% | 24% |
| Manual/Technical Specialty | 91% | 9% |
| Manufacturing, Production and Supply Chain Management | 89% | 11% |
| Marketing | 63% | 37% |
| R&D and Product Design | 73% | 27% |
| Real Estate, Property and Facilities Management | 69% | 31% |
| Sales and Business Development | 82% | 18% |
| Sales Support | 90% | 10% |
| Software and Digital Technology Development | 76% | 24% |
| Transportation Services | 83% | 17% |

■ Individual Contributor   ■ Manager

| # XXX Organisations | # YYY Incumbents |
|---|---|

*Organization weighted*

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# Compensation Cost Allocation by Employee Category

Industry Average

**Actual Total Direct Compensation**



■ Employees' distribution    ■ Cost allocation

| # XXX Organisations | # YYY Incumbents |

*Organization weighted*
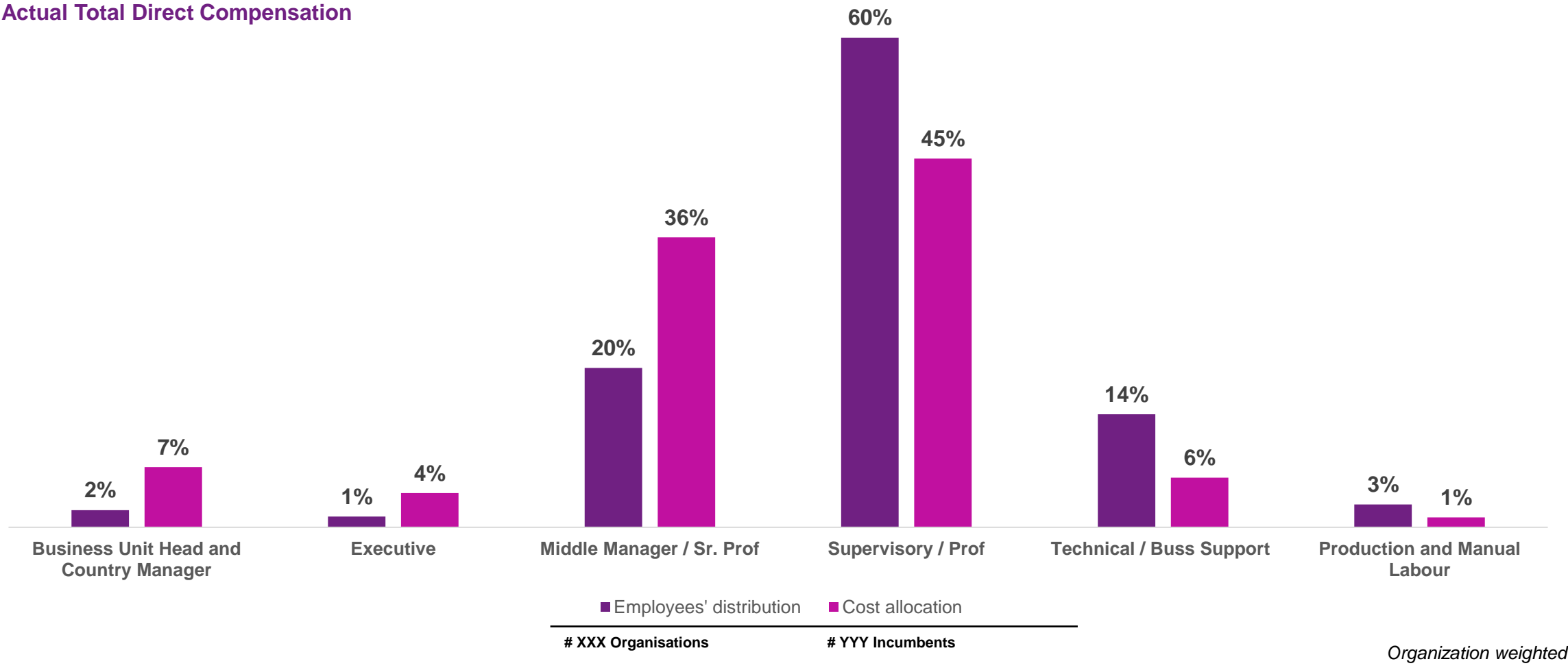
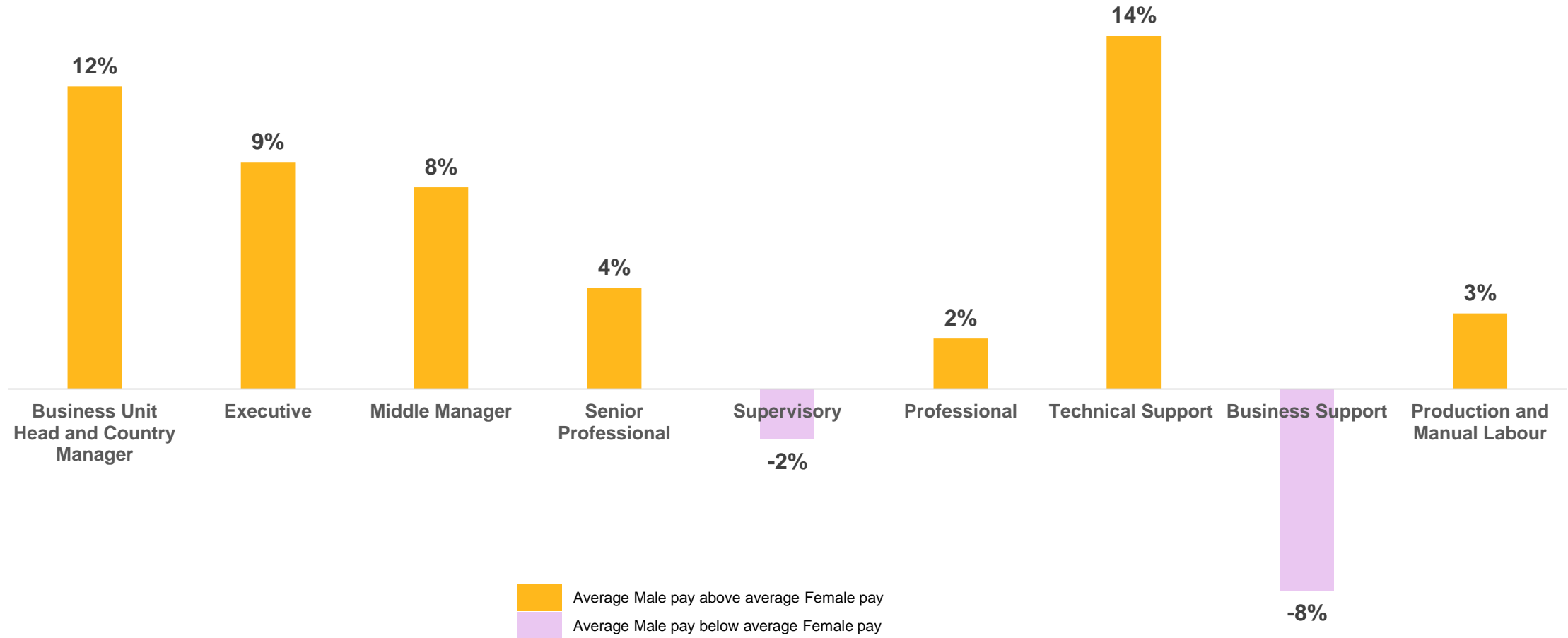# Compensation Cost Allocation by Work Area

Industry Average

**Actual Total Direct Compensation**



Legend: ■ Employees' Distribution  ■ Cost Allocation

| # XXX Organisations | # YYY Incumbents |

*Organization weighted*
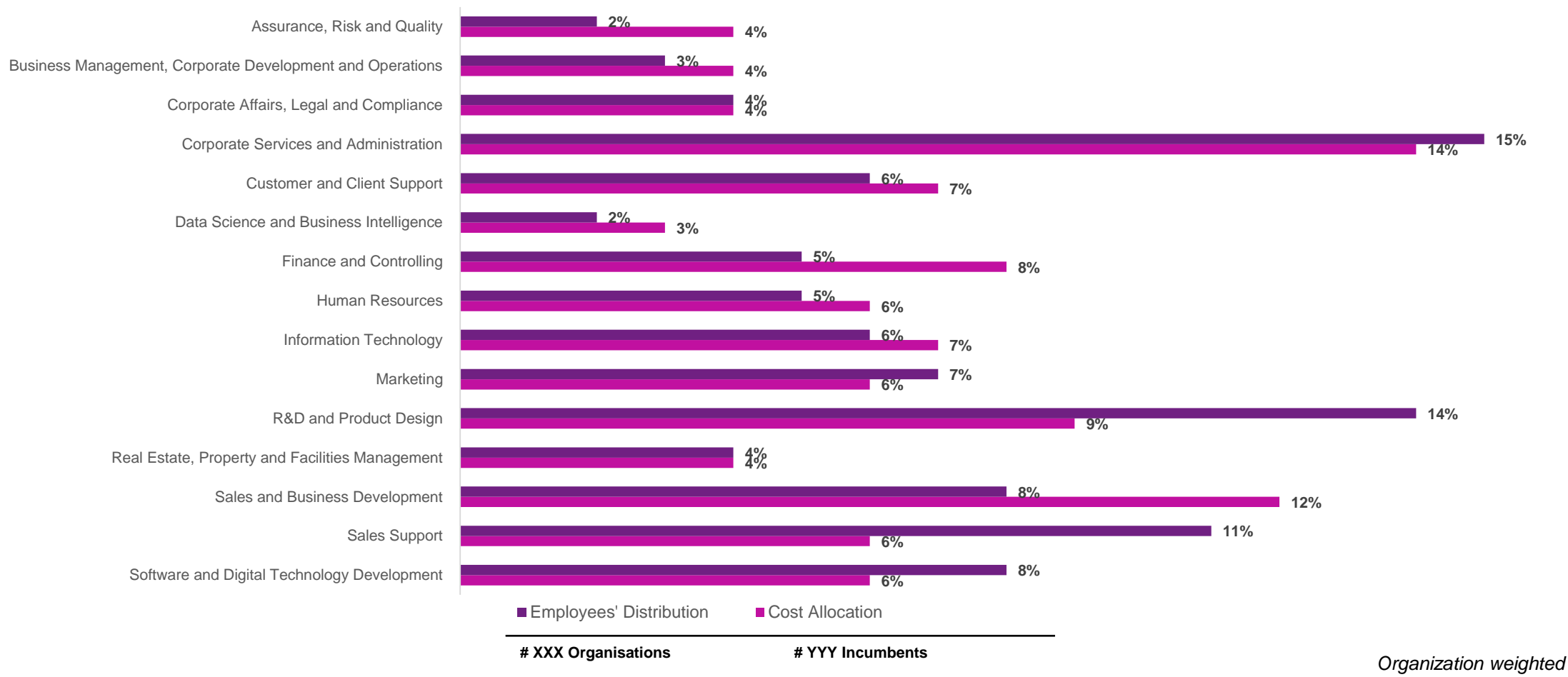
# Gender pay – Differential by Employee Category

Industry Average



Total Guaranteed Compensation
Male pay = 100%

*Organization weighted*