



# 2024 Workforce Analytics - HR Dashboard

Screenshots

# Benefits

- Assess organization health by benchmarking HR metrics with the market
- Partner with business leaders to explore change opportunities
- Ensure right sizing and shape of organization that represent core capabilities
- Achieve cost efficiency with effective allocation of compensation and deployment of talent
- Streamline decision-making with spans of control analytics



# Tool Features

- Self-service data visualization with friendly interface and navigation
- Access over 40 HR metrics in multiple dimensions
- Drill-downs of work areas to view metrics per discipline / sub-function
- Ability to customize peer industry by revenue and headcount size
- Ability to perform analysis with multi-industries and countries

# Coverage of HR Metrics

## Talent Structure

- Employee distribution by function and employee category
- Staffing ratio by function and employee category
- Employee ratio: Individual contributor to manager
- Employee distribution by survey grade
- Span of control by function and by level
- Shape, spans and layers analytics

## Organization Effectiveness

- Revenue per capita ratio
- Compensation cost as % of revenue
- CEO Pay ratio
- Allocation of Compensation cost vs headcount by function
- Pay mix allocation by function and employee level
- Employee productivity, costs and tenure metric

## Employee Demographics

- Employees' distribution by employee category
- Employees' distribution by age group, by year of services
- Employees' distribution by employee category and age group
- Employees' distribution by employee category and Years of Service
- Employees approaching retirement age

## Gender Diversity and Pay Comparison

- Employees' distribution by employee category and gender
- Employees' distribution by age group and gender
- Employees' distribution by years of service and gender
- Employees' distribution by work area and gender
- Gender Pay – Differential by employee category

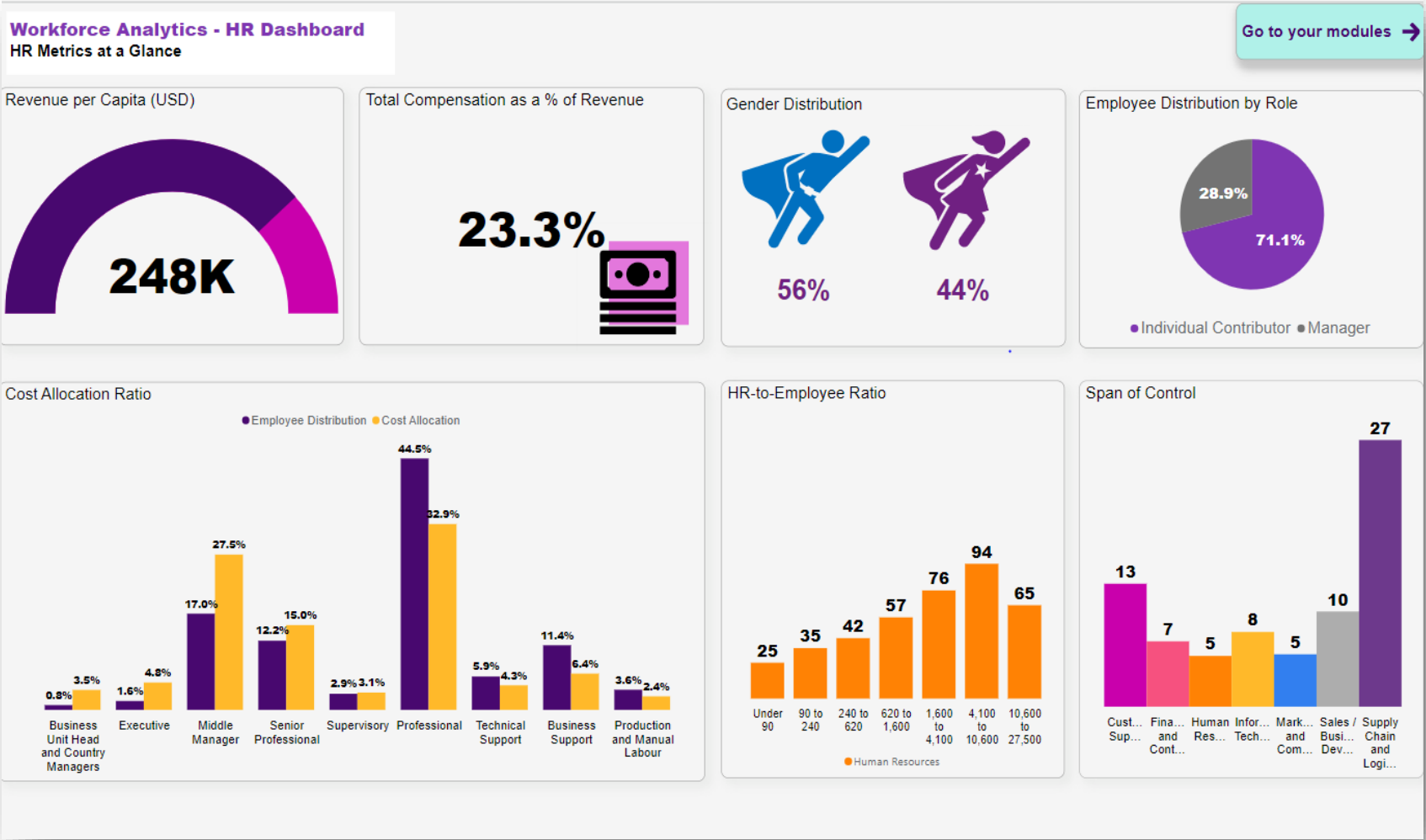
# HR Dashboard Landing Page

## COVERED MARKETS

- Australia
- China
- Hong Kong
- India
- Indonesia
- Japan
- Malaysia
- Philippines
- Singapore
- South Korea
- Taiwan
- Thailand
- Vietnam

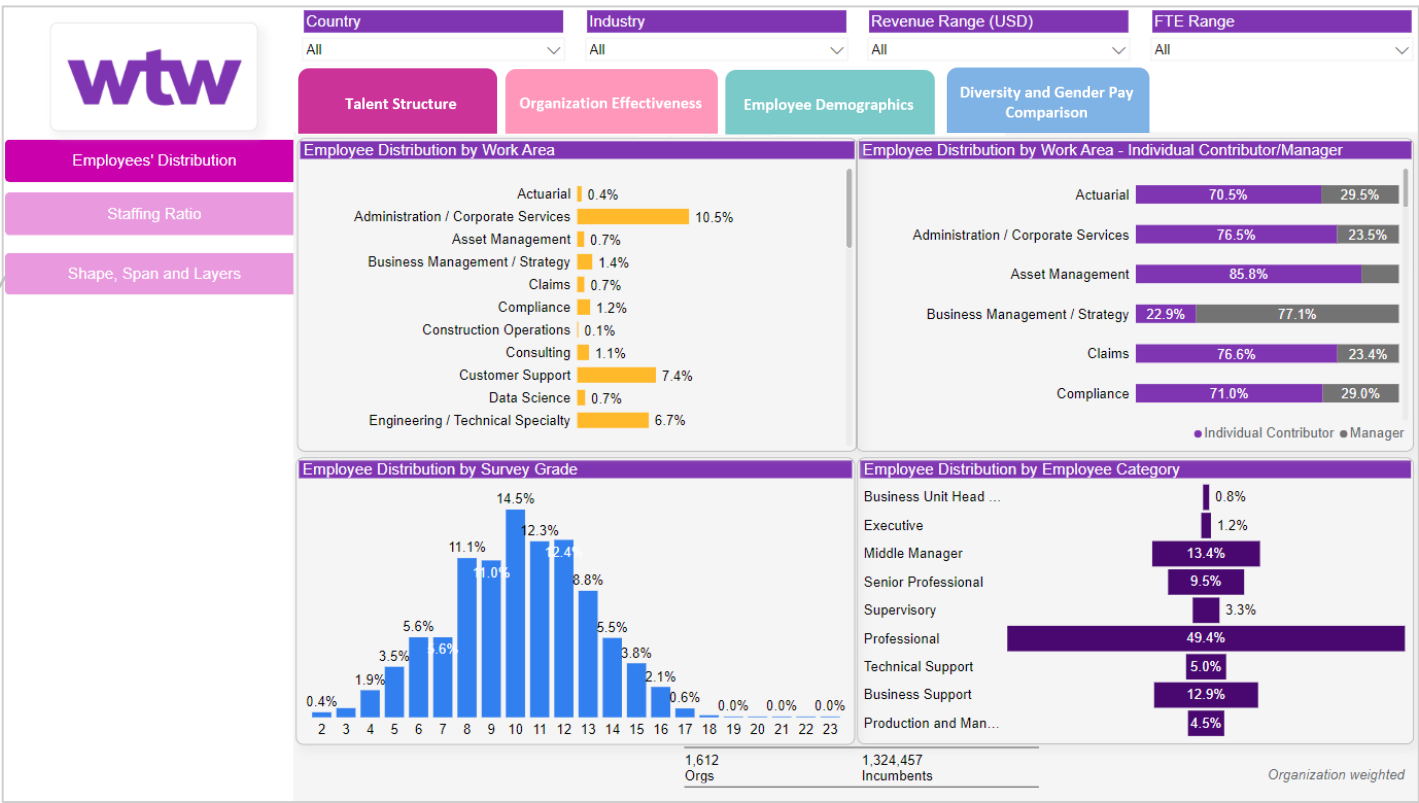
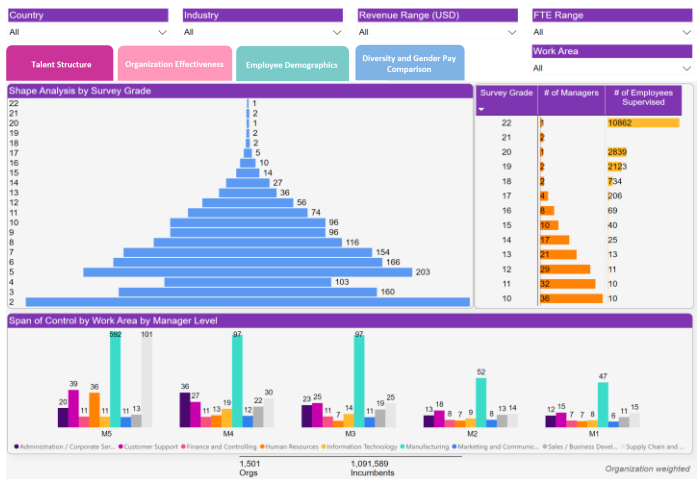
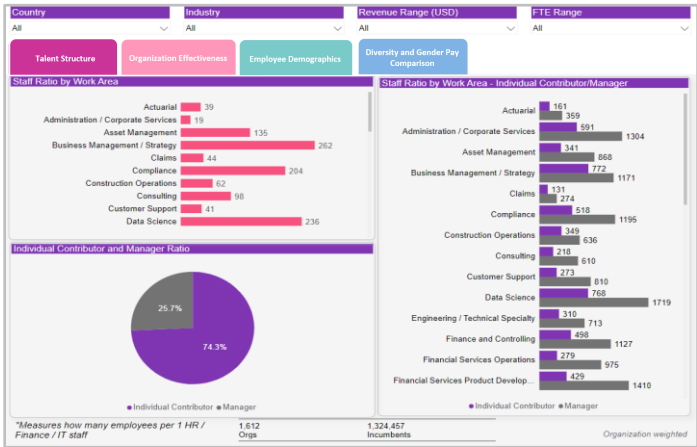
## COVERED INDUSTRIES

- General Industry
- BioPharma and Life Sciences
- Financial Services
- Insurance
- Real Estate, Construction and Engineering
- Retail
- Shared Services Outsourcing
- Technology, Media and Gaming



# HR Dashboard – Talent Structure

## Coverage



# HR Dashboard – Organization Effectiveness

## Coverage

