

HRMETRICS PRO

DASHBOARD: PLUS

Provided to  **SAMPLECO**

Q2 2015



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INTRODUCTION

By measuring workforce efficiency, organizations can transform human resources from a transactional utility to a valuable strategic partner. And there are no excuses: organizations can measure human capital as accurately as any other business variable. HR metrics are a vital way to quantify the cost and the impact of employee programs and HR processes, and measure the success (or failure) of HR initiatives. They enable a company to track year-to-year trends and changes in these critical variables – and forecast action for the future.

The **HRMetricsPro Snapshot** is a data-driven analytics tool that identifies organizational trends, and applies them to create an individualized plan to attract, retain, and motivate employees. With hundreds of potential metrics evaluating over 151 employee activity and process variables, **HRMetricsPro** provides a comprehensive measurement of employee turnover - with the goal of minimizing human capital loss, and ultimately shrinking company costs. Employee data for the **HRMetricsPro Snapshot** are gathered from an HR data series produced from your company's systems. **HRMetricsPro** takes your company's raw data and information, and produces facts and figures that can be used to glean a richer sense of why certain employees leave and certain employees stay. By addressing the insights from Retensa's **HRMetricsPro Snapshot**, your company can create a sustainable competitive advantage by managing, and importantly, improving the benchmarks to attract, recruit, develop, and retain talent. Ultimately, this data can be used to develop more knowledgeable and proactive strategies that accurately reflect your workforce, and ensure future company growth.

This report aims to empower decision-makers, by giving them the tools they need to create realistic and valuable plans of action. The graphs provided highlight differences between the employees that have been retained, and those that have separated. The sections represented in this report mirror those of the Emergent Life-Cycle, beginning with demographics, and providing metrics on recruitment, formative days and development, and work-life actualization. Armed with the insight gained from **HRMetricsPro**, your company can better understand current and past performance, and focus on key target areas in the future.

HRMetricsPro was developed from four years of extensive research. We studied established HR industry metrics, and developed proprietary metrics relevant to the rapidly changing modern business environment. Retensa's [Emergent Life-Cycle](#) was applied to these metrics to create the most comprehensive Talent Analytics model available today. Enjoy your results, and how you can make better data-driven decisions than ever before.



PARAMETERS

Organizational Baselines

- Number of Employees April 2015: 881
- Number of New Hires 2014 - 2015: 192
- Number of Separations 2014 - 2015: 185

Time Frame

This report contains data from January 1st, 2014 to April 15th, 2015 (15.5 months)

Report Segmentations

Personal demographics:

- Race
- Age (Date of Birth)
- Gender

Organizational Aspects

Snapshot:

- Tenure (Date of Hire)
- Job Level

Plus:

- Employment Status
- Pay Type
- Compensation
- Termination Reason

Enterprise & Unlimited:

- Performance Rating
- Department
- Business Unit
- Job Title
- Location (Office Name)

**Except when noted, n for Attraction, Development and Growth, & Work-life Actualization graphs is approximately 281; n for Recruitment graphs is approximately 112.*

HRMETRICSPRO

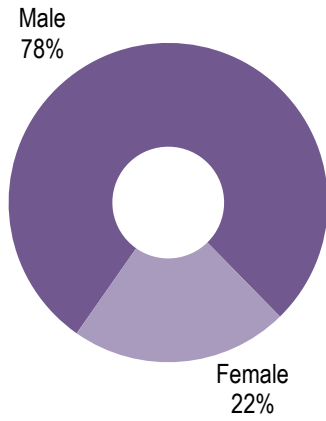
LEVEL

Feature	LEVEL			
	Snapshot	Plus	Enterprise	Unlimited
Recommended Company Size	Up to 250	251 - 1000	1001- 2500	Over 2500
Employee Data Records	Unlimited	Unlimited	Unlimited	Unlimited
Employee Records Type	Active	Active +Separated	Active +Separated	Active, +Separated, +Projected
Support	Email/ Chat	Email/ Chat /Phone	Email/ Chat / Phone	Email/ Chat /Phone
Trend Analysis		2 year	3 years	Unlimited
Consulting Support		Includes 2 hours per report	Includes 3 hours per report	Includes 4 hours per report
Typical Number of Metrics Received	26	35 to 50	70 to 99	100+
HR Metrics Dashboard		Standard	Enhanced	Custom

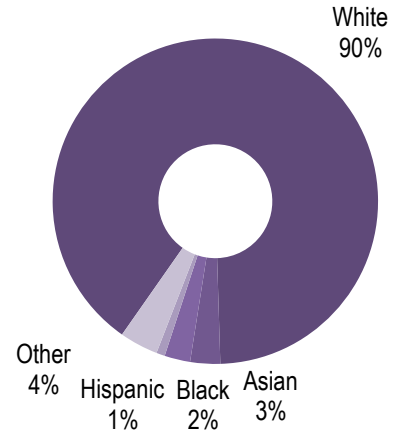


ATTRACTION

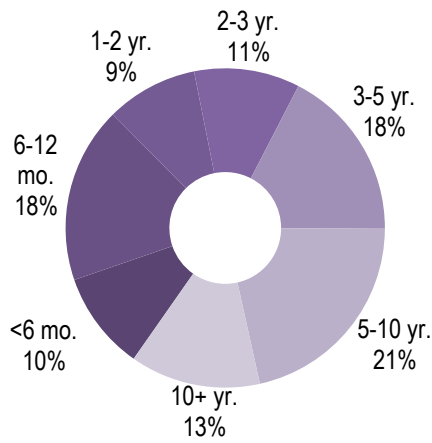
1A. Gender



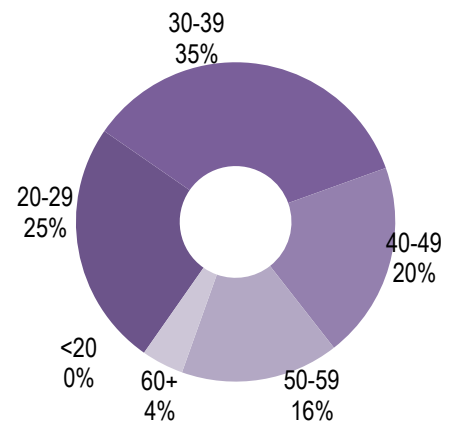
1B. Race



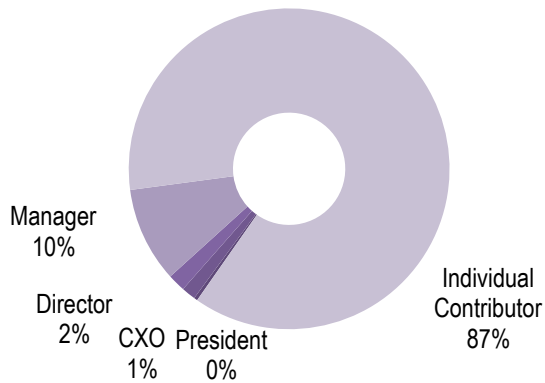
1C. Tenure Group



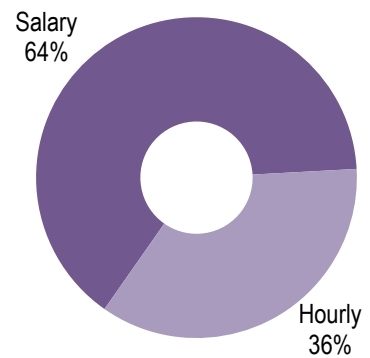
1D. Age Group



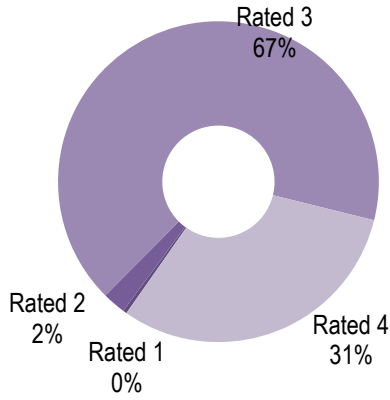
1E. Leadership Level



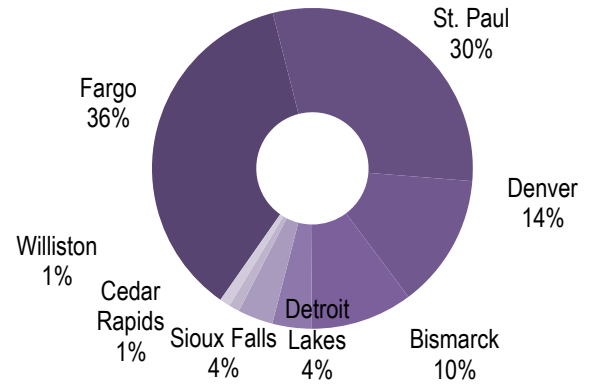
1F. Pay Type



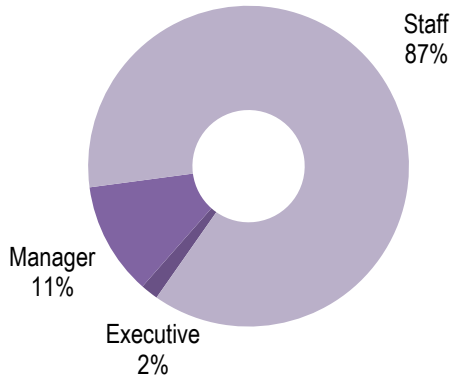
1G. Performance



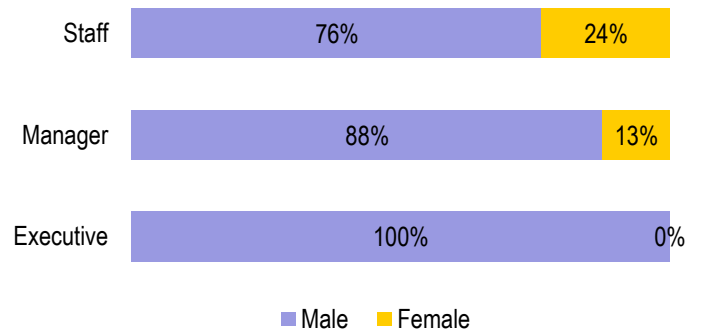
1H. Office Name



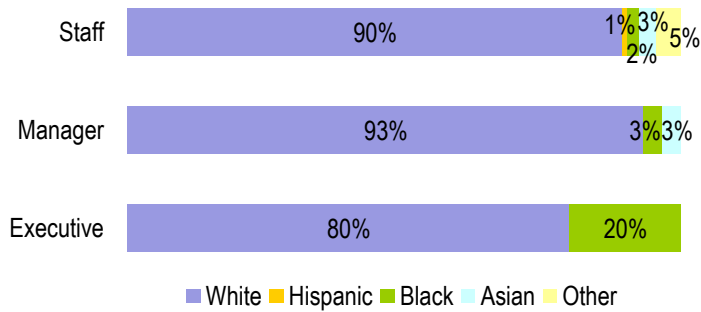
1I. Job Level



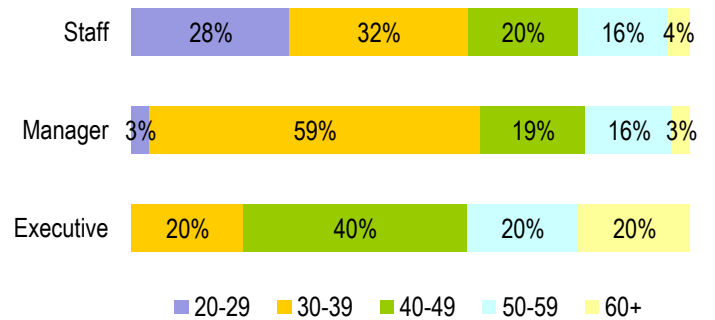
1J. Job Level by Gender



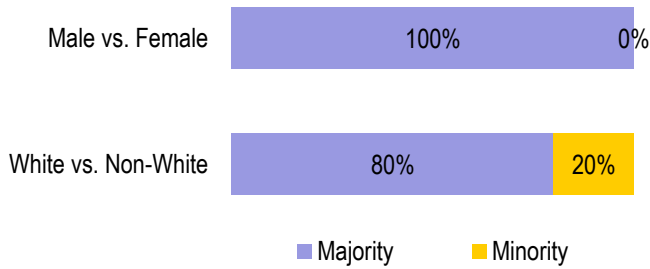
1K. Job Level by Race



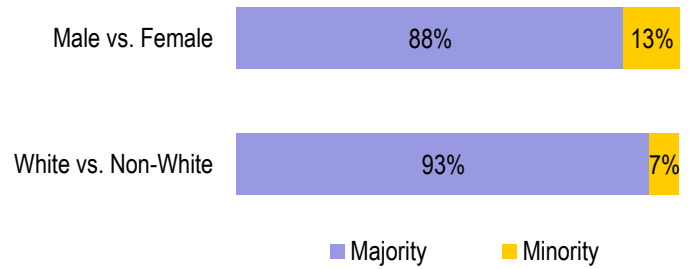
1L. Job Level by Age



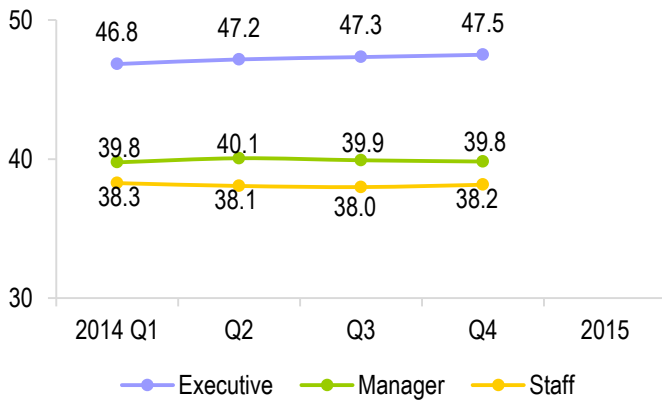
1M. Diversity of Executive Team



1N. Diversity of Managerial Team



1O. Average Age by Job Level

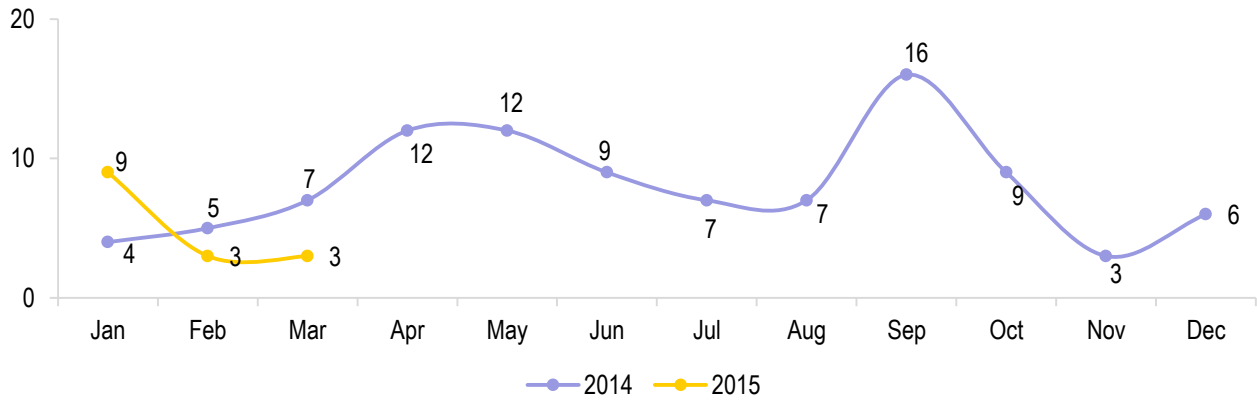


**Executives are those whose contribution levels are CXO or President; Managers are those whose contribution levels are Manager or Director; Staff are those whose contribution levels are Individual Contributor.*

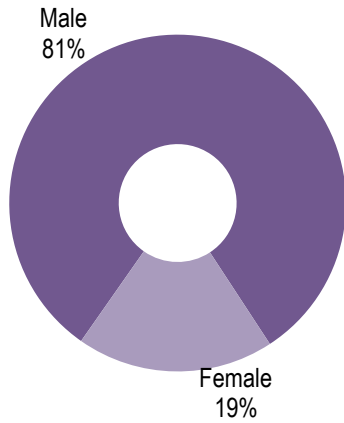


RECRUITMENT

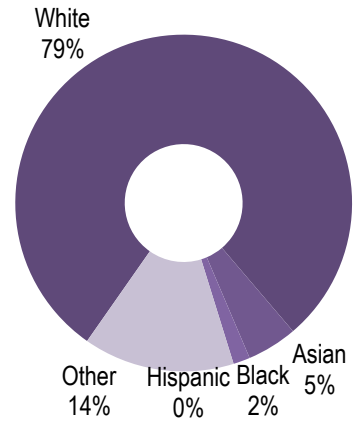
2A. New Hires by Month



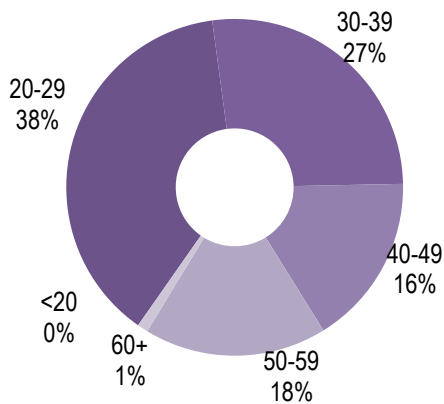
2B. 2014 New Hires by Gender



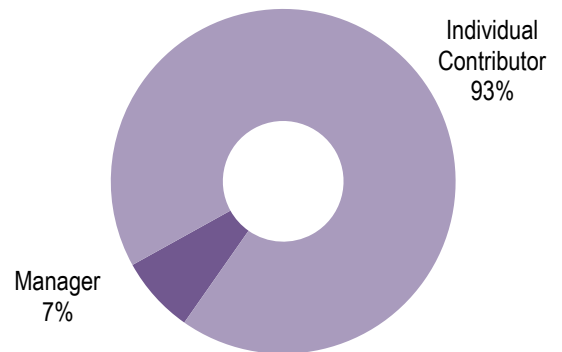
2C. 2014 New Hires by Race



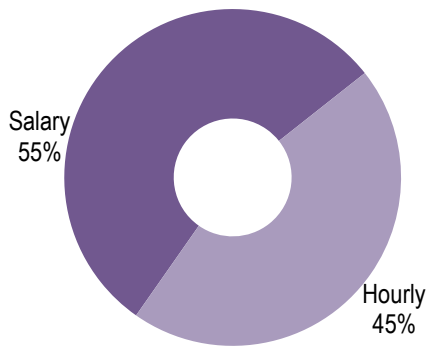
2D. 2014 New Hires by Age Group



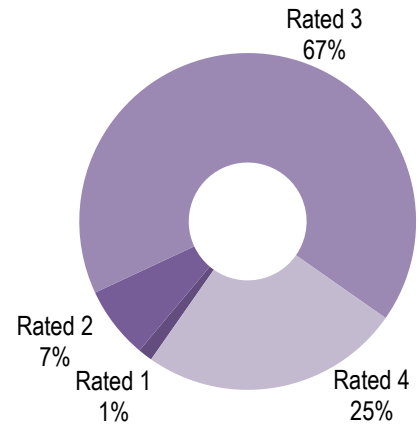
2E. 2014 New Hires by Leadership Level



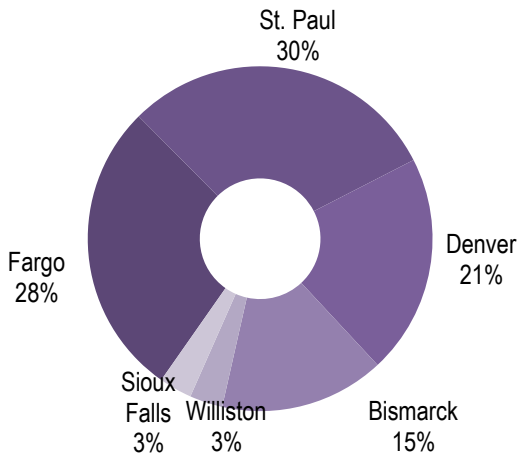
2F. 2014 New Hires by Pay Type



2G. 2014 New Hires by Performance

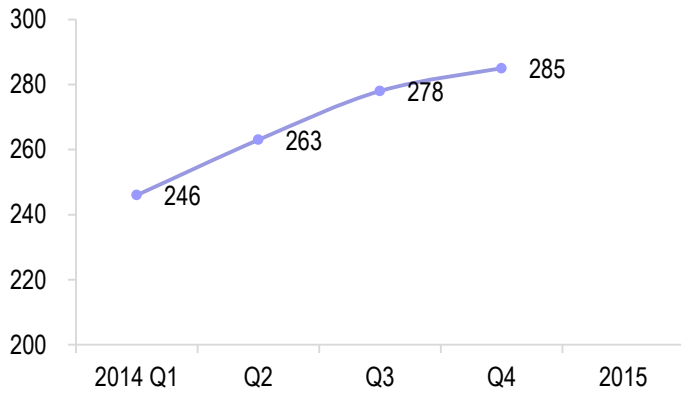


2H. 2014 New Hires by Office Name

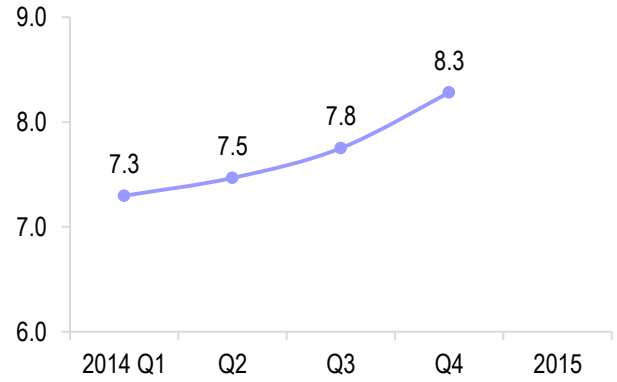


EXPECTANCY AND FORMATIVE DAYS

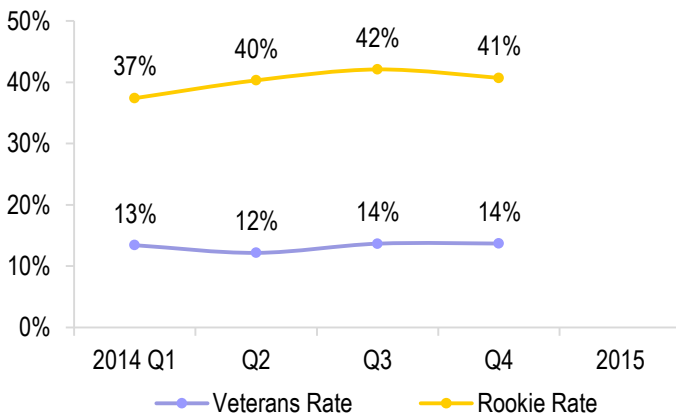
3A. Total Number of Employees



3B. Employee: Manager Ratio

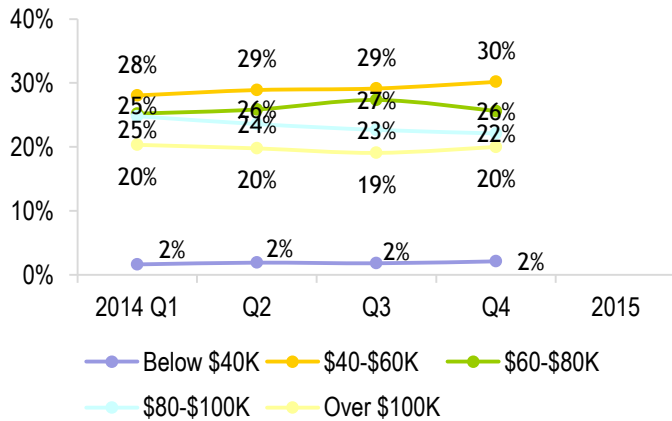


3C. Veteran & Rookie Rate

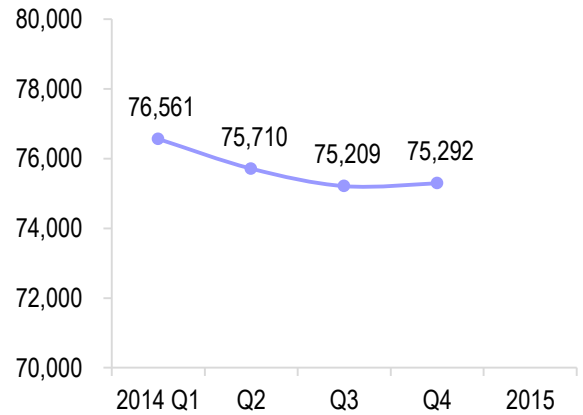


DEVELOPMENT AND GROWTH

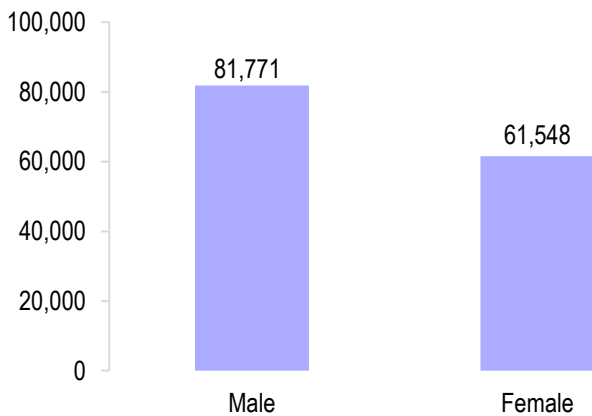
4A. Compensation Distribution



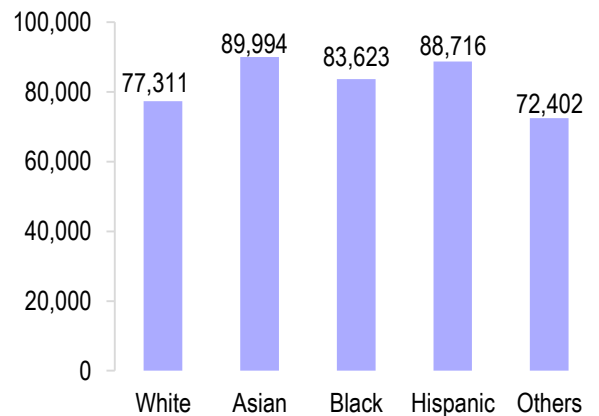
4B. Average Compensation



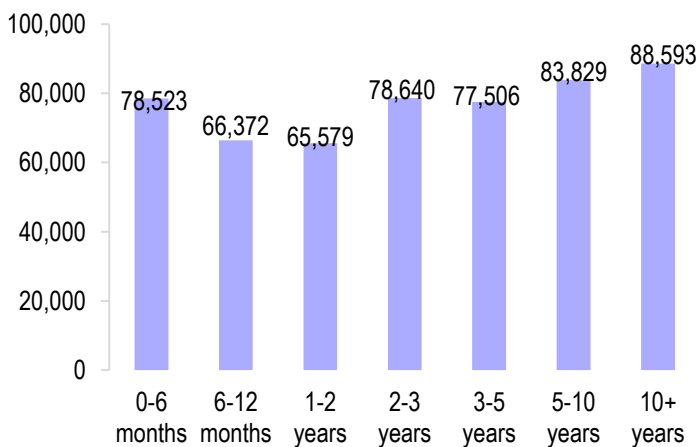
4C. Compensation by Gender



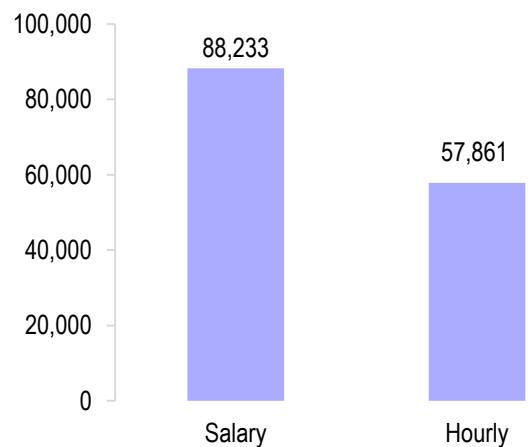
4D. Compensation by Race



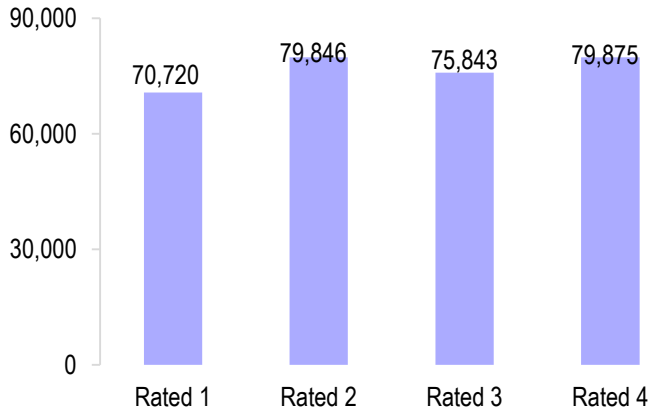
4E. Compensation by Tenure



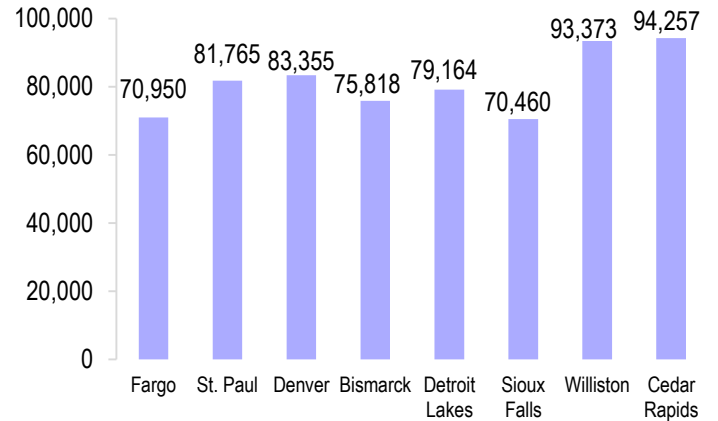
4F. Compensation by Pay Type



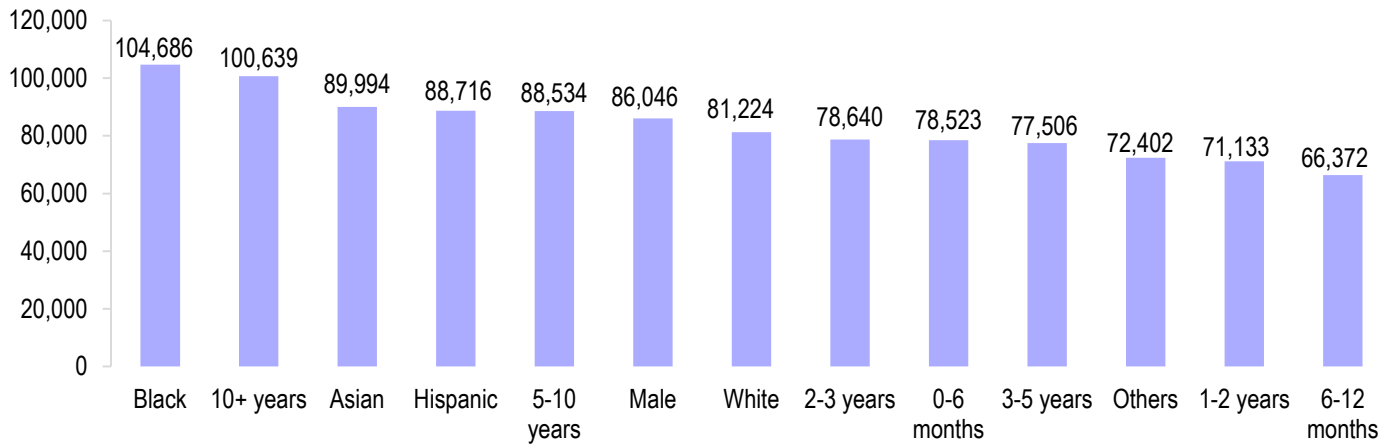
4G. Compensation by Performance



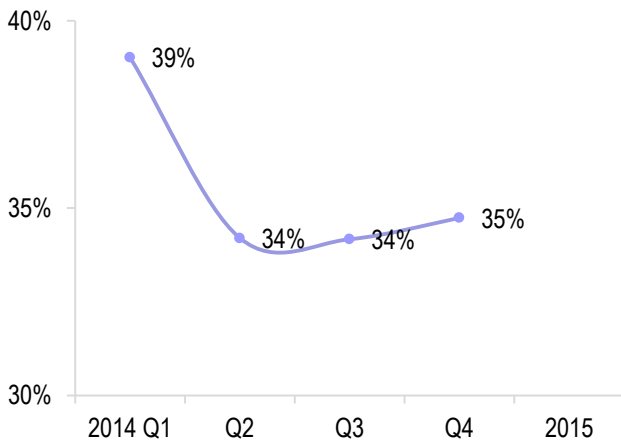
4H. Compensation by Office Name



4I. Pay Differential: All Demographic Groups Comparison



4J. Tenured Employee Rate

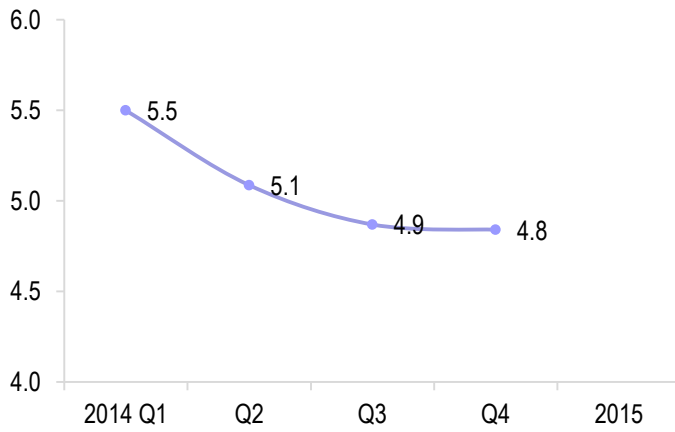


**All compensation data used in metrics above reflects only non-executive pay.*

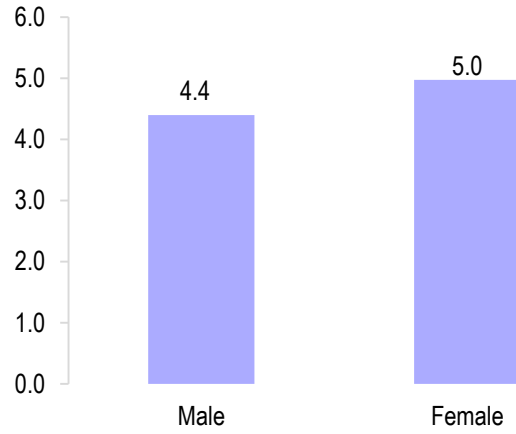


WORK-LIFE ACTUALIZATION

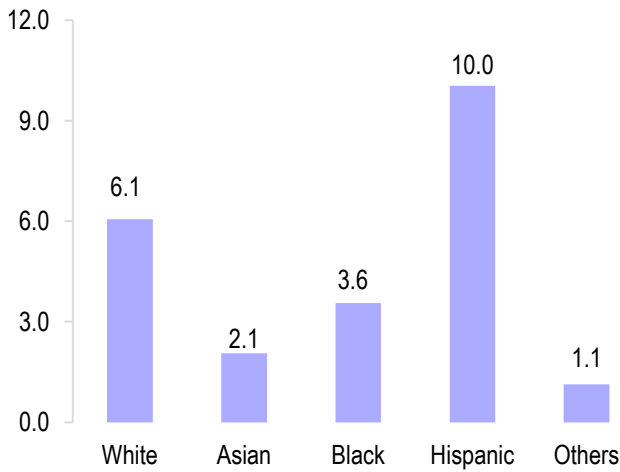
5A. Average Tenure: Overall



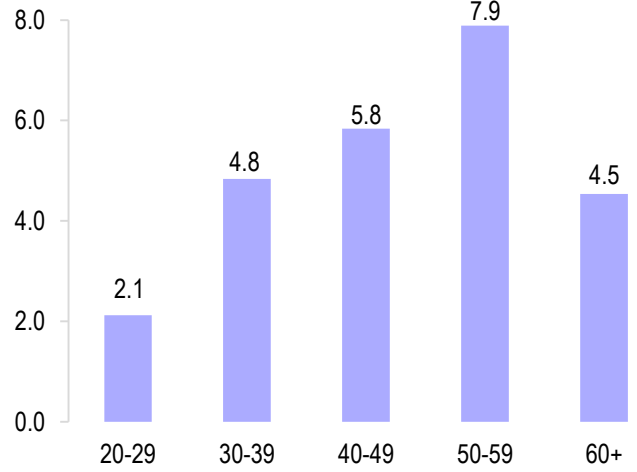
5B. Average Tenure by Gender



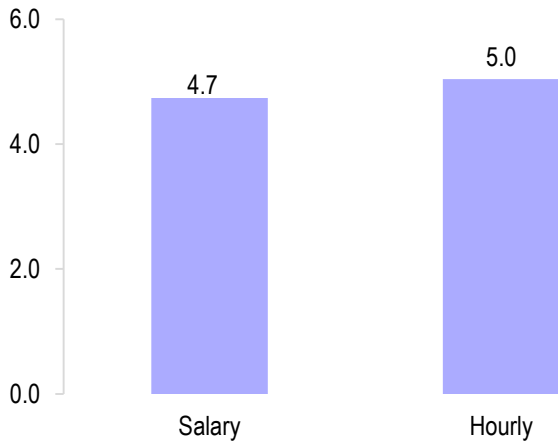
5C. Average Tenure by Race



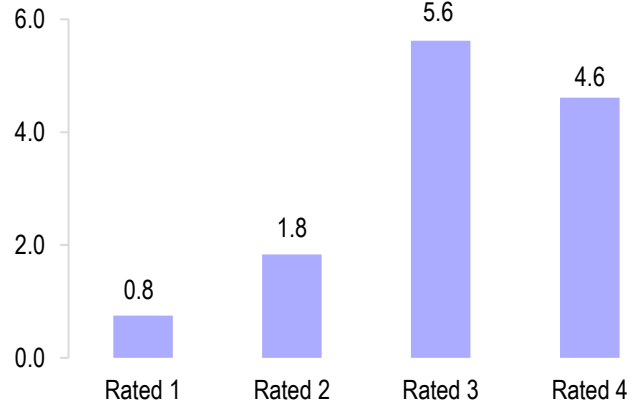
5D. Average Tenure by Age



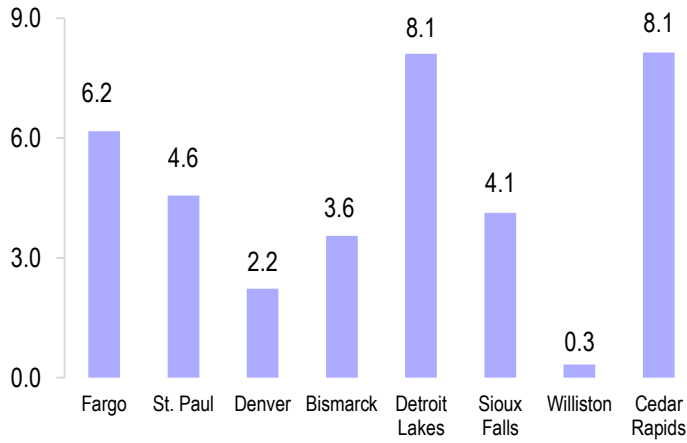
5E. Average Tenure by Pay Type



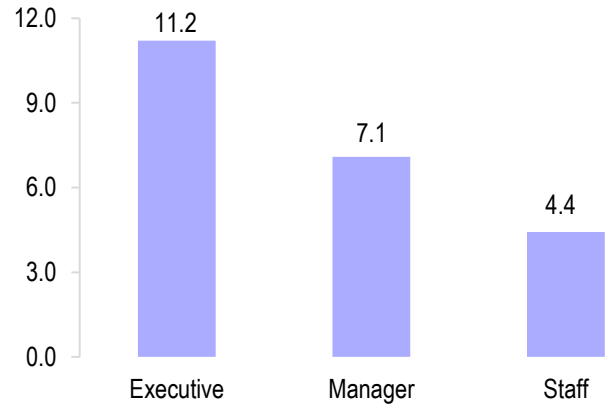
5F. Average Tenure by Performance



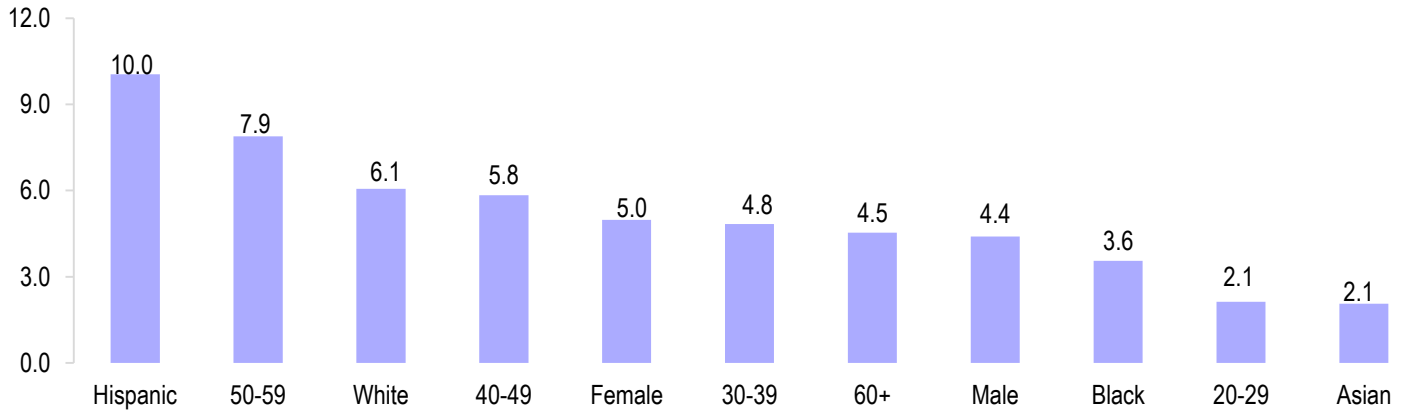
5G. Average Tenure by Office Name



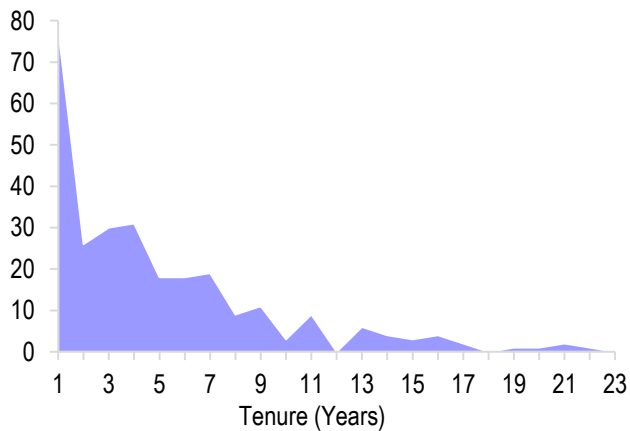
5H. Average Tenure by Job Level



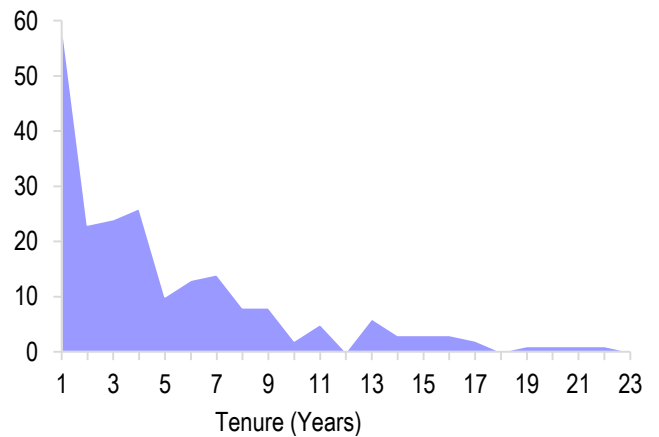
5I. Tenure Differential: Demographic Groups Comparison



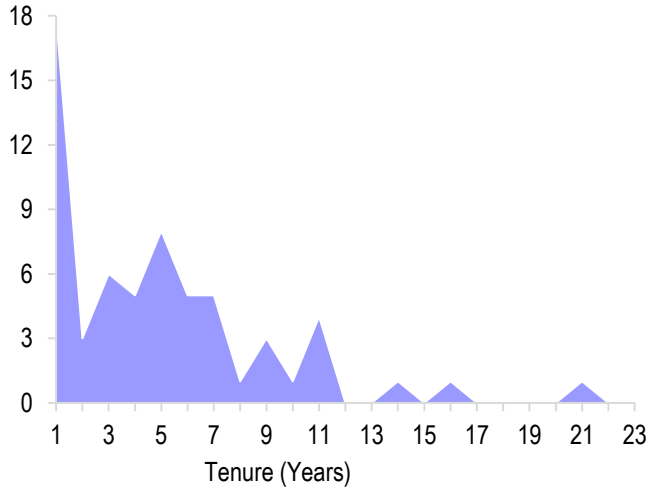
5J. Tenure Map as of April 2015: All



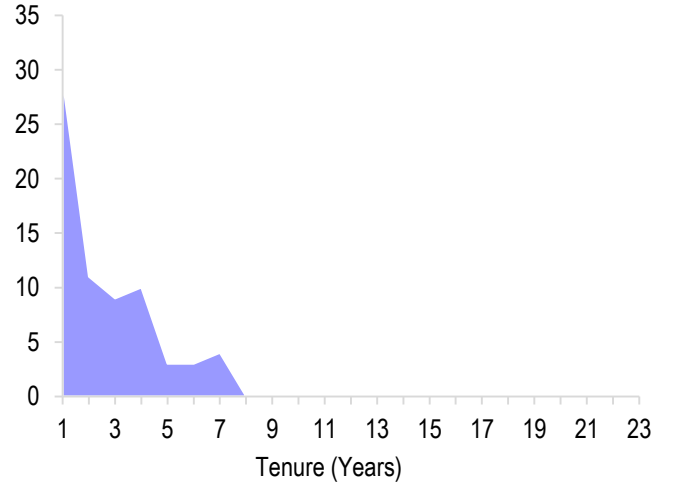
5K. Tenure Map as of April 2015: Male



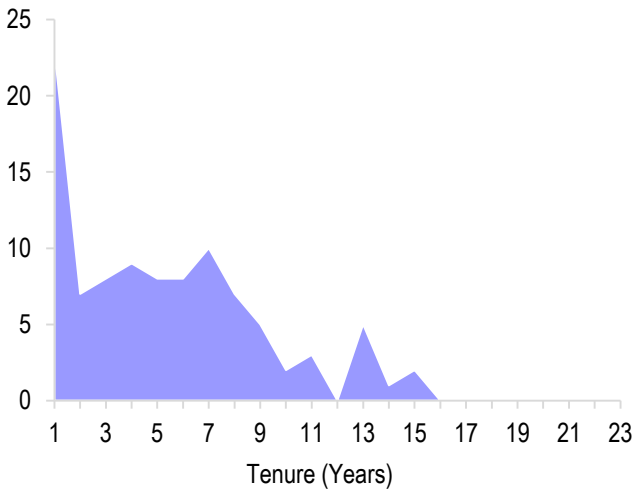
5L. Tenure Map as of April 2015: Female



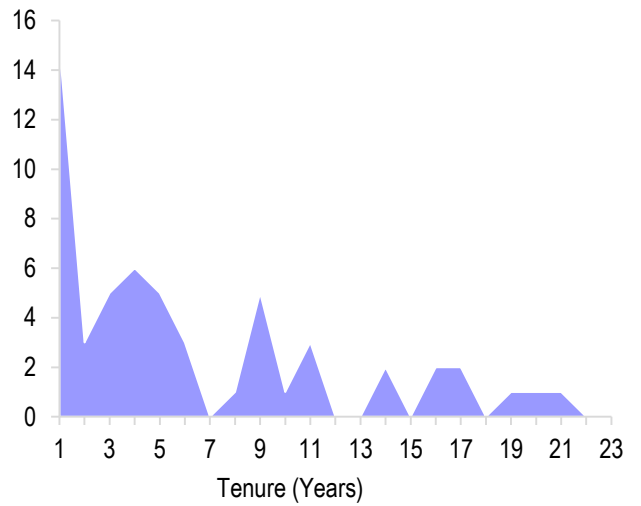
5M. Tenure Map as of April 2015: 20-29



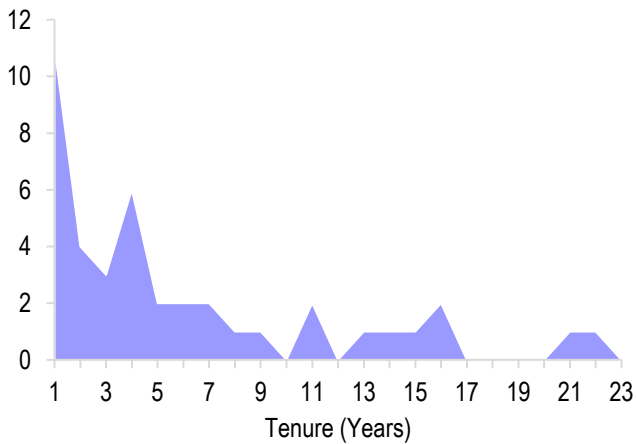
5N. Tenure Map as of April 2015: 30-39



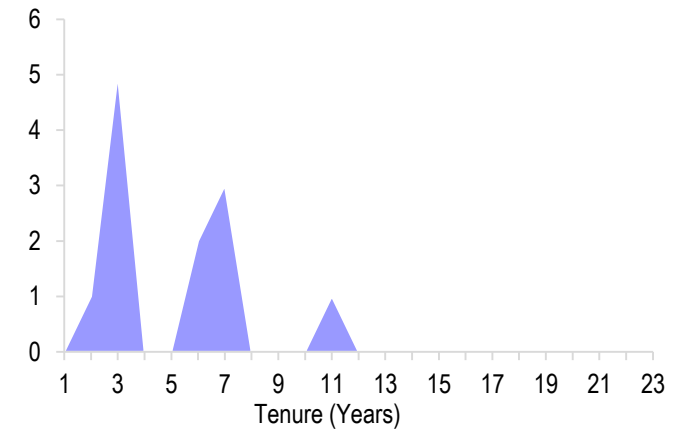
5O. Tenure Map as of April 2015: 40-49



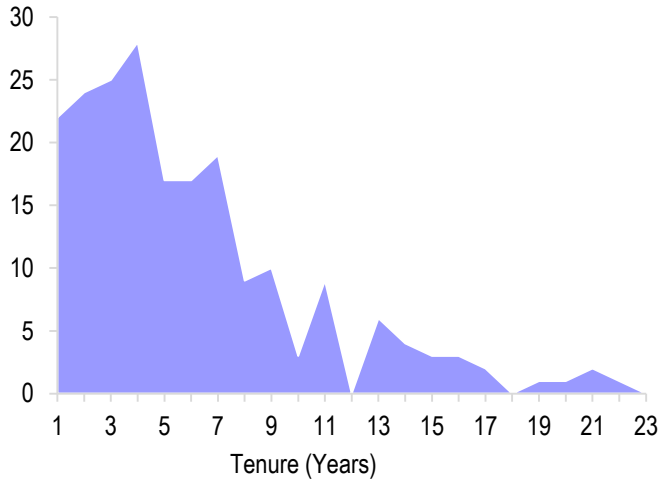
5P. Tenure Map as of April 2015: 50-59



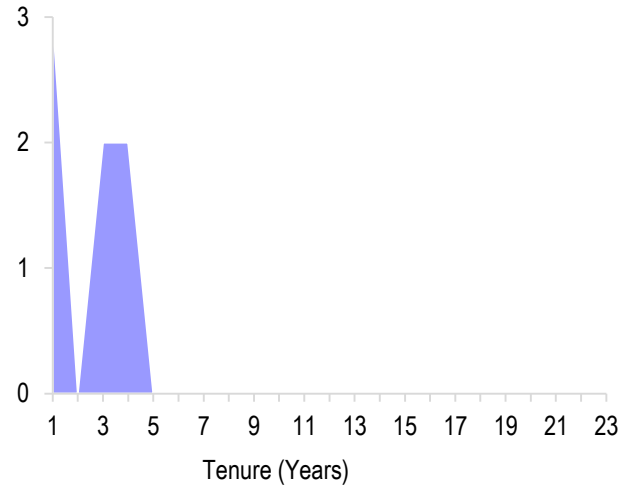
5Q. Tenure Map as of April 2015: 60+



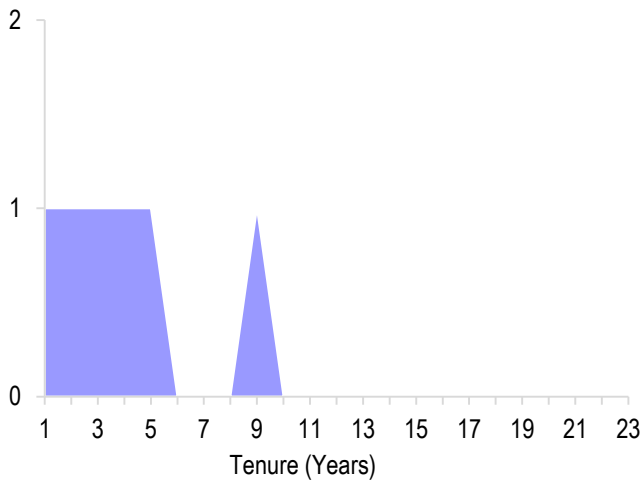
5R. Tenure Map as of April 2015: White



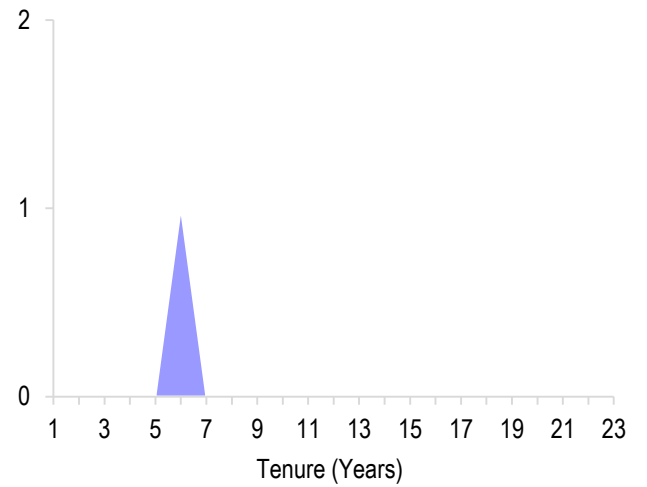
5S. Tenure Map as of April 2015: Asian



5T. Tenure Map as of April 2015: Black



5U. Tenure Map as of April 2015: Hispanic



GLOSSARY

- Age Group:** the age group distributions within the organization
- Average Age by Job Level:** the average age of executives, management and staff level
- Average Compensation:** the average annualized non-executive salary in organization
- Average Tenure by Age:** average length of employment of different age groups
- Average Tenure by Gender:** average length of employment of males versus females
- Average Tenure by Job Level:** average length of employment of executives, management and staff level
- Average Tenure by Office Name:** average length of employment by offices (locations)
- Average Tenure by Pay Type:** average length of employment by pay types
- Average Tenure by Performance:** average length of employment by appraisal rating
- Average Tenure by Race:** average length of employment of race groups (by US EEOC categories)
- Average Tenure: Overall:** average length of employment of all employees in the organization
- Compensation by Gender:** average total pay of males versus females
- Compensation by Office Name:** average total pay of offices (locations)
- Compensation by Pay Type:** average total pay of pay types (hourly vs. salaried)
- Compensation by Performance:** average total pay by appraisal rating
- Compensation by Race:** average total pay of race groups (by US EEOC categories)
- Compensation by Tenure:** average total pay by length of employment
- Compensation Distribution:** the distribution of compensation bands across organization
- Diversity of Executive Team:** the proportion of female and minority race employees in executive teams
- Diversity of Managerial Team:** the proportion of female and minority race employees in managerial teams
- Employee-Manager Ratio:** the number of employees relative to a single manager
- Gender:** the gender proportions, male vs. female, in organization
- Job Level by Age:** the average age in executive, management and staff level
- Job Level by Gender:** males and females at executive, management and staff levels
- Job Level by Race:** the race proportion at executive, management and staff level in organization
- Job Level:** the proportion of executives, managers and staff in organization
- Leadership Level:** distribution of job level in the organization
- New Hires by Age Group:** the age group distribution of individuals based on date of hire
- New Hires by Gender:** the gender proportion of individuals based on date of hire
- New Hires by Leadership Level:** the leadership level distribution of individuals based on date of hire
- New Hires by Months:** the number of individuals who started with Organization in a given month
- New Hires by Office Name:** the office name (location) distribution of individuals based on date of hire
- New Hires by Pay Type:** the pay type proportion of individuals based on date of hire



New Hires by Performance: the performance rating distribution of individuals based on date of hire

New Hires by Race: the race distribution of individuals based on date of hire

Office Name: the office name (location) distribution in the organization

Pay Differential: All Demographic Groups Comparison: average compensation of all demographic groups

Pay Type: the pay type proportions, hourly vs. salary, in organization

Performance: the distribution of appraisal ratings in the organization

Race: the race group proportions (by US EEOC categories) in the organization

Rookie Rate: the ratio of employees whose tenure is shorter than half the average tenure

Tenure Differential: average length of employment for all demographic groups

Tenure Group: the length of employment group proportions in organization

Tenure Map: the frequency distribution of length of employment of every employee

Tenured Employees Rate: percentage of employees whose length of employment is longer than average

Total Number of Employees: total number of individuals employed by Organization (aka "Headcount")

Veteran Rate: the ratio of employees whose tenure is longer than twice the average tenure

