

Workforce Dynamics: Turnover & Retention Insight

Workforce Dynamics: Turnover & Retention Insight



Extract data as CDS views from SAP S/4HANA / Import Data as Remote Tables from SAP SuccessFactors



Transform and model data in Datasphere for consistency.



Create interactive stories in SAC for insightful analysis

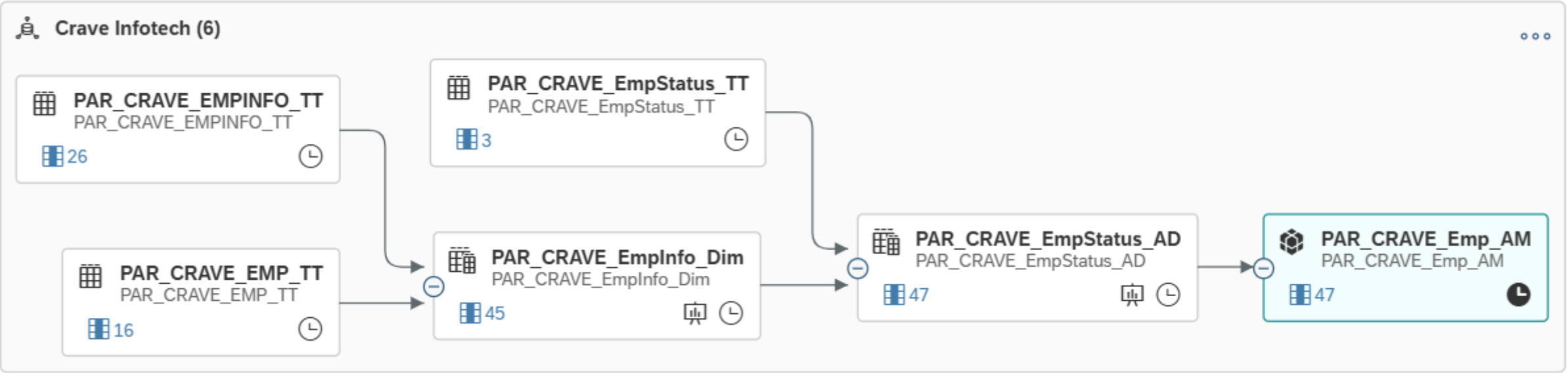
Workforce Dynamics: Turnover & Retention Insight provides key insights into workforce retention and turnover. It tracks total employee count, current active employees, and the attrition rate, giving a real-time view of employee dynamics.

- **Hiring trends** and **departmental headcount** provide a clear picture of recruitment and workforce distribution.
- The **Employee Well-Being Index** offers insights into job satisfaction, work-life balance, and salary distribution, helping monitor employee morale.
- **Attrition influencing factors** like gender, job role, and tenure are analyzed to identify causes of turnover, supporting targeted retention strategies.
- The dashboard also includes a **compensation and benefits analysis**, linking attrition to salary slabs, travel frequency, and salary hikes.

Key Performance Indicator

- Total Employee Count
- Current Employees
- Attrition Rate
- Yearly Hiring Trends
- Departmental Headcount
- Training Completion Rate
- Employee Well-Being Index
- Attrition Influencing Factors
- Work-Related Factors
- Compensation and Benefits

Datasphere Modelling





Workforce Dynamics: Turnover & Retention Insight

Gender

☒ All
☒ Female
☒ Male

Apply Selections

Employee Count

2,851

Employee Count

Current Employees
Current Employees

2,420

Excited Employees
Ex-Employees

431

Attrition Rate
in %

15.78%

Attrition Rate

Department

☒ All
☒ Data
☒ Engineering
☒ Human Resources
☒ Product

Apply Selections

Employee Engagement & Development

Year

☒ All
☒ 2014
☒ 2015
☒ 2016
☒ 2017
☒ 2018
☒ 2019
☒ 2020

Apply Selections

Yearly Hiring Trends (2023 vs 2024)

New Hire in 2023

279

New Hire in 2024

173

Departmental Headcount

		2023	2024
Data	2023	55	
	2024		32
Engineering	2023	67	
	2024		32
Human Reso...	2023	50	
	2024		35
Product	2023	50	
	2024		49
Sales	2023	57	
	2024		25

Training Completion Rate

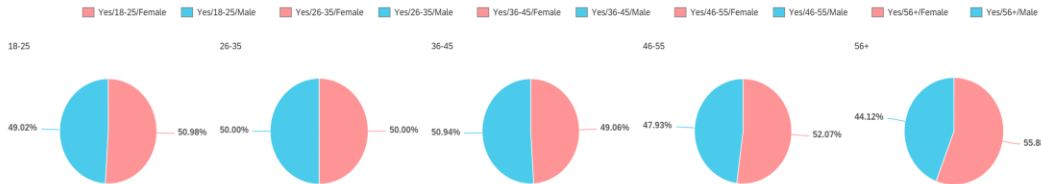
		False	True
2023	False	134	
	True		145
2024	False	67	
	True		106

SAC Dashboard

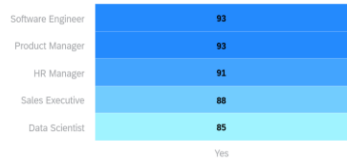


Attrition Influencing Factors

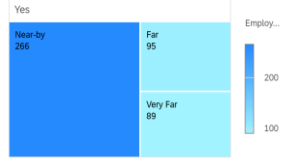
Gender Classification of Attrition Rate based on Age Category



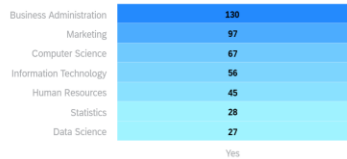
Attrition by Job Role



Attrition by Distance Status

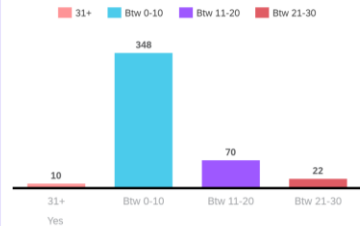


Attrition by Education Field



Work-Related Factors

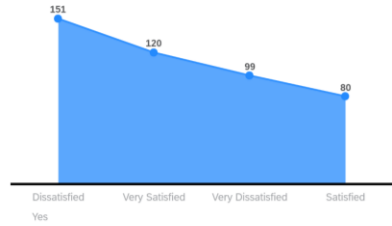
Employee Tenure vs. Attrition Rate



Attrition-Yes per Department

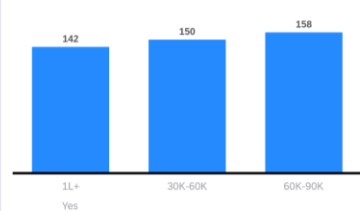


Attrition by Job Satisfaction Status

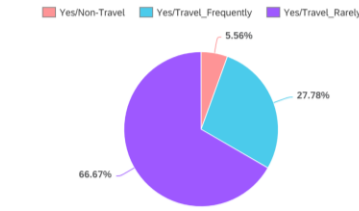


Compensation, Benefits, and Work Environment

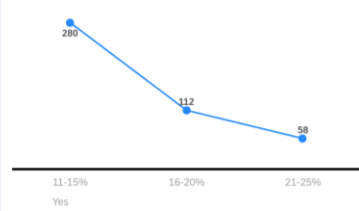
Attrition per Salary- Slab



Attrition by Travel Frequency



Attrition by Salary Hike Percentage





LOCATION

USA:

15 Corporate Pl S #104, Piscataway, NJ 08854
contact@craveinfotech.com

India:

Software Technology Parks of India, Unit 2-A,
MIDC, Hinjewadi Rajiv Gandhi Infotech Park,
Phase 1, Pune, Maharashtra 411057



SEND US AN EMAIL

contact@craveinfotech.com



VISIT OUR WEBSITE

www.craveinfotech.com



CALL US

1-844-CRAVEIT(272-8348)