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WORKFORCE

This Tableau Accelerator allows you to:

- Assess the composition of your workforce and how it trends
- Assess and Reduce Employee Churn
- Predict which employees are the most likely to churn
- Drill-back at 'Employee' level of detail, directly in your HR Application and take immediate actions

Answer key business questions

- What is our current headcount? How many FTE do we have?
- What is our number of global FTEs, and how is it evolving?
- What is the seniority of our employees?
- What is our employee turnover? Which departments are the most impacted by employees who leave?
- What is the gender balance in our company? How is it evolving?
- What is the career detail of this specific employee?

Monitor and improve KPIs

Employees

- **Headcount:** Number of employees being employed by the organization at the end of a given period (a part-time employee counts as one)
- **FTE:** Number of full-time-equivalent employees being employed by the organization at the end of a given period (a part-time employee at 50% counts as 0.5)
- **Year(s) of service:** Average number of years employees have spent in the organization (expressed in years)
- **Avg Age:** Average age of employees (expressed in years)
- **Avg Occupation Rate:** Average occupation rate across employees (expressed in %)
- **Part-time Employees:** Number of employees working part-time, namely that their occupation rate is less than 100% (expressed in %)
- **Part-time Employee %:** Number of employees working part-time, namely that their occupation rate is less than 100% (expressed in %)

Employee Churn

- **Starters:** Number of employees starting in the organization
- **Leavers:** Number of employees leaving the organization
- **Employee Churn Rate:** Share of employees who left the company in the last 12 months (expressed in %)

Required attributes

The requested data set is a snapshot of all employees, on a monthly basis:

- **Month** (*date*): Month snapshot
- **Organization** (*string*): Organization to which the employee belongs to
- **Department** (*string*): Department to which the employee belongs to
- **Employee #** (*string*): Employee unique identifier
- **Employee** (*string*): Employee name
- **Birth Date** (*date*): Employee birth date
- **Gender** (*string*): Employee gender "Male", "Female"
- **Nationality** (*string; role: country*): Employee nationality
- **Entry Date** (*date*): Employee entry date in the organization
- **Position** (*string*): Employee position at the month of the snapshot
- **Occupation Rate** (*numeric*): Employee occupation rate. [0.5 stands for 50%; 1 stands for full-time employees]