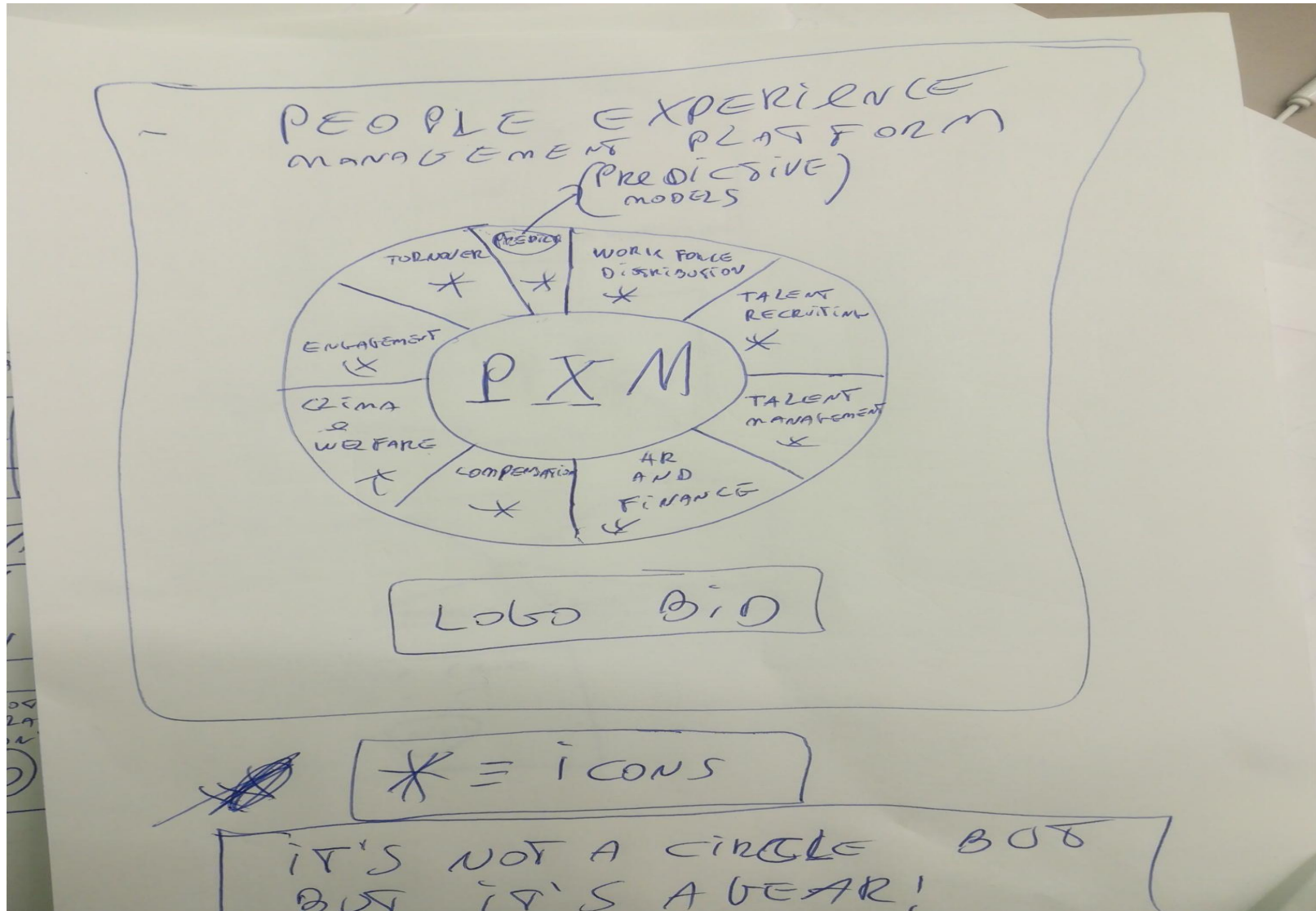




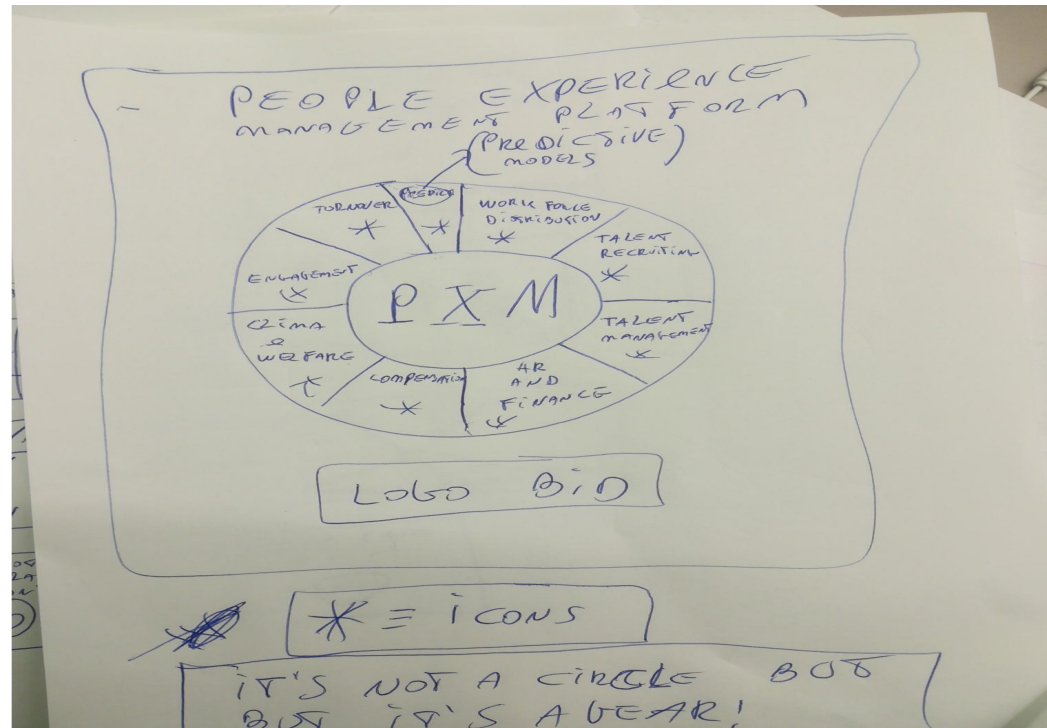
# People Experience Management





# People Experience Management

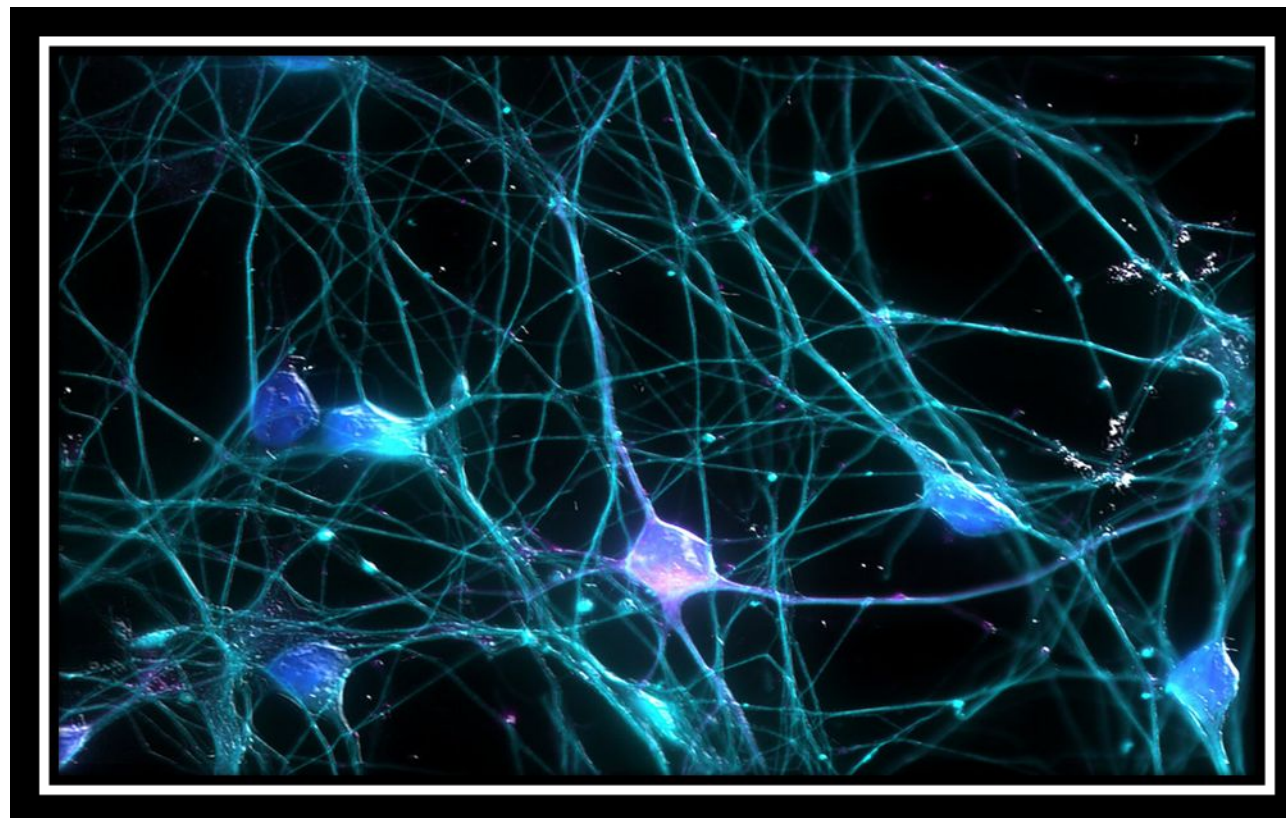
Double click on Turnover Segment





# Turnover

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# Turnover: Report 1 (General Structure)

Funzioni

Sotto Funzioni

Numero di collaboratori

79K



Manager Change during last 12 months

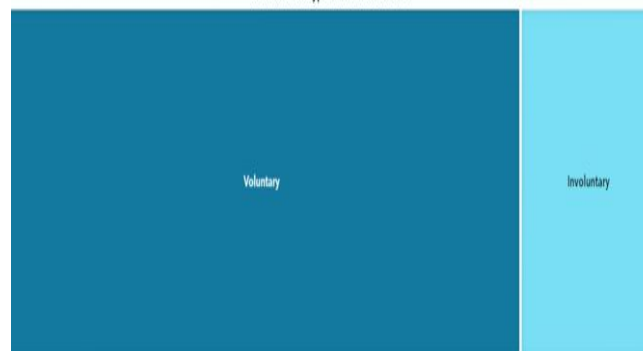
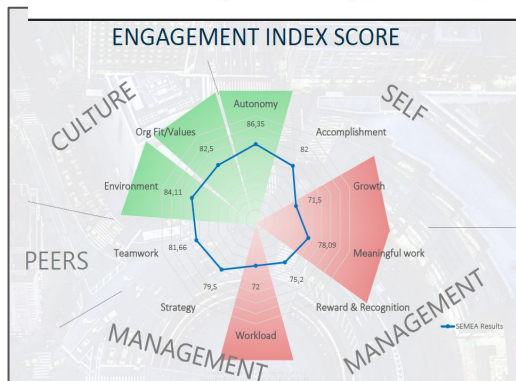
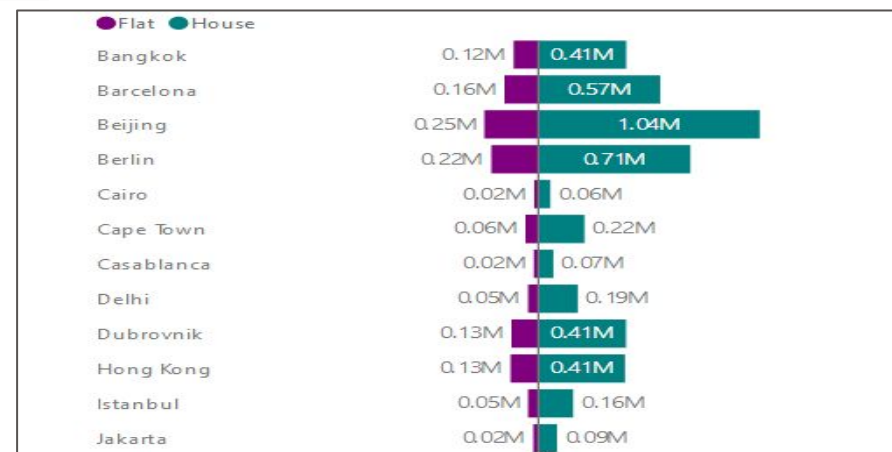
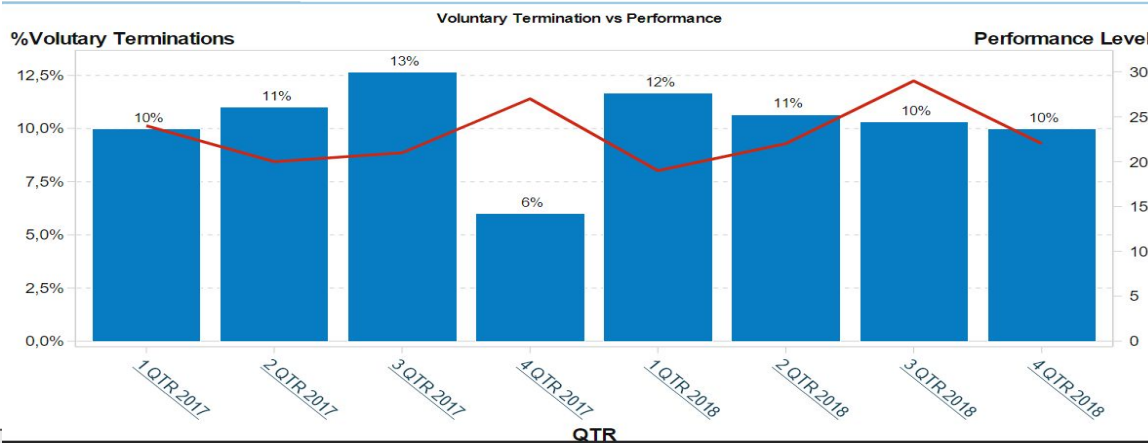
Yes



Wed 8:05a - Thu 12:00a



Hires and Termination



colleague career low want indeterminate growth listen  
pressure contract job feel long  
salary find renew well stimulate receive  
company work prefer boss position shot offer  
prospect communicate



# Turnover: Report 1 (Deep dive on objects)

Funzioni

Sotto Funzioni

This objects are cascading lists

Sales

Marketing

Team A

Team B

Team C

Numero di collaboratori

1204

Time Slider---From  
JAN2017 to FEB2019

Wed 8:05a - Thu 12:00a

Manager Change during last  
12 months

Yes

# of Terminations  
By Gender



# of Terminations  
by age category







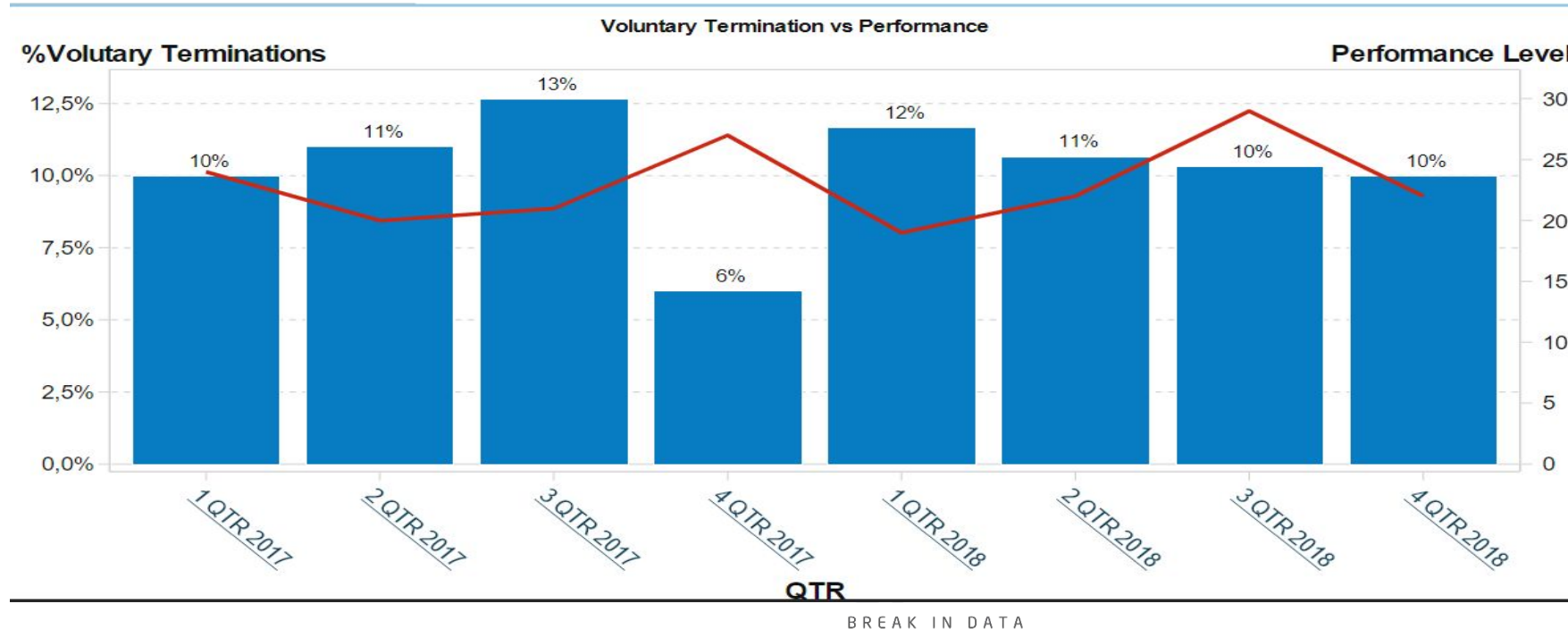
## Turnover: Report 1 (Deep dive on objects)

Bar height = %Voluntary Terminations

Line = Performance level

X- axis = Time period (from 1 qtr 2017 to 1 qtr 2019)

Double clicking on a qtr we get the months details





# Turnover: Report 1 (Deep dive on objects)

Tree Map and word cloud

Termination Types and Motivations





## Turnover: Report 1 (Deep dive on objects)

Butterfly graph:

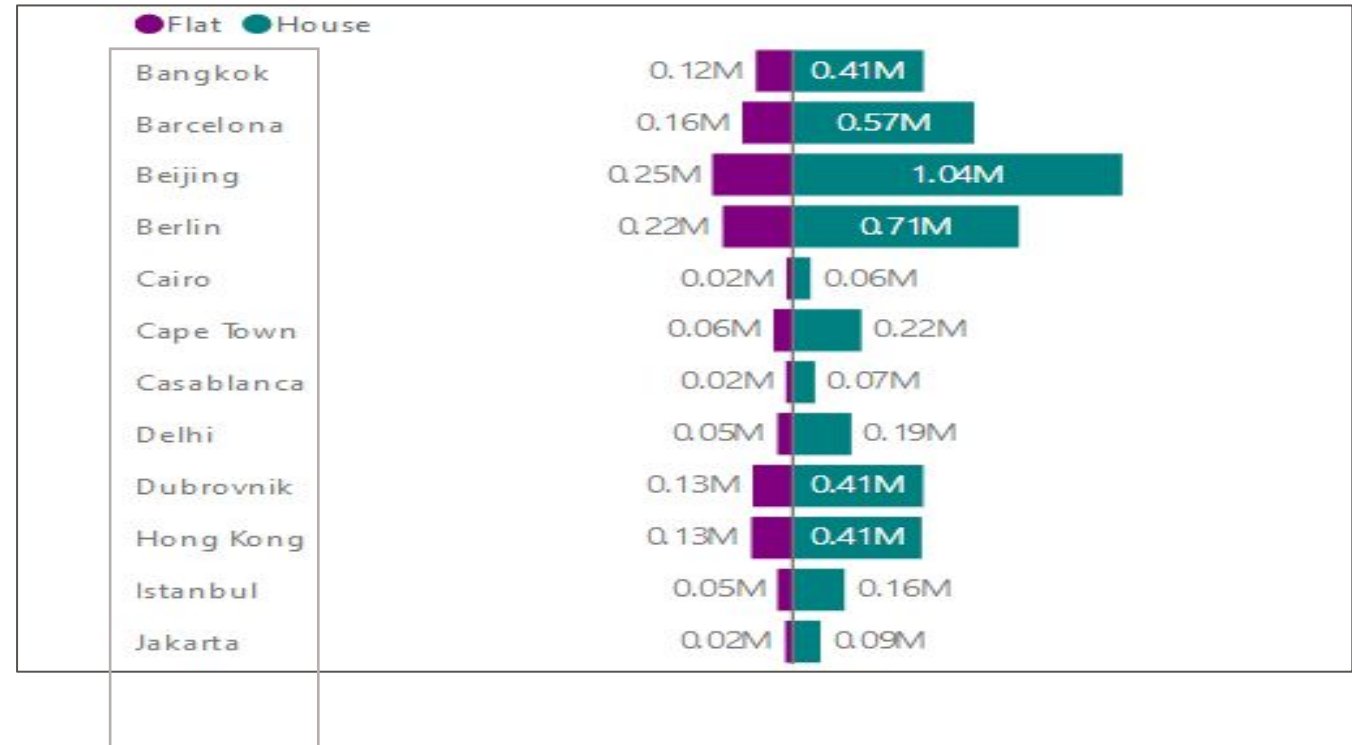
RED = Exits

Green = Hires

Number has to be integer

And the maximum number has

To be less than 30

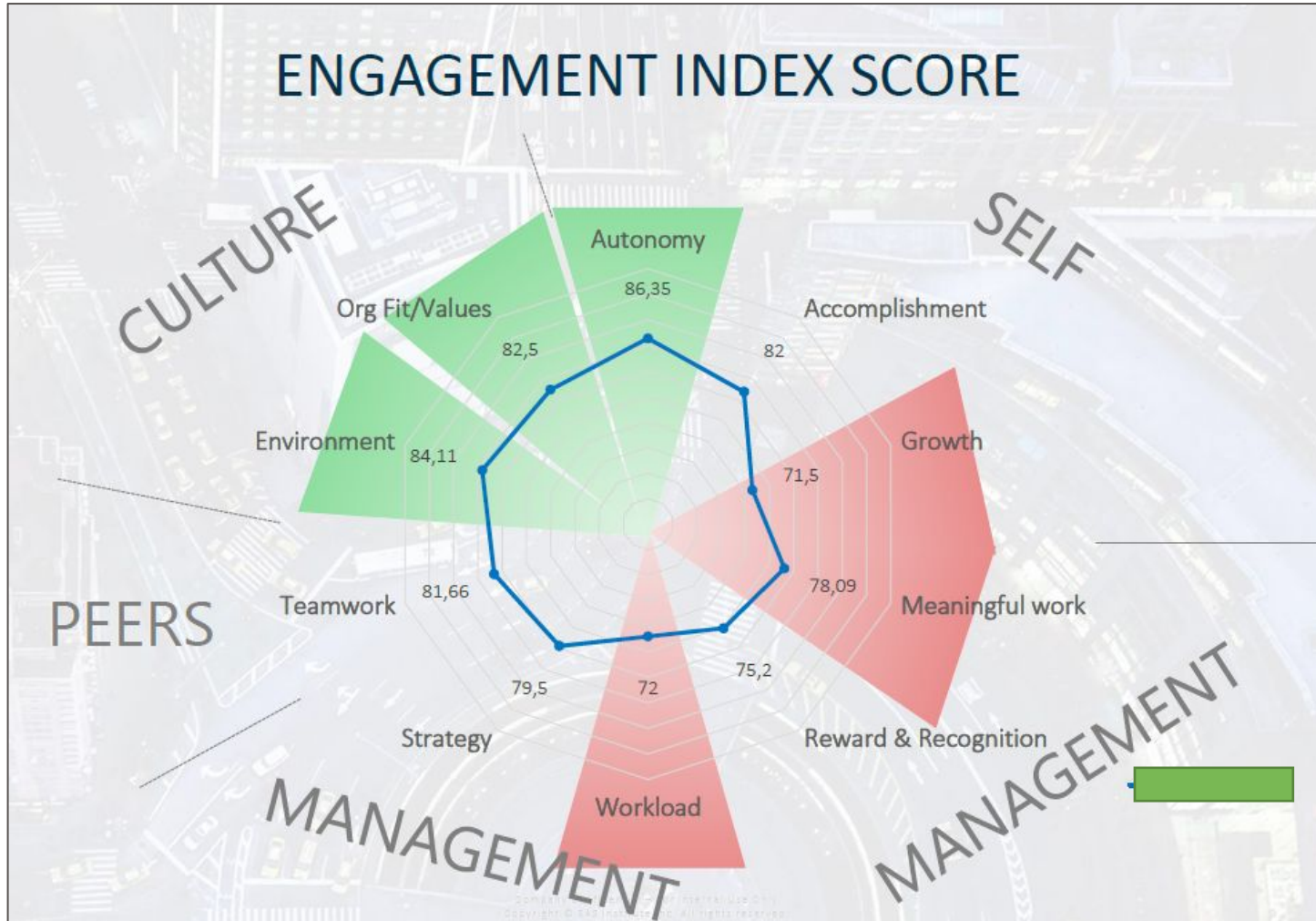


We dont want to see cities but Months from Jan 2017 to Jan 2019 (time slider indications)





# Turnover: Report 1 (Deep dive on objects)



RADAR Graph:  
Valuse has to range  
from 1 to 5 and  
No colored area



# Story

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- We want to analyze %Voluntary termination correlated to performance and engagement.
- Clicking on a specific function (eg marketing) all graphs change their values.
- Then clicking on a specific team we want to show the reduction of performance - the increment of voluntary termination - the reduction of engagement.



# Story

---

Clicking on cascading list «funzione» select Marketing.

All graphs changes a little their values .

Then Clicking on «sottofunzione» team B:

When Team B is selected the graphs changes values:

- The radar graph reduce all its valuse by 2
- «Numero di collaboratori» becomes 120
- Reds in butterfly graph are greater than greens all over the city
- The word cloud become this



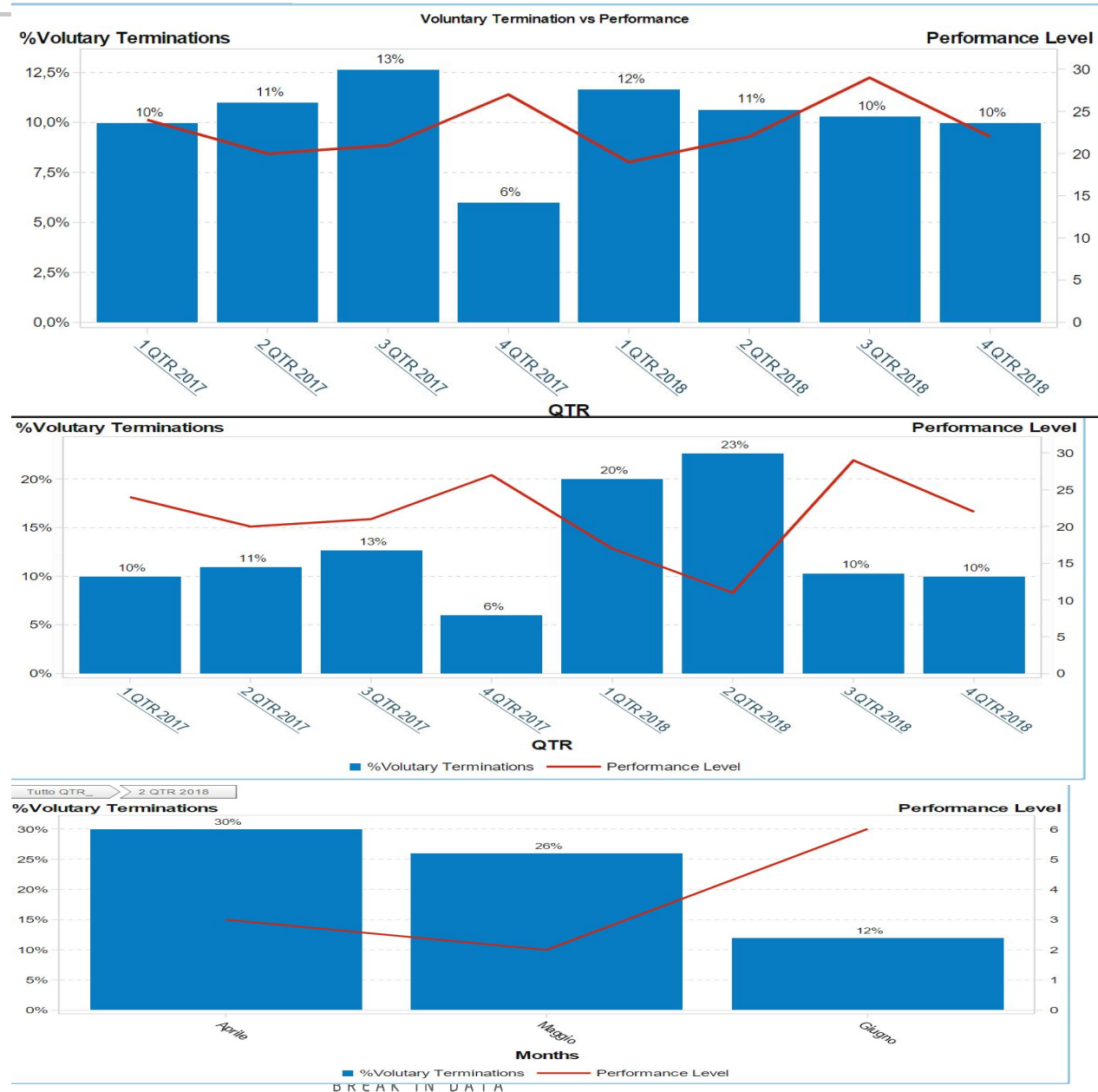


# Story

Before Selection of team B

After Selection of team B  
(bars go up and line go down)

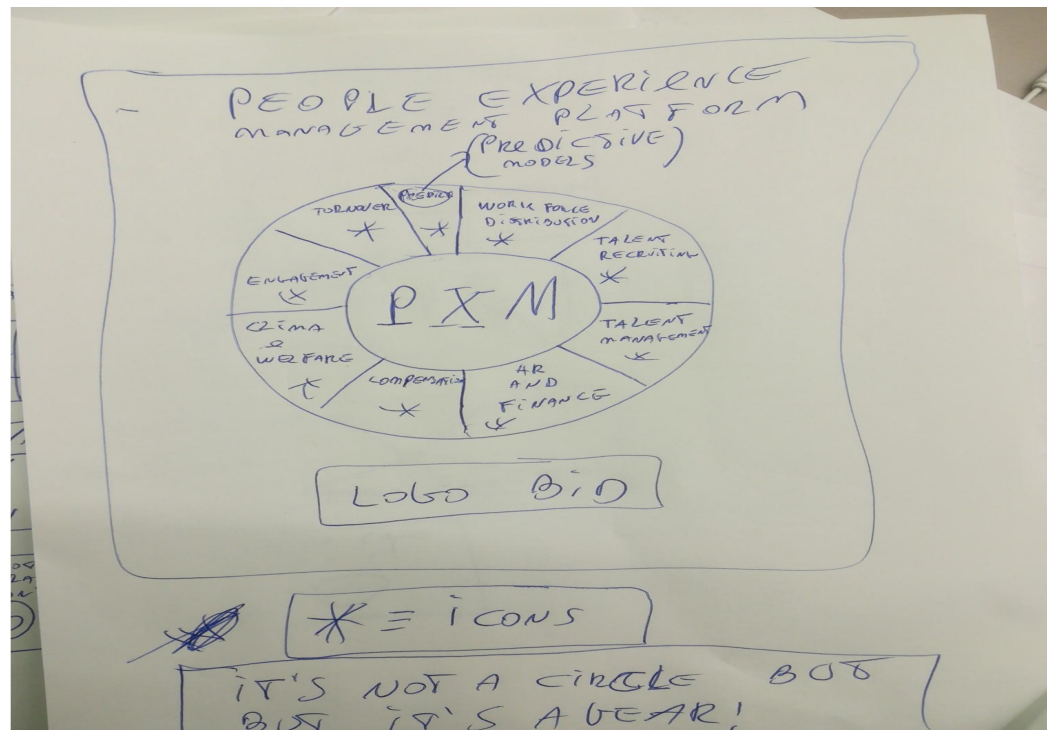
Double click on 2 qtr 2018– I get the monthly detail





# Predictive Module

- Double click on «predictive module»







# Predictive Module: report 2





## Predictive Module: report 2 (story)

- Clicking on different rows of the table, the gauges change their values.
- Clicking on the first row we get:

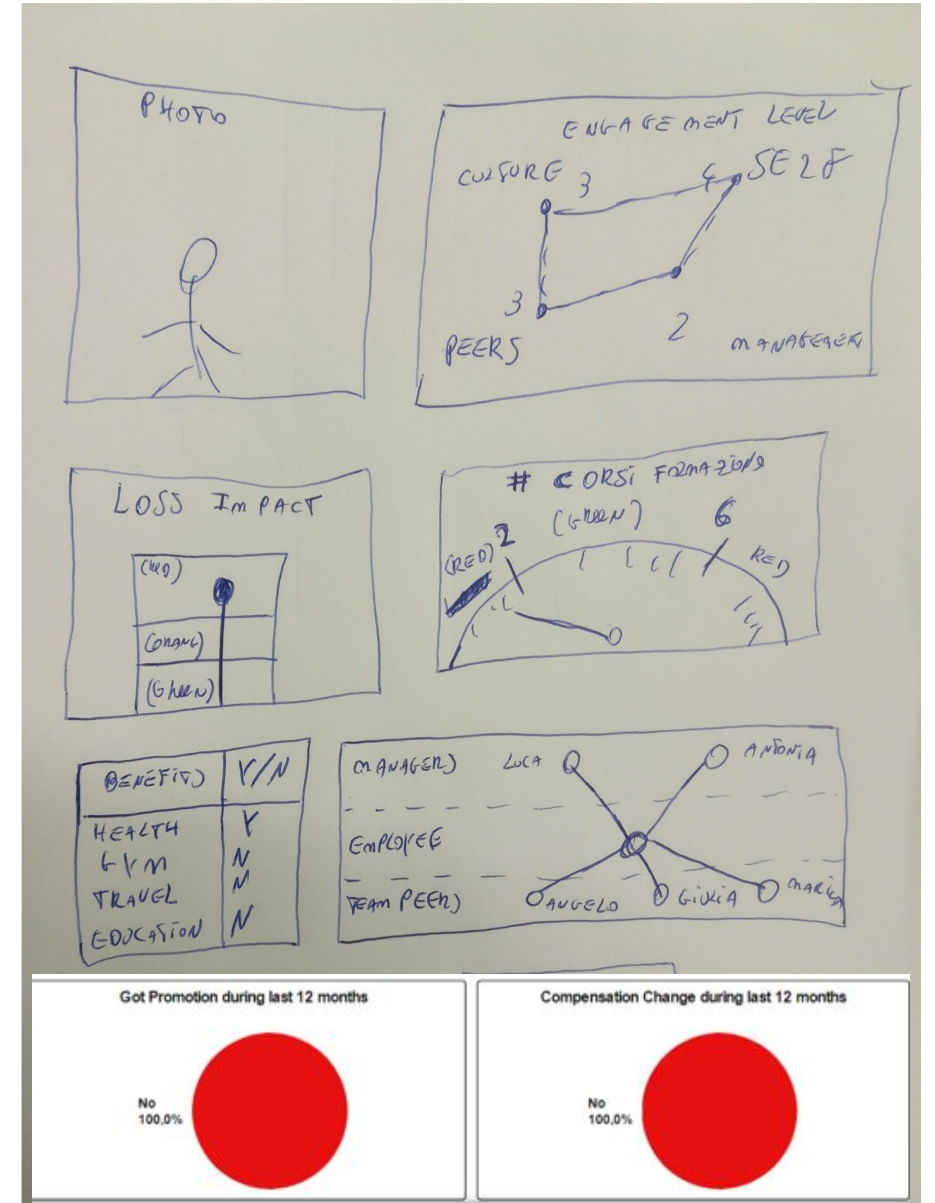
Churn risk = 15 % -- red zone

Top Performing score = 60% green zone



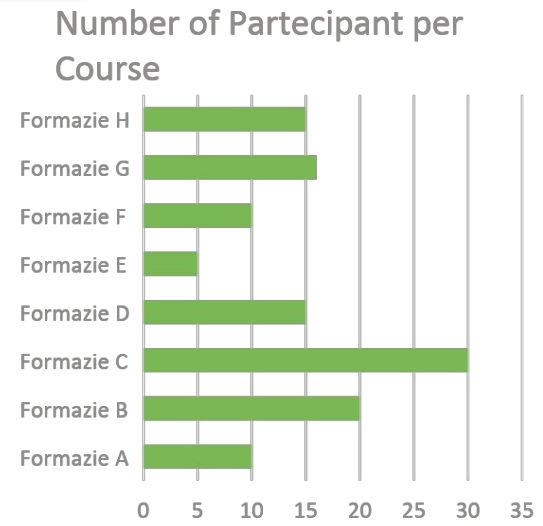
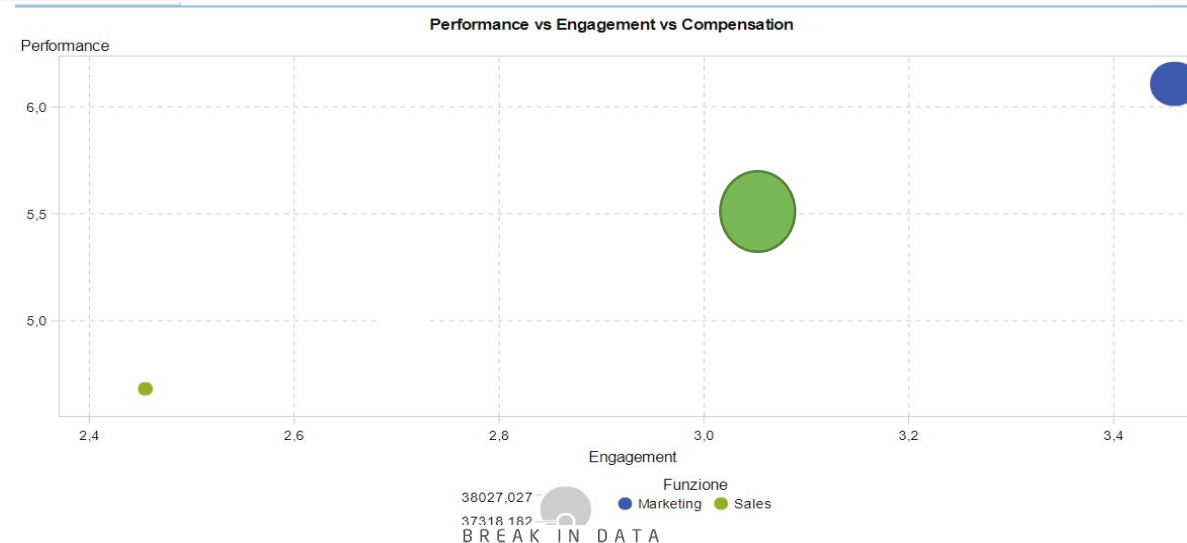
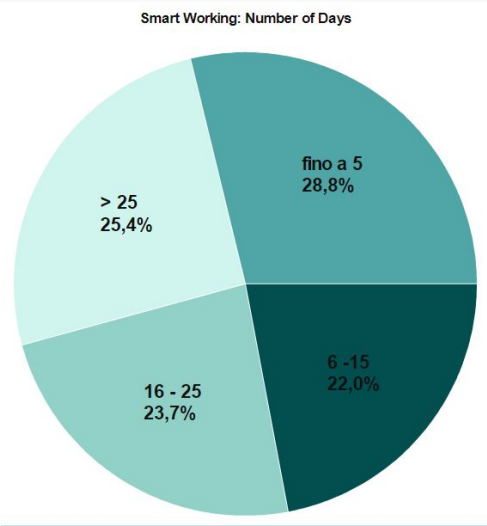
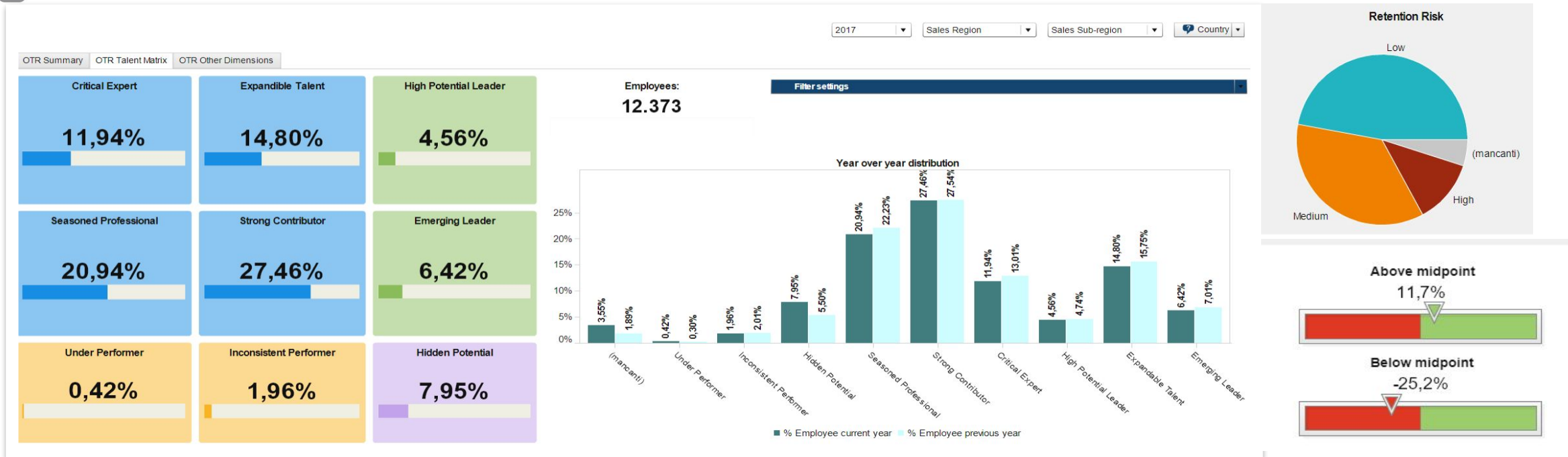
## Turnover & Churn: report 2 (story)

- Double clicking on the first row we get:





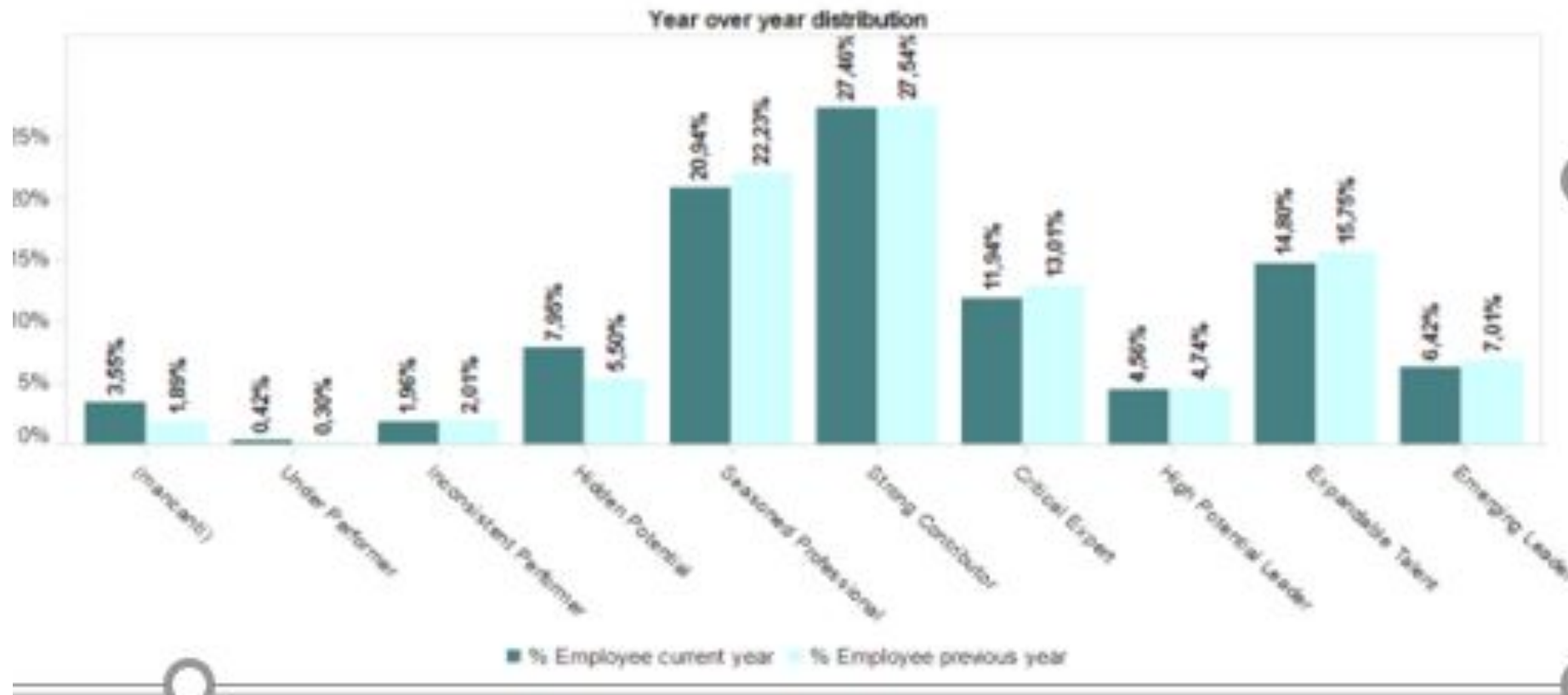
# Performance: Report 2





## Performance: Report 2

Performance current year vs performance previous year







## Performance: Report 2

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filters

2017 ▼ Sales Region ▼ Sales Sub-region ▼ Country ▼

Employees:

1204

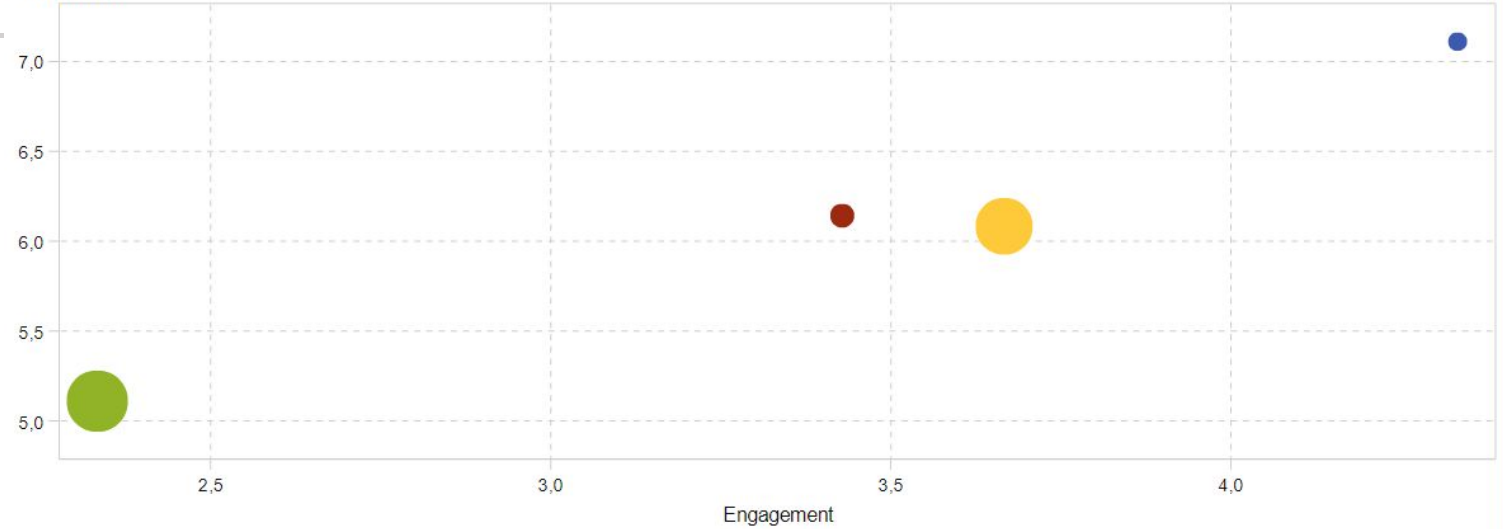
Filter settings



Performance vs Engagement vs Compensation

Tutto Gerarc... Marketing

Performance



41666,667  
Sotto Funzione  
Team A Team B Team C Team D

Performance vs Engagement vs Compensation

Tutto Gerarc... Marketing Team A

Performance



Performance vs Engagement vs Compensation

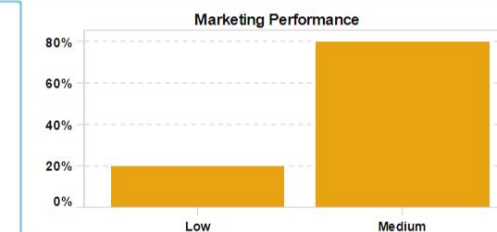
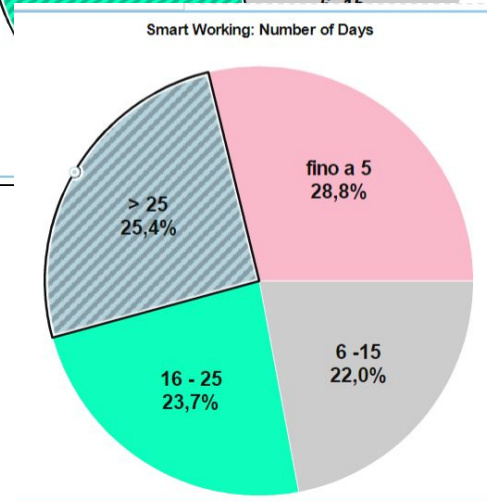
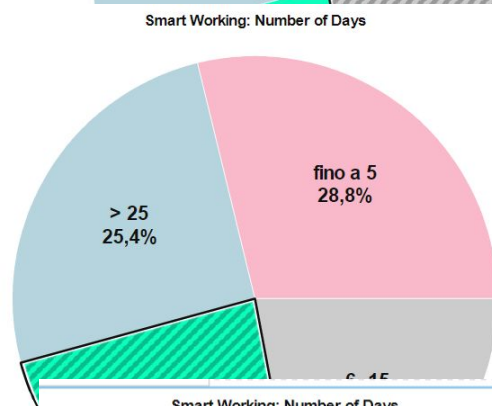
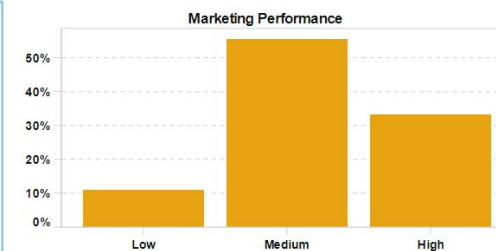
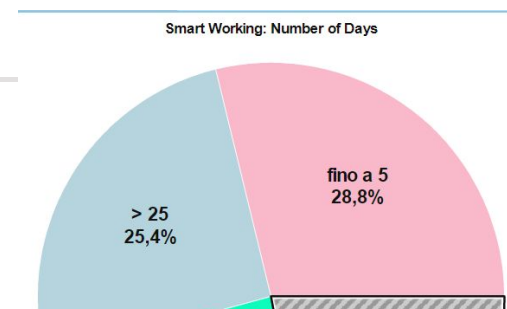
Tutto Gerarc... Marketing Team A

Performance



Enga  
Perfo  
Com  
ID:

5.0





## Turnover & Churn: report 2 (story)

Double clicking on the first row we get this visualization:

