

HR EXECUTIVE DASHBOARD

EMPLOYMENT

DIVERSION

SATISFACTION

FORECAST



by Joanna Misztal-Jarżabek



year

2025

quarter

2

month

All

department

Admin
Offices

Executive
Office

IT/IS

Production

Sales



new employees

158,00

leavers

302,00

new employees
YTD

487,00

leavers YTD

559,00

headcount

2,58K

turnover rate

11,71%

choice of KPI

Turnover
Rate

Involuntary
Turnover

Voluntary
Turnover

New employment vs. Departures

new employees leavers

200

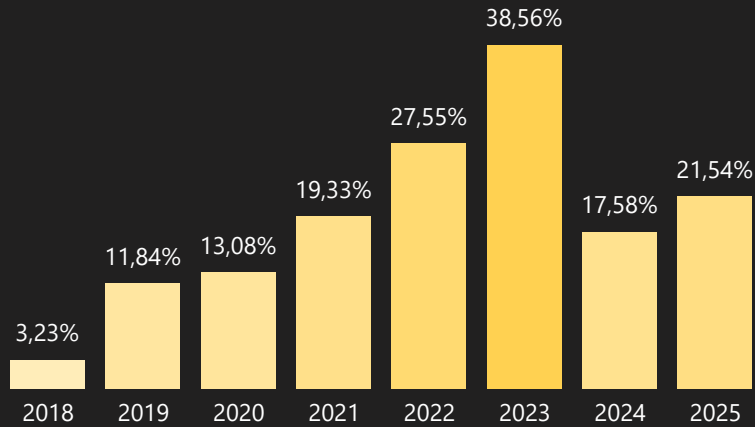
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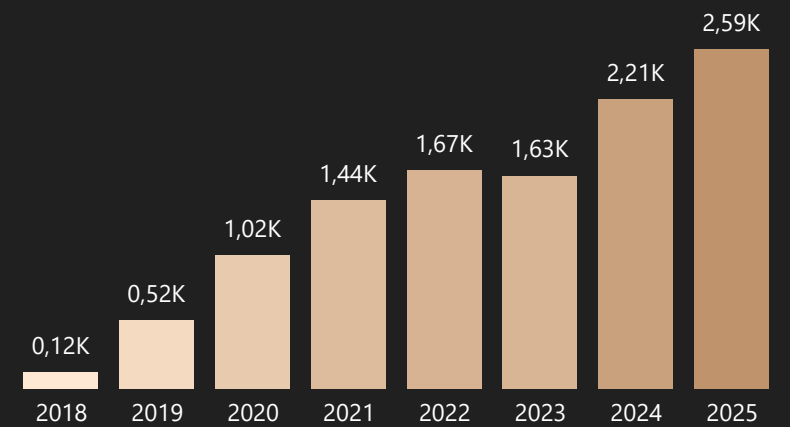
2025

5

Turnover Rate



Headcount





year

Multiple se... ▾

quarter

All ▾

month

All ▾

department

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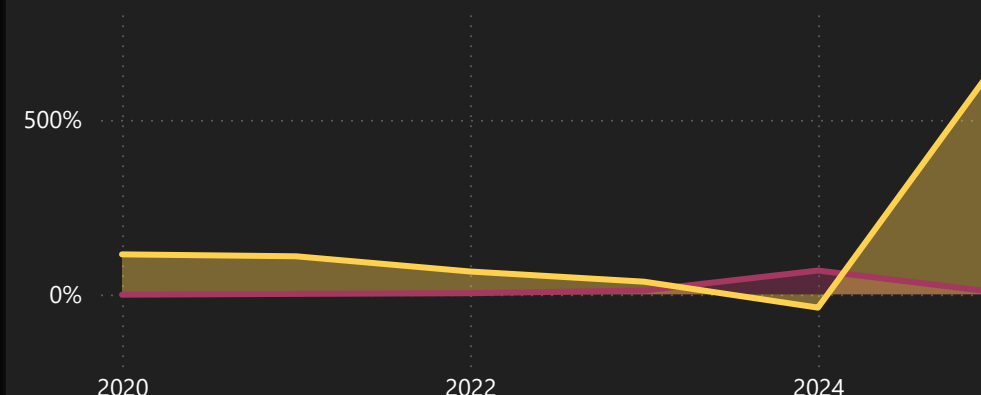


Differences in employment between types of workforce

year	new employees	leavers	headcount	turnover rate	involuntary turnover	voluntary turnover
▼						
2025						
white collar	245,00	268,00	950,81	28,19%	12,62%	15,57%
blue collar	242,00	291,00	1 643,94	17,70%	8,21%	9,49%
2024						
white collar	540,00	204,00	783,69	26,03%	11,99%	14,04%
blue collar	619,00	185,00	1 429,36	12,94%	6,51%	6,44%
2023						
white collar	287,00	189,00	479,48	39,42%	13,76%	25,65%
blue collar	402,00	438,00	1 146,59	38,20%	10,73%	27,47%
2022						
white collar	166,00	120,00	473,93	25,32%	6,12%	19,20%
blue collar	454,00	340,00	1 195,72	28,43%	5,85%	22,58%
2021						
white collar	181,00	97,00	419,34	23,13%	6,20%	16,93%
blue collar	419,00	181,00	1 018,68	17,77%	4,42%	13,35%
2020						
white collar	170,00	43,00	299,49	14,36%	3,34%	11,02%
blue collar	422,00	90,00	717,58	12,54%	3,07%	9,48%

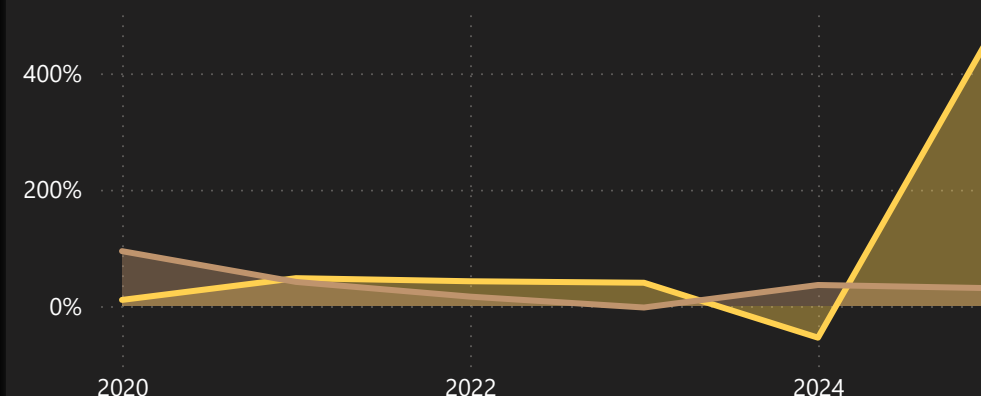
New employees and leavers (year over year)

● new employees YoY in % ● leavers YoY in %



Turnover rate and headcount\ (year over year)

● turnover rate YoY in % ● average employment YoY in %





year

All

quarter

All

month

All

type of employee

Contract

Full-Time

Part-Time



Staff attrition across departments

year	Admin Offices	Executive Office	IT/IS	Production	Sales	Software Engineering
2025						
5	↑ 28,00	↑ 28,00	↑ 26,00	↑ 25,00	↑ 26,00	↑ 28,00
4	↑ 20,00	↑ 24,00	↑ 25,00	↑ 24,00	↑ 20,00	↑ 28,00
3	→ 15,00	→ 17,00	→ 10,00	↑ 23,00	↑ 20,00	→ 14,00
2	→ 19,00	→ 15,00	→ 15,00	→ 15,00	→ 16,00	→ 15,00
1	→ 10,00	↓ 9,00	↓ 6,00	→ 14,00	→ 10,00	→ 14,00
2024						
12	→ 14,00	→ 11,00	→ 11,00	↓ 7,00	↓ 6,00	→ 11,00
11	→ 11,00	↓ 6,00	→ 11,00	↓ 4,00	→ 12,00	↓ 9,00
10	→ 10,00	↓ 8,00	↓ 7,00	→ 12,00	→ 12,00	→ 10,00
9	→ 11,00	↓ 5,00	↓ 9,00	↓ 7,00	↓ 9,00	→ 12,00
8	↓ 6,00	↓ 7,00	↓ 6,00	↓ 7,00	↓ 3,00	↓ 8,00
7	↓ 6,00	↓ 3,00	↓ 4,00	↓ 5,00	↓ 4,00	↓ 3,00
6	↓ 4,00	↓ 3,00	↓ 3,00	↓ 5,00	↓ 4,00	↓ 8,00
5	↓ 4,00	↓ 5,00	↓ 3,00	↓ 5,00	↓ 3,00	↓ 2,00
4	↓ 2,00	↓ 1,00	↓ 3,00	↓ 2,00	↓ 6,00	↓ 3,00
3	↓ 2,00	↓ 2,00	↓ 6,00	↓ 1,00		
2	↓ 2,00	↓ 3,00	↓ 2,00		↓ 3,00	↓ 5,00
1	↓ 3,00	↓ 1,00	↓ 2,00	↓ 1,00	↓ 3,00	
2023						

Voluntary

906,00
Leavers

Involuntary

849,00
Leavers

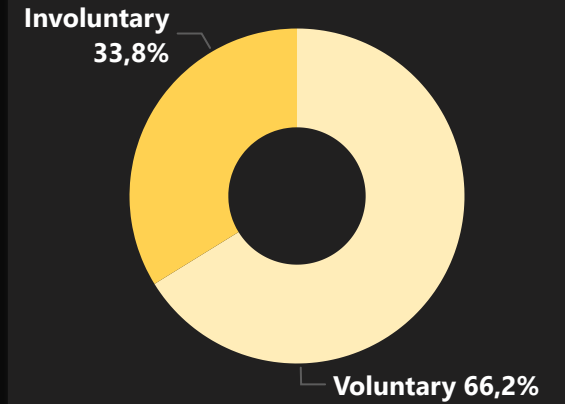
Resignation

380,00
Leavers

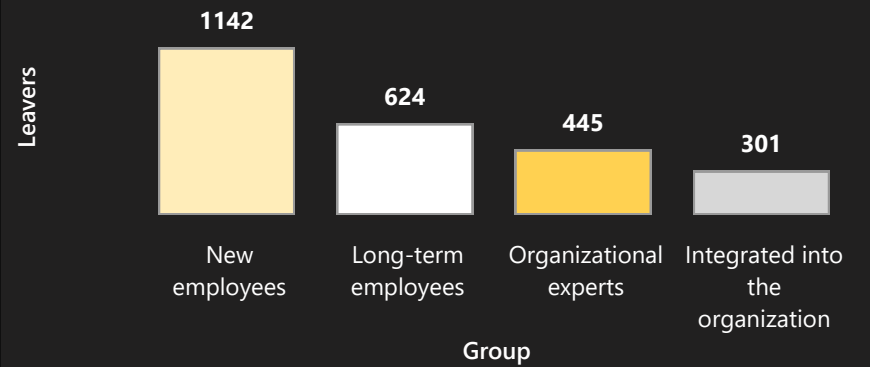
Retirement

377,00
Leavers

Breakdown of employee leavers



Leaver count by employment tenure



H
R

N
E
W

H
I
R
E
S



year

All

quarter

All

month

All

type of employee

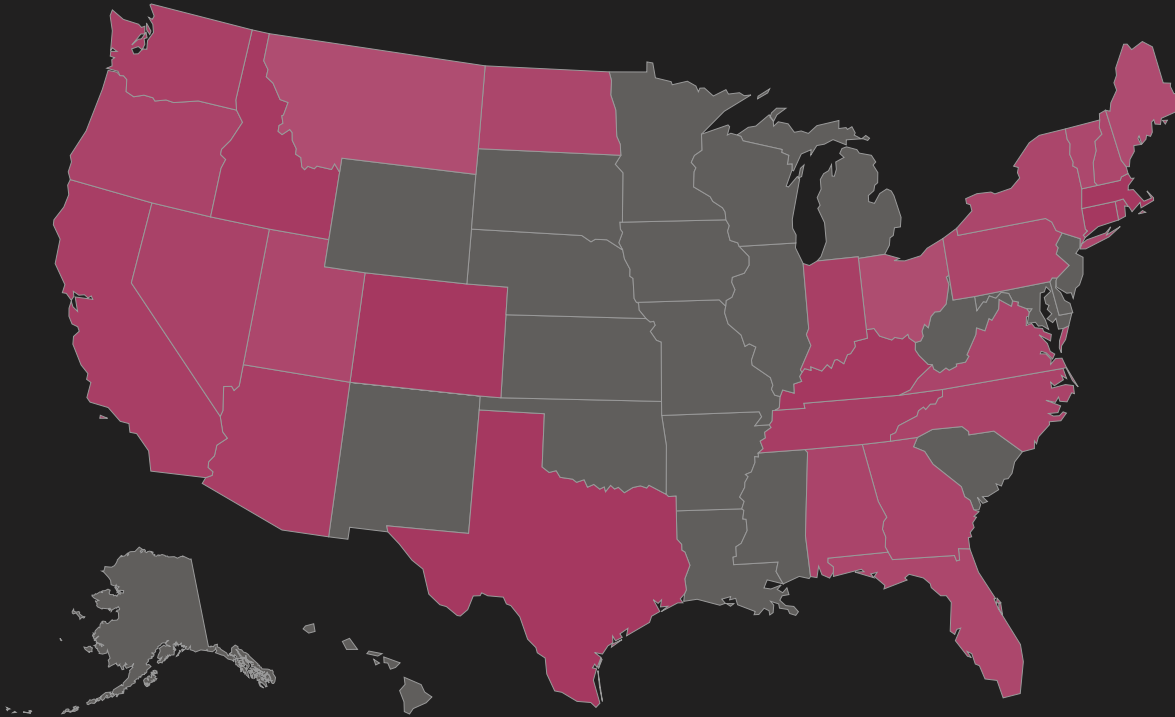
Contract

Full-Time

Part-Time

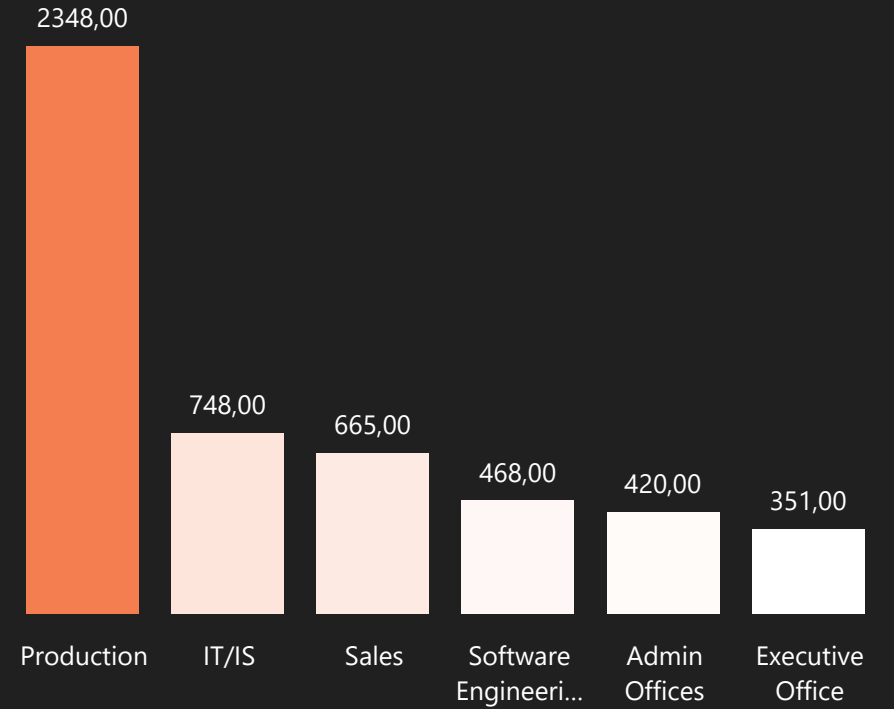


Origin of new hires



right click on a bar to see details
for the department

New employees in departments





year

All

quarter

All

month

All

department

Admin
Offices

Executive
Office

IT/IS

Production

Sales



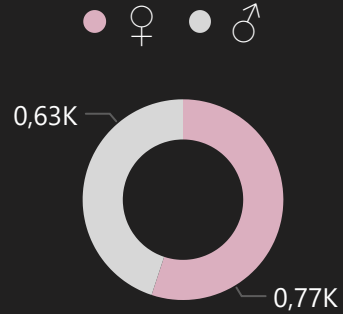
female

55,07%

male

44,93%

Gender-wise headcount

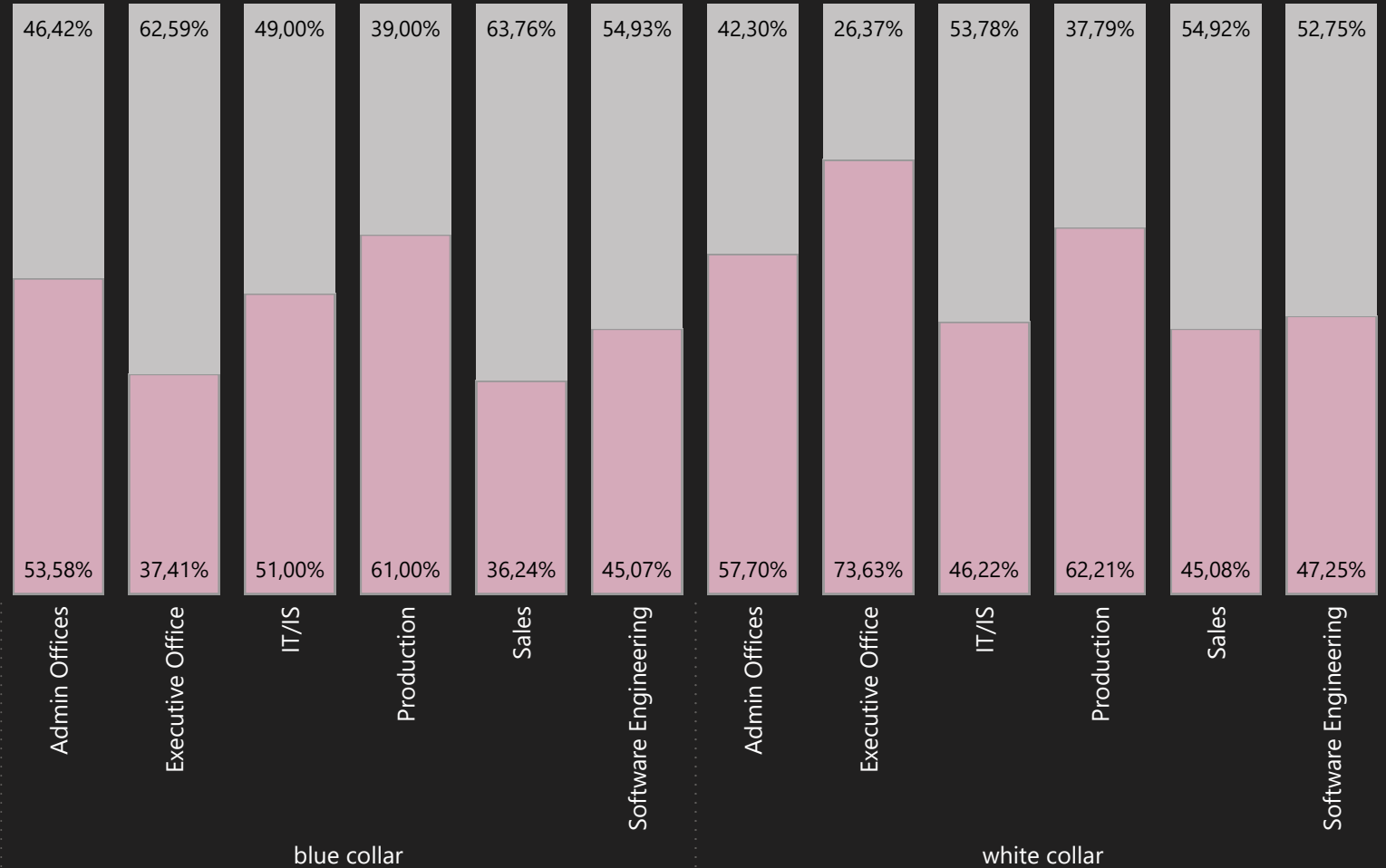


Gender-wise headcount

Type of workforce	Average of female	Average of male
white collar		
Software Engineering	14,05	15,69
Sales	25,50	31,07
Production	159,15	96,68
IT/IS	31,05	36,13
Executive Office	28,74	10,29
Admin Offices	11,94	8,76
blue collar		
Software Engineering	21,19	25,82
Sales	41,22	72,51
Production	369,01	235,92

Type of workforce in departments

● % of female ● % of male





year

All

quarter

All

month

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average age

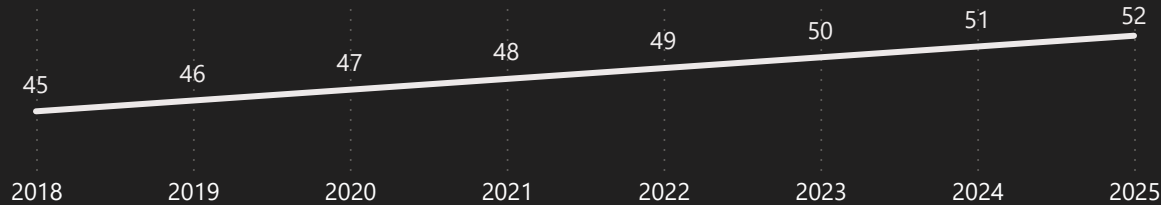
52,25

median age

51,00

Type of metric	Target	Actual value	Difference	Goal Achievement (%)
Age - average	40,00	52,25	12,25	130,62
Age - median	47,00	51,00	4,00	108,51
Female in %	50,00	61,35	11,35	122,70
Male in %	50,00	38,65	-11,35	77,30

Evolution of workforce age across years



Average age in divisions (top 5)

Project Management - Eng 44,08

Safety 44,88

Corp Operations 46,23

Sales & Marketing 47,52

Isp 49,35

Employee age distribution in divisions

Division	20-30	30-40	40-50	50-60	60-70
Aerial	★	★	★	★	★
Billable Consultants	★	★	★	★	★
Catv	★	★	★	★	★
Corp Operations	★	★	★	★	★
Engineers	★	★	★	★	★
Executive	★	★	★	★	★
Field Operations	★	★	★	★	★
Fielders	★	★	★	★	★
Finance & Accounting	★	★	★	★	★
General - Con	★	★	★	★	★
General - Eng	★	★	★	★	★
General - Sga	★	★	★	★	★
Isp	★	★	★	★	★
People Services	★	★	★	★	★
Project Management - Con	★	★	★	★	★
Project Management - Eng	★	★	★	★	★
Safety	★	★	★	★	★
Sales & Marketing	★	★	★	★	★
Shop (Floor)	★	★	★	★	★



year

All

quarter

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month

All

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Employee average headcount by age group and race/ethnicity

age cohort	Asian	Black	Hispanic	Other	White
Early mid-career	46,87	49,77	46,20	57,39	50,96
Experienced professionals	52,90	40,21	46,29	49,36	51,56
Pre-retirement group	100,89	112,34	104,09	95,78	103,19
Senior professionals	38,22	49,27	40,78	48,01	40,53
Young professionals	40,61	40,82	35,56	31,70	42,20

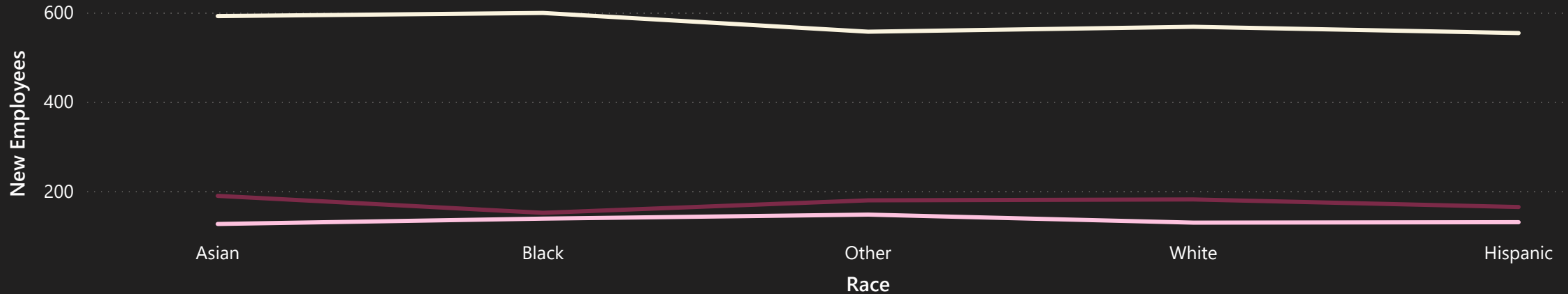
Evolution of workforce composition by race

Black	White	Other	Asian	Hispanic
291,08	284,78	280,83	279,29	271,26

Performance distribution of new hires by race

based on first-year performance review data

Performance Score ● Exceeds ● Fully Meets ● Needs Improvement





year

All



quarter

All



month

All



department

Admin
Offices

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avg satisfaction

3,02

avg. work life
balance

2,99

avg engagement

2,94

Average well-being and satisfaction across departments

Workforce Type		engagement score		satisfaction score		work-life balance score
	▼					
blue collar						
Executive Office	↑	3,29	↑	3,24	→	3,18
Software Engineering	→	3,08	↑	3,15	→	3,11
IT/IS	→	2,99	↑	2,95	↓	3,02
Admin Offices	↓	2,98	↓	2,38	→	3,19
Sales	↓	2,98	↑	3,11	→	3,14
Production	↓	2,94	↑	3,00	↓	2,96
white collar						
Executive Office	↑	3,57	→	2,71	↑	3,57
IT/IS	→	3,10	↑	3,14	↓	2,95
Sales	→	3,02	↑	3,17	↓	2,89
Production	↓	2,82	↑	3,06	↓	2,96
Software Engineering	↓	2,74	↑	3,03	↓	2,77
Admin Offices	↓	2,71	↑	3,00	→	3,18

Employee experience overview by gender: average satisfaction

Male 3,04

Female 3,01

Employee experience overview by gender: average work-life balance

Female 3,00

Male 2,97

Employee experience overview by gender: average engagement

Male 2,96

Female 2,93