

Period

All

Main Dashboard

Headcount

Hiring

Turnover

Performance

Absenteeism

Training

Salary

Mileage

Headcount (HC)

143 ↓ (12.3%)

143

| | |
|-----------------|---------------|
| 163 #HC PY | 39 #Hired |
| 57 #Turnover | 143 #HC CY |

Performance

Emp ● Contract ● Permanent

| | | | |
|---------------------|---|----|----|
| High Performer | 4 | 32 | 36 |
| Core Player | 8 | 26 | 34 |
| Star | 4 | 30 | 34 |
| Potential Gem | 6 | 26 | 32 |
| Average Performer | 7 | 24 | 31 |
| High Potential | 4 | 25 | 29 |
| Inconsistent Player | 6 | 23 | 29 |
| Risk | | 23 | 23 |
| Solid Performer | 4 | 16 | 20 |

Training

70.13%

26 #Training 102 #Trainee

2,743 Man Hours 622.7 M Training Cost

Salary Growth

-4.4%

| | |
|---------------|--------|
| Asst. Manager | -20.3% |
| Supervisor | -19.2% |
| Operator | -8.5% |
| Staff | -7.9% |
| BOD | |

1.68bn

Hiring

111.4% Occupancy Rate

39

| | |
|--------------------|-------------------------|
| 35 #Vacant Job | 36 Days Time to Hire |
| 39 #Hired | 0 Hired CFLP |
| 4 #Excess Hired | 0 Not Yet Hired |

Turnover

39.9%

57

Emp ● Contract ● Permanent

| | | |
|------------------|----|----|
| End of Contract | 30 | 30 |
| Change of Career | 7 | 7 |
| Medical Issues | 5 | 5 |
| Passed Away | | 3 |

Absenteeism

4.7%

3,279

Emp ● Contract ● Permanent

| | | | |
|--------------|------|------|-------|
| Sick Leave | 0.4K | 1.3K | 1,695 |
| Annual Leave | | 1.6K | 1,584 |

Mileage (Km)

● <15 km ● 16-30 km ● 31-45 km

| | | | |
|------------------|----|----|----|
| Production | 25 | 26 | 52 |
| Sales | 10 | 5 | 16 |
| QC | 11 | | 15 |
| Finance | 5 | 5 | 11 |
| HRGA | 7 | | 11 |
| Purchasing | 5 | 5 | 10 |
| Warehouse | | | 8 |
| Engineering | 5 | | 7 |
| PPIC | | | 7 |
| Executive Office | | | 6 |

HEADCOUNT

Current HC

143

HC Change

0 | 0.0%



Show Menu

CP Vs PP

Department

Tenure

Age

Gender

Education

Period

2020

Dept

All

Position

All

Gender

All

EmpType

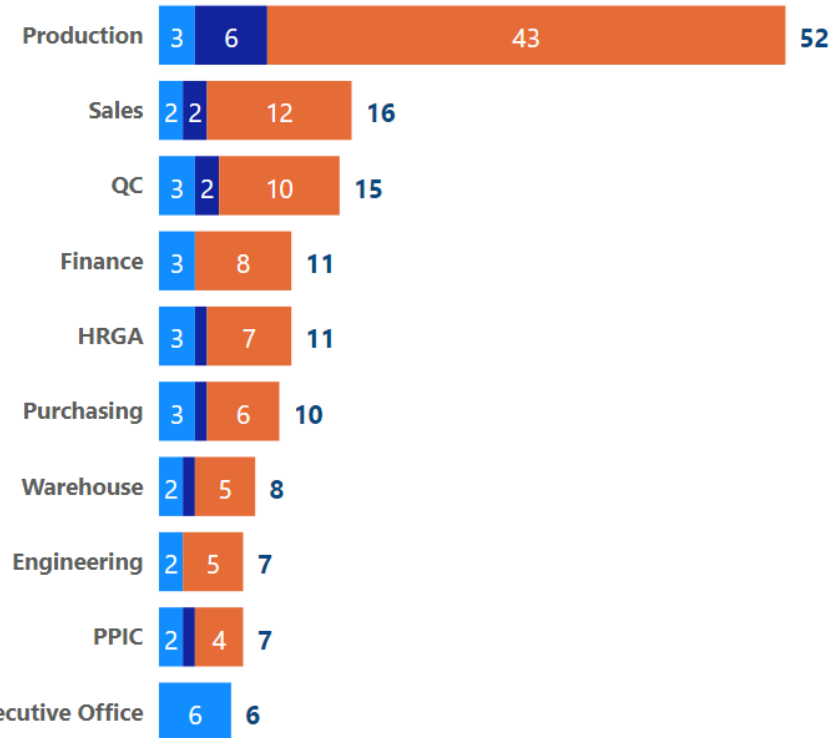
All

Generation

All

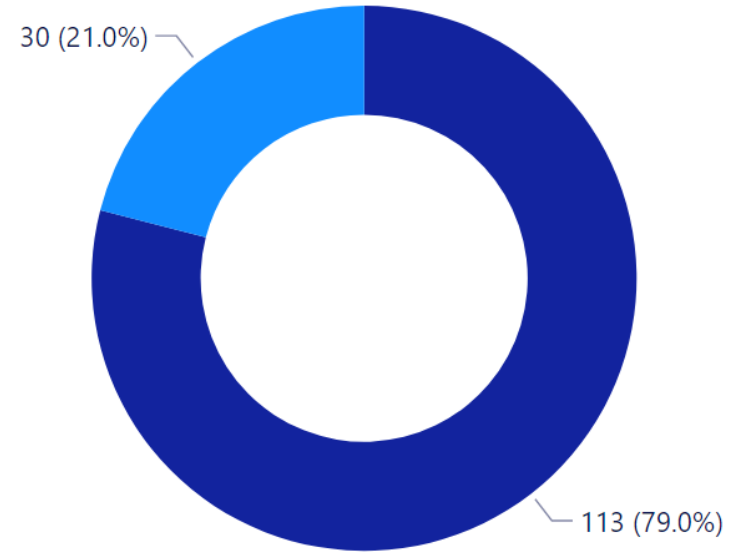
Headcount by Department

Position Level ● Senior ● Mid-Level ● Junior



Headcount by Employment Type

● Permanent ● Contract



HEADCOUNT

Current HC

143

HC Change

0 | 0.0%



Show Menu

CP Vs PP

Department

Tenure

Age

Gender

Education

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2020

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All

Position

All

Gender

All

EmpType

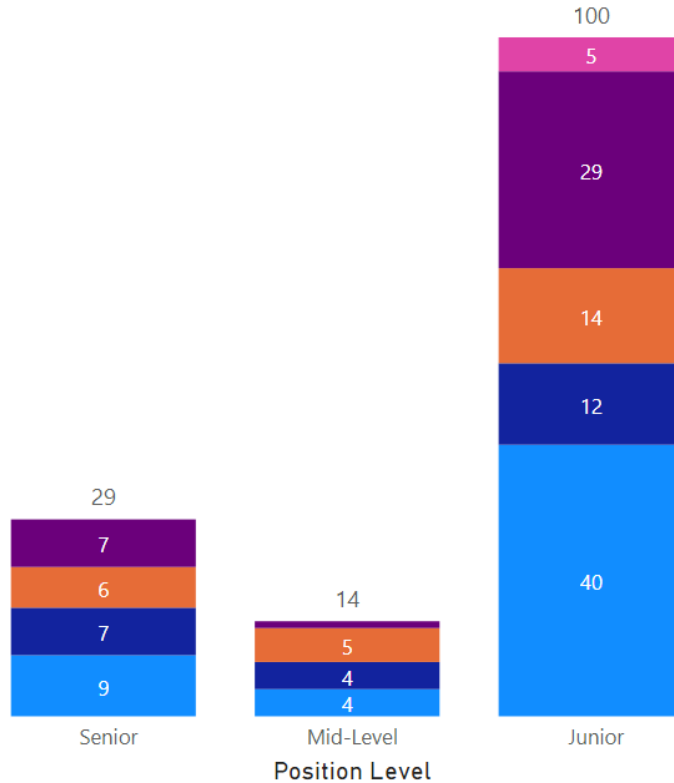
All

Generation

All

Headcount by Tenure and Position Level

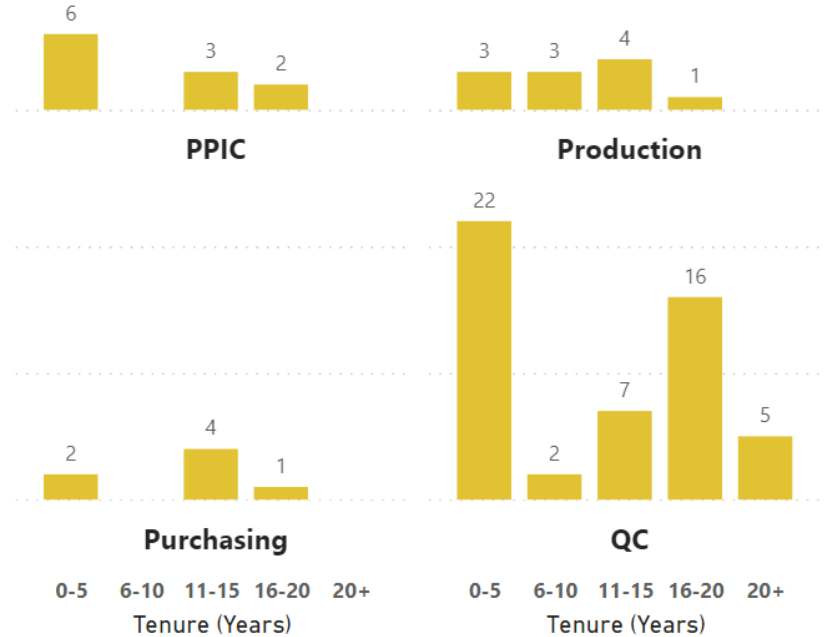
Tenure (Years) ● 0-5 ● 6-10 ● 11-15 ● 16-20 ● 20+



Headcount by Tenure and Department

#Headcount

#Headcount



HEADCOUNT

Current HC

143

HC Change

0 | 0.0%



Show Menu

CP Vs PP

Department

Tenure

Age

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Education

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All

Position

All

Gender

All

EmpType

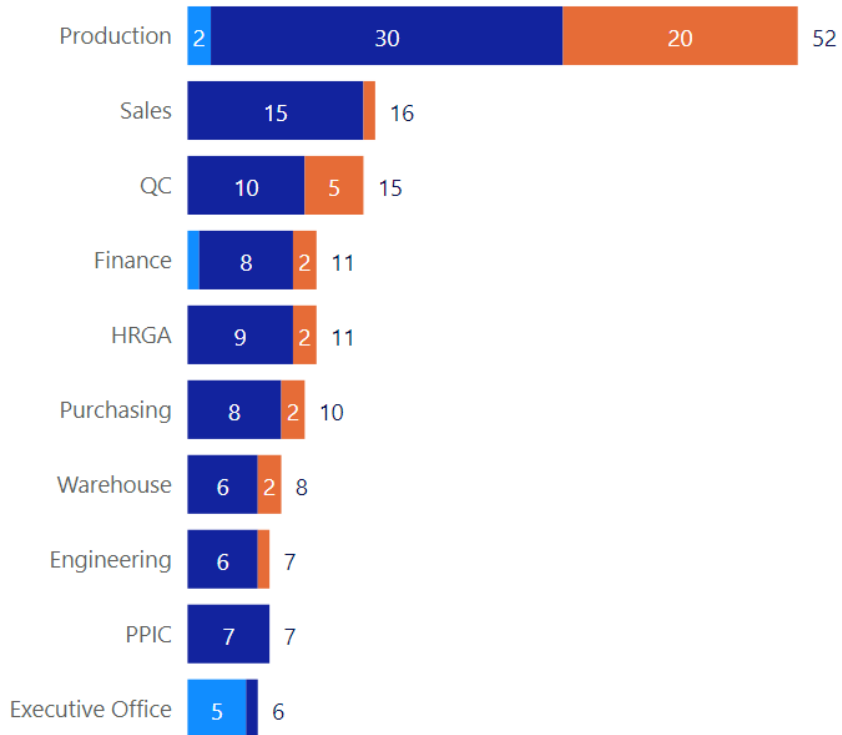
All

Generation

All

Headcount by Generation

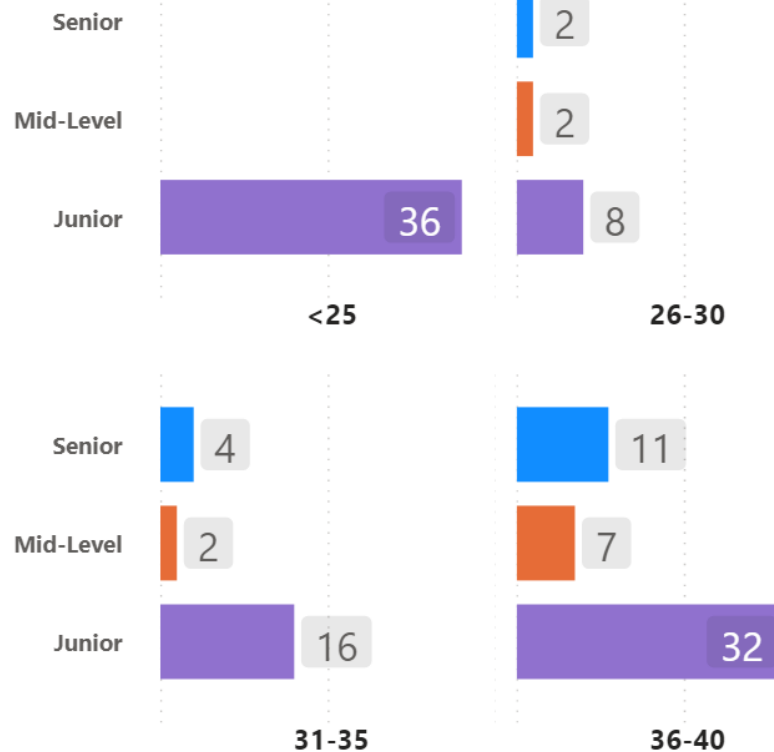
● Gen X ● Gen Y ● Gen Z



Headcount by Age Group

Position Level

Position Level



HEADCOUNT

Current HC

143

HC Change

0 | 0.0%



Show Menu

CP Vs PP

Department

Tenure

Age

Gender

Education

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2020

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All

Position

All

Gender

All

EmpType

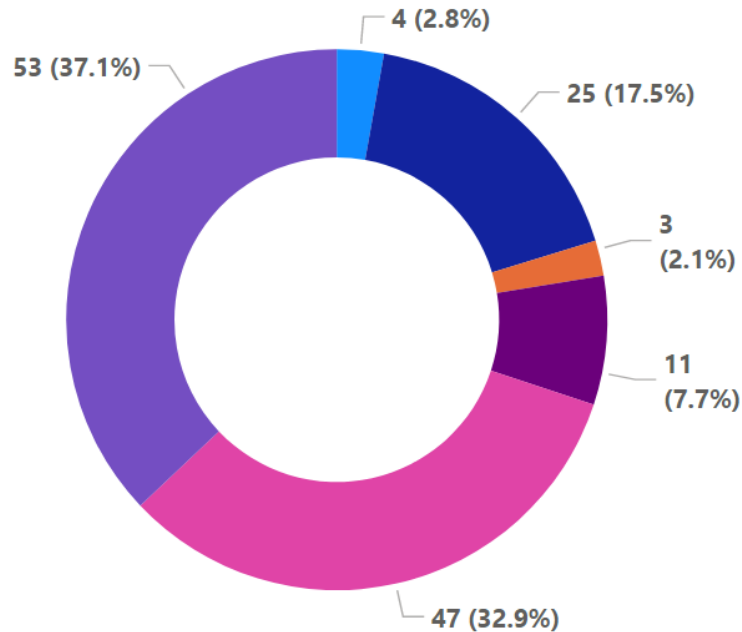
All

Generation

All

Headcount by Gender and Position Level

Senior Female Senior Male Mid-Level Female Mid-Level Male Junior Fe... Junior Male



Headcount by Gender and Department

Female Male

Production

29

23

Sales

3

13

QC

7

8

Finance

4

7

HRGA

3

8

Purchasing

4

6

Warehouse

2

6

Engineering

0

7

PPIC

1

6

Executive Office

1

5

HEADCOUNT

Current HC

143

HC Change

0 | 0.0%



Show Menu

CP Vs PP

Department

Tenure

Age

Gender

Education

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Dept

All

Position

All

Gender

All

EmpType

All

Generation

All

Bachelor's Degree

Senior High Sch...

69

29

Diploma

Master's Degree

D...

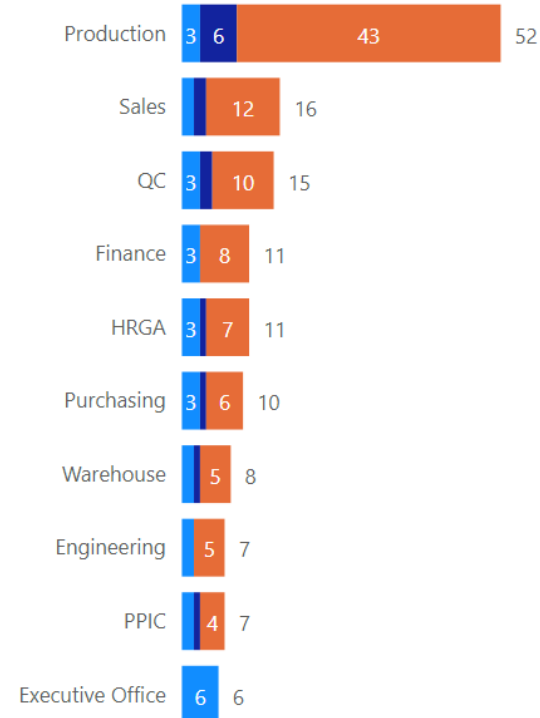
25

16

4

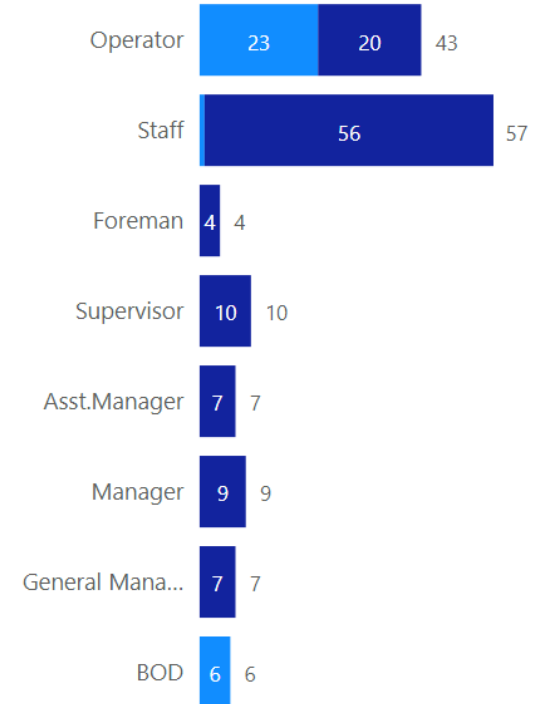
Headcount by Department and Position Level

Senior Mid-Level Junior



Headcount by Position Title and Employment Type

Contract Permanent





Recruiters

All

Show Menu

Summary

Source & Stages

Selection

Period

All

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Gender

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EmpType

All

Generation

All

Hiring Summary

| Job ID | Job Date | Department | Title | Expected Hiring Days | Time to Hire | CTC By Candidate | CTC Offered | CTC Growth | AVG CTC | CTC Variance | Cost of Hire |
|--------------|-----------|-------------|------------|----------------------|--------------|------------------|---------------|--------------|---------------|--------------|--------------|
| JVID20190004 | 01-May-19 | HRGA | Supervisor | 35 | 35 | 7.3M | 8.5M | 15.95% | 7.3M | -1.1M | 0.3M |
| JVID20190001 | 28-Jan-19 | Engineering | Manager | 32 | 39 | 22.5M | 24.3M | 8.03% | 21.8M | -2.5M | 4.5M |
| JVID20190007 | 09-Aug-19 | PPIC | Supervisor | 31 | 34 | 6.0M | 6.6M | 10.70% | 7.3M | 0.7M | 0.3M |
| JVID20190012 | 18-Jan-19 | Purchasing | Staff | 31 | 37 | 4.7M | 4.9M | 3.50% | 4.9M | 0.1M | 0.3M |
| JVID20190010 | 01-Apr-19 | Production | Operator | 30 | 30 | 58.0M | 58.0M | 0.00% | 58.0M | 0.0M | 5.7M |
| Total | | | | 33 | 36 | 273.8M | 285.5M | 4.24% | 287.0M | 1.5M | 22.3M |

List of Candidates

| Candidate Name | 1st Connect Date | Hiring Stages | Status | Join Date | Time to Hire | CTC By Candidate | CTC Offered | AVG CTC | Cost of Hire | |
|---------------------|------------------|----------------|--------|-----------|--------------|------------------|---------------|---------------|---------------|--------------|
| Ratih Pertiwi | 19-Jan-19 | User Interview | Failed | | | | | | | |
| Bakiman Pratama | 20-Jan-19 | Job Offering | Joined | 24-Feb-19 | 37 | 4.7M | 4.9M | 4.9M | 0.3M | |
| Endah Winda Lestari | 20-Jan-19 | HR Interview | Failed | | | | | | | |
| Lalita Suryatmi | 20-Jan-19 | User Interview | Failed | | | | | | | |
| Slamet Saefullah | 20-Jan-19 | Technical Test | Failed | | | | | | | |
| Erik Mahendra | 29-Jan-19 | Management | Failed | | | | | | | |
| Total | | | | | | 36 | 273.8M | 285.5M | 287.0M | 22.3M |



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Summary

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All

Hiring Summary

| Job ID | Job Date | Department | Title | Expected Hiring Days | Time to Hire | CTC By Candidate | CTC Offered | CTC Growth | AVG CTC | CTC Variance | Cost of Hire |
|--------------|-----------|-------------|------------|----------------------|--------------|------------------|-------------|------------|---------|--------------|--------------|
| JVID20190004 | 01-May-19 | HRGA | Supervisor | 35 | 3 | | | | | | 0.3M |
| JVID20190001 | 28-Jan-19 | Engineering | Manager | 32 | 3 | | | | | | 4.5M |
| JVID20190007 | 09-Aug-19 | PPIC | Supervisor | 31 | 3 | | | | | | 0.3M |
| JVID20190012 | 18-Jan-19 | Purchasing | Staff | 31 | 3 | | | | | | 0.3M |
| JVID20190010 | 01-Apr-19 | Production | Operator | 30 | 3 | | | | | | 5.7M |
| Total | | | | 33 | 3 | | | | | | 22.3M |

Candidate's Profile

| | | |
|--|--|------------------------------------|
| Production Department | < Dept - Position > < Vacant Job > | Operator Vacant Position |
| Gilda Diah Mayasari Candidate Name | Senior High School Education | 17.3 Years Age |
| +62 8329 2168 1545 Phone | gildaari@gmail.com Email | 0.0 Years Total Exp |
| Employee Referral Candidate Source | Yulia Puspita Recruiter Name | 4.1 M Last CTC |

Recruitment's Summary

| | | | |
|---------------|-------------|-------|-----------------------------|
| Joined | Education | ★★★★☆ | Date of Join : 01-May-19 |
| | Work Exp | ★★★★☆ | |
| | Attitudes | ★★★★☆ | |
| | Tech Skills | ★★★★☆ | |
| | Initiatives | ★★★★☆ | |
| | Mentality | ★★★★☆ | |

List of Candidates

| Candidate Name | 1st Connect Date | Hiring Stages | Status | Job ID | Time to Hire | CTC By Candidate | CTC Offered | CTC Growth | AVG CTC | CTC Variance | Cost of Hire |
|------------------------|------------------|----------------|--------|-----------|--------------|------------------|---------------|---------------|---------------|--------------|--------------|
| Bella Mayasari | 02-Apr-19 | User Interview | Failed | | | | | | | | |
| Dinda Nasyiah | 02-Apr-19 | Technical Test | Failed | | | | | | | | |
| Endah Yulianti | 02-Apr-19 | Technical Test | Failed | | | | | | | | |
| Gilda Diah Mayasari | 02-Apr-19 | Job Offering | Joined | 01- | | | | | | | |
| Ilsa Almira Novitasari | 02-Apr-19 | Job Offering | Joined | 01-May-19 | 30 | 4.1M | 4.1M | 4.1M | 4.1M | 0.3M | |
| Ira Utami | 02-Apr-19 | HR Interview | Failed | | | | | | | | |
| Total | | | | | | 36 | 273.8M | 285.5M | 287.0M | 22.3M | |

HIRING

Recruiters

All



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Summary

Source & Stages

Selection

Period

All

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All

Position

All

Gender

All

EmpType

All

Generation

All

Hiring Summary

| Job ID | Job Date | Department | Title | Expected Hiring Days | Total |
|--------------|-----------|-------------|------------|----------------------|-------|
| JVID20190004 | 01-May-19 | HRGA | Supervisor | 35 | |
| JVID20190001 | 28-Jan-19 | Engineering | Manager | 32 | |
| JVID20190007 | 09-Aug-19 | PPIC | Supervisor | 31 | |
| JVID20190012 | 18-Jan-19 | Purchasing | Staff | 31 | |
| JVID20190010 | 01-Apr-19 | Production | Operator | 30 | |
| Total | | | | 33 | |

Candidate's Profile

| | | | |
|--|---|--------------------------------------|--------------|
| HRGA Department | < Dept - Position > < Vacant Job > | Supervisor Vacant Position | Cost of Hire |
| Anggabaya Budiya... Candidate Name | Bachelor's Degree Education | 34.2 Years Age | 0.3M |
| +62 8539 2145 9472 Phone | anggabnto@gmail... Email | 13.2 Years Total Exp | 4.5M |
| Linkedin Candidate Source | Wulan Rahayu Recruiter Name | 7.3 M Last CTC | 0.3M |
| Recruitment's Summary | | | 0.3M |
| Joined | Education: ★★★★★☆ Work Exp: ★★★★★★ Attitudes: ★★★★★☆ Tech Skills: ★★★★★☆ Initiatives: ★★★★★★ Mentality: ★★★★★★ | Date of Join: 05-Jun-19 | 0.3M |
| Total | | | 22.3M |

List of Candidates

| Candidate Name | 1st Connect Date | Hiring Stages | Status | Job |
|---------------------|------------------|----------------------|----------|-----|
| Anggabaya Budiyanto | 02-May-19 | Job Offering | Joined | 05 |
| Kemal Waluyo | 02-May-19 | Job Offering | Declined | |
| Praba Prasasta | 02-May-19 | User Interview | Failed | |
| Among Wasita | 03-May-19 | Management Interview | Failed | |
| Cici Puspa Farida | 03-May-19 | User Interview | Failed | |
| Total | | | | |

36 273.8M 285.5M 287.0M 22.3M



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Gender

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EmpType

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Generation

All

Hiring Summary

| Job ID | Job Date | Department | Title |
|--------------|-----------|-------------|------------|
| JVID20190004 | 01-May-19 | HRGA | Supervisor |
| JVID20190001 | 28-Jan-19 | Engineering | Manager |
| JVID20190007 | 09-Aug-19 | PPIC | Supervisor |
| JVID20190012 | 18-Jan-19 | Purchasing | Staff |
| JVID20190010 | 01-Apr-19 | Production | Operator |
| Total | | | |

Candidate's Profile

| | | |
|---|---------------------------------------|-----------------------------------|
| Engineering Department | < Dept - Position > < Vacant Job > | Manager Vacant Position |
| Erik Mahendra Candidate Name | Master's Degree Education | 34.7 Years Age |
| +62 8244 7625 6365 Phone | erikdra@gmail.com Email | 13.6 Years Total Exp |
| Recruitment Consu... Candidate Source | Wulan Rahayu Recruiter Name | 23.6 M Last CTC |

| CTC Variance | Cost of Hire |
|--------------|--------------|
| -1.1M | 0.3M |
| -2.5M | 4.5M |
| 0.7M | 0.3M |
| 0.1M | 0.3M |
| 0.0M | 5.7M |
| 1.5M | 22.3M |

Recruitment's Summary

Rejected



| | |
|-------------|-------|
| Education | ★★★★☆ |
| Work Exp | ★★★★☆ |
| Attitudes | ★★★★☆ |
| Tech Skills | ★★★★☆ |
| Initiatives | ★★★★☆ |
| Mentality | ★★★★☆ |

The Candidate didn't pass Management Interview

| Candidate Name | 1st Connect Date | Hiring Stage | Status |
|------------------|------------------|----------------------|----------|
| Slamet Saefullah | 20-Jan-19 | Technical Test | |
| Erik Mahendra | 29-Jan-19 | Management Interview | |
| Asmadi Wasita | 30-Jan-19 | Management Interview | Failed |
| Cengkal Halim | 30-Jan-19 | HR Interview | Failed |
| Dede Hutagaol | 30-Jan-19 | Job Offering | Declined |
| Total | | | |

36 273.8M 285.5M 287.0M 22.3M

| AVG CTC | Cost of Hire |
|---------|--------------|
| | |



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Source & Stages

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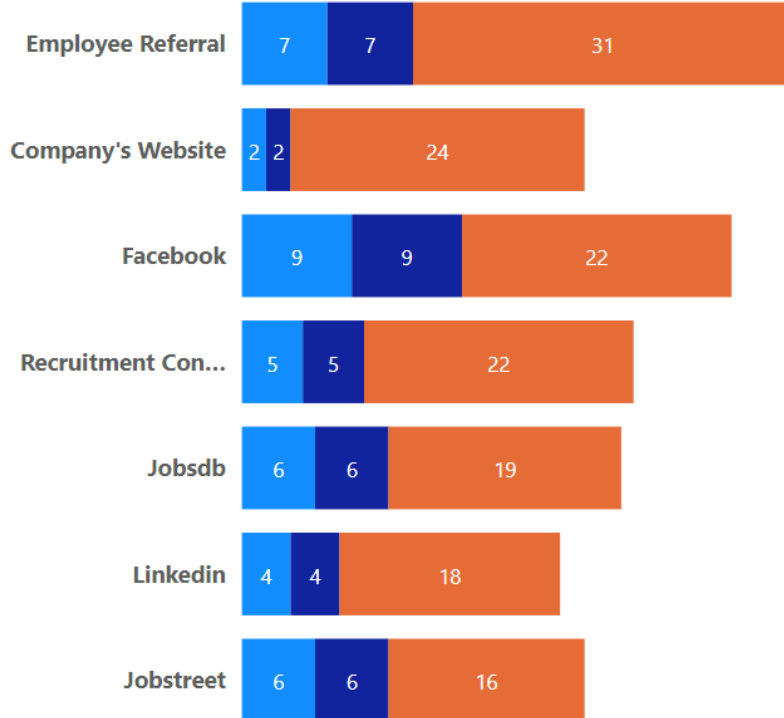
All

Generation

All

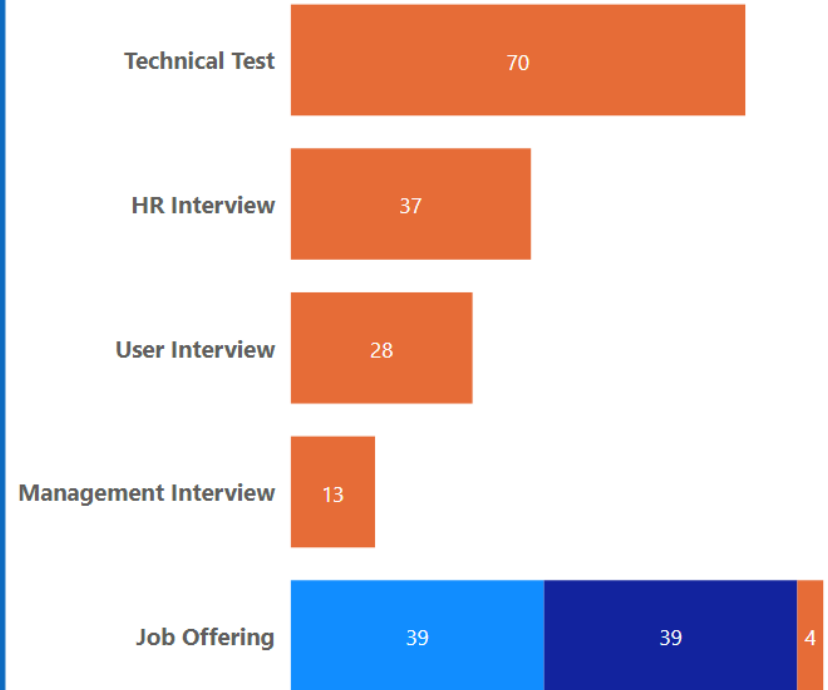
Source of Job Hiring

● Hired Current Period ● Hired Running Total ● Rejected Running Total



Hiring Stages

● Hired Current Period ● Hired Running Total ● Rejected Running Total





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Gender

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EmpType

All

Generation

All

Candidate Selection

| Job ID | Open Date | Department | Vacant Position | Expected Hiring Days | Time to Hire | Vacant Job | Applicants | Selected Candidates | Hired | Excess Hired |
|--------------|-----------|-------------|-----------------|----------------------|--------------|------------|---------------|---------------------|-----------|--------------|
| JVID20190001 | 28-Jan-19 | Engineering | Manager | 32 | 39 | 1 | 1,829 | 5 | 1 | 0 |
| JVID20190002 | 16-Apr-19 | Finance | Staff | 29 | 36 | 1 | 2,080 | 5 | 1 | 0 |
| JVID20190003 | 08-Apr-19 | Finance | Supervisor | 23 | 34 | 1 | 2,050 | 5 | 1 | 0 |
| JVID20190004 | 01-May-19 | HRGA | Supervisor | 35 | 35 | 1 | 2,142 | 5 | 1 | 0 |
| JVID20190005 | 10-Jun-19 | HRGA | Staff | 28 | 34 | 1 | 1,296 | 6 | 2 | 1 |
| JVID20190006 | 10-Jun-19 | PPIC | General Manager | 51 | 43 | 1 | 1,696 | 5 | 1 | 0 |
| Total | | | | 33 | 36 | 35 | 36,188 | 191 | 39 | 4 |

Hiring Stages

| Hiring Stages | Hired | Rejected |
|----------------------|-----------|------------|
| Technical Test | | 70 |
| HR Interview | | 37 |
| User Interview | | 28 |
| Management Interview | | 13 |
| Job Offering | 39 | 4 |
| Total | 39 | 152 |

Candidate Source

| Candidate Source | Hired |
|------------------------|-----------|
| Company's Website | 2 |
| Employee Referral | 7 |
| Facebook | 9 |
| Jobsdb | 6 |
| Jobstreet | 6 |
| Linkedin | 4 |
| Recruitment Consultant | 5 |
| Total | 39 |

TURNOVER

Turnover

57 | 39.9%



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All

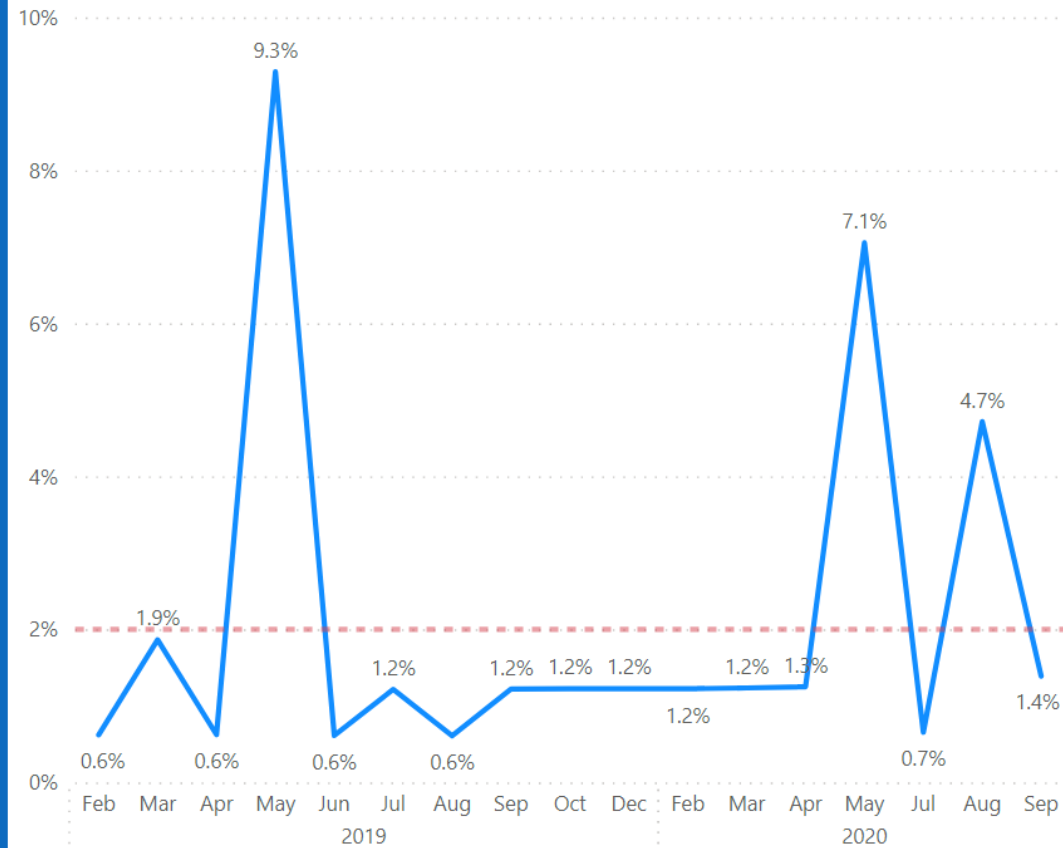
Generation

All

| Year | Month | HC PP | HC CP | Hired | Turn over | Turn over Rate |
|--------------|-------|------------|------------|-----------|-----------|----------------|
| 2019 | May | 160 | 163 | 18 | 15 | 9.3% |
| 2020 | May | 159 | 153 | 5 | 11 | 7.1% |
| 2020 | Aug | 152 | 145 | | 7 | 4.7% |
| 2019 | Mar | 161 | 161 | 3 | 3 | 1.9% |
| 2019 | Jul | 164 | 165 | 3 | 2 | 1.2% |
| 2019 | Sep | 164 | 164 | 2 | 2 | 1.2% |
| 2019 | Oct | 164 | 163 | 1 | 2 | 1.2% |
| 2019 | Dec | 164 | 163 | 1 | 2 | 1.2% |
| 2020 | Feb | 164 | 163 | 1 | 2 | 1.2% |
| 2020 | Mar | 163 | 161 | | 2 | 1.2% |
| Total | | 143 | 143 | 39 | 57 | 39.9% |

| Department | Position Title | EMP Name |
|-------------|-----------------|----------------------|
| Production | Operator | Alika Laksita |
| Engineering | Manager | Argono Nasim Mandala |
| Purchasing | Manager | Aurora Almira Yuniar |
| Engineering | Supervisor | Banawa Budiman |
| Sales | Asst.Manager | Cagak Damu Maheswara |
| PPIC | Asst.Manager | Cahyanto Wacana |
| Production | Staff | Cahyono Nababan |
| Production | Operator | Dalima Hana Lestari |
| Production | General Manager | Danu Haryanto |
| HRGA | Staff | Darman Maheswara |

Turn Over Rate by Year and Month



TURNOVER

Turnover

57 | 39.9%



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Period

Department

Age

Period

All

Dept

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Position

All

Gender

All

EmpType

All

Generation

All

| Year | Month | HC PP | HC CP | Hired | Turn over | Turn over Rate |
|--------------|-------|------------|------------|-----------|-----------|----------------|
| 2019 | May | 160 | 163 | 18 | 15 | 9.3% |
| 2020 | May | 159 | 153 | 5 | 11 | 7.1% |
| 2020 | Aug | 152 | 145 | | 7 | 4.7% |
| 2019 | Mar | 161 | 161 | 3 | 3 | 1.9% |
| 2019 | Jul | 164 | 165 | 3 | 2 | 1.2% |
| 2019 | Sep | 164 | 164 | 2 | 2 | 1.2% |
| 2019 | Oct | 164 | 163 | 1 | 2 | 1.2% |
| 2019 | Dec | 164 | 163 | 1 | 2 | 1.2% |
| 2020 | Feb | 164 | 163 | 1 | 2 | 1.2% |
| 2020 | Mar | 163 | 161 | | 2 | 1.2% |
| Total | | 143 | 143 | 39 | 57 | 39.9% |

| Department | Position Title | EMP Name |
|-------------|-----------------|----------------------|
| Production | Operator | Alika Laksita |
| Engineering | Manager | Argono Nasim Mandala |
| Purchasing | Manager | Aurora Almira Yuniar |
| Engineering | Supervisor | Banawa Budiman |
| Sales | Asst.Manager | Cagak Damu Maheswara |
| PPIC | Asst.Manager | Cahyanto Wacana |
| Production | Staff | Cahyono Nababan |
| Production | Operator | Dalima Hana Lestari |
| Production | General Manager | Danu Haryanto |
| HRGA | Staff | Darman Maheswara |

Argono Nasim Mandala

Engineering Department | Manager Position Title | 36.0 Yo #Age

13-Sep-18 Start Date | 12-Mar-19 End Date | 0.5 Years #Tenure

List of Training:

Statistical Process Control | 25-Jan-19 | Rp 2.8M | Score: 89.4
 Budgeting & Forecasting | 12-Feb-19 | Rp 3.6M | Score: 84.2

Turnover Cost

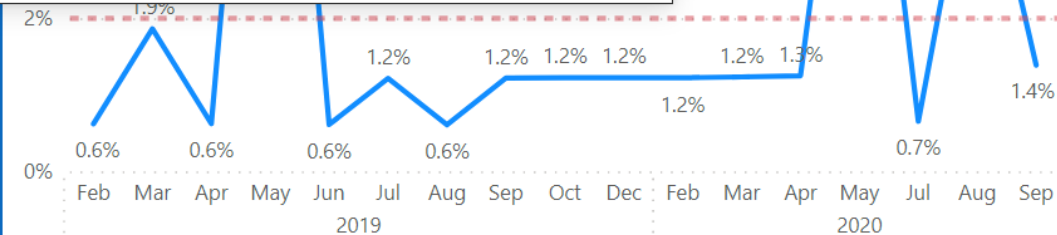
- Severence Package : 16.1M
 - Training Cost : 6.3M

Total Cost : 22.4M

Turnover Reason

Commuting Time

and Month



TURNOVER

Turnover

57 | 39.9%



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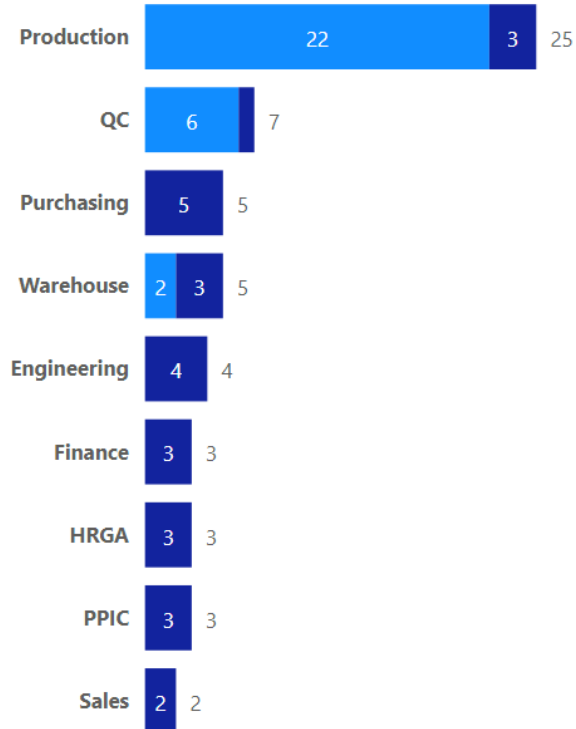
All

Generation

All

Turnover by Department

● Contract ● Permanent



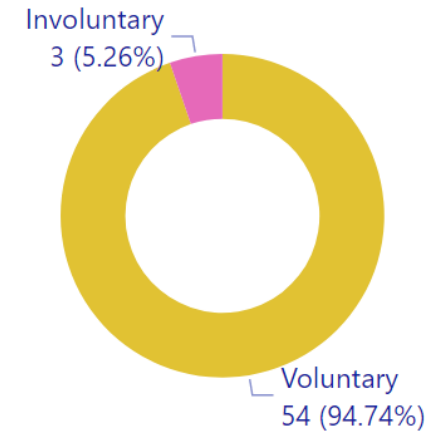
Turnover by Reason

● Contract ● Permanent



Turnover by Type

● Voluntary ● Involuntary



TURNOVER

Turnover

57 | 39.9%



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EmpType

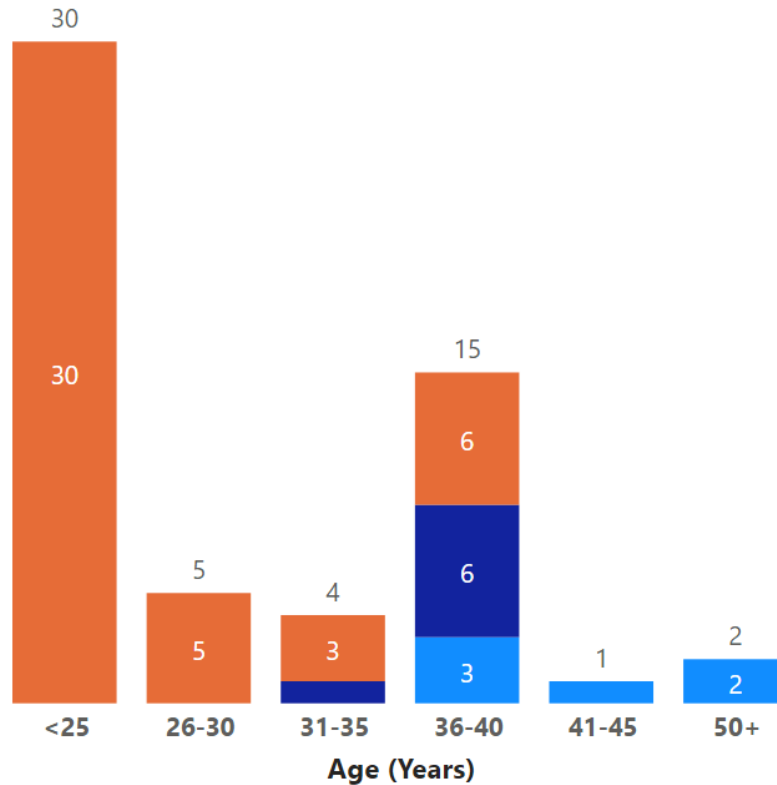
All

Generation

All

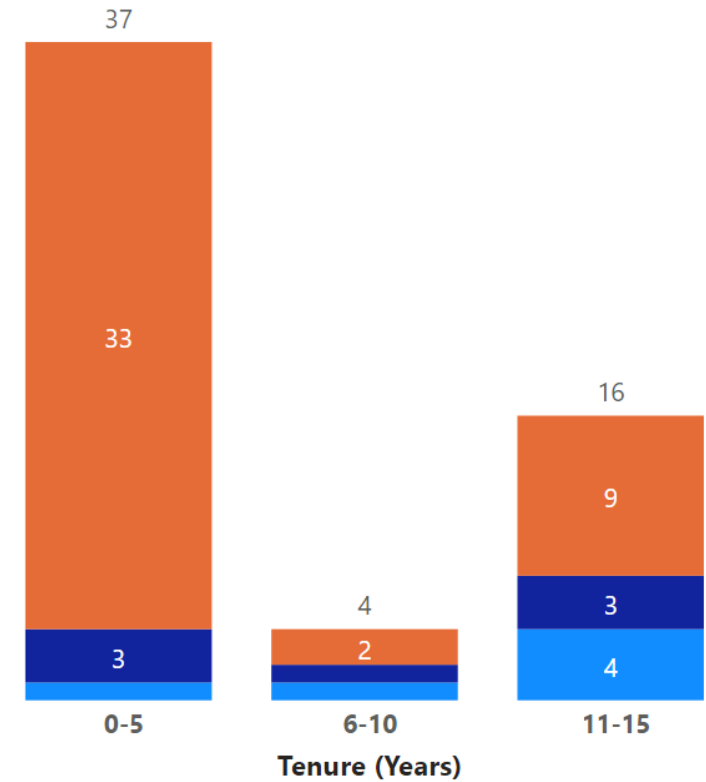
Turnover by Age

Position Level ● Senior ● Mid-Level ● Junior



Turnover by Tenure

Position Level ● Senior ● Mid-Level ● Junior



PERFORMANCE

Active HC
268 | 76.4%

Inactive HC
83 | 23.6%



Show Menu

Department

Position

Tenure

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Movements

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Dept
All

Position
All

Gender
All

EmpType
All

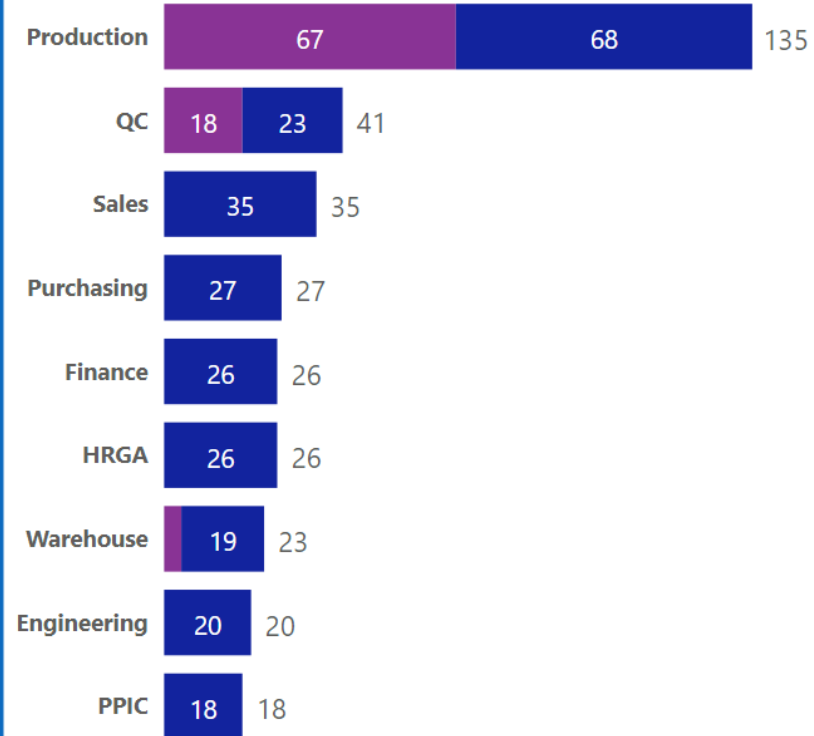
Generation
All

| Potential | 1 - Under | 2 - Effective | 3 - Outstanding |
|------------|---------------------|-------------------|-----------------|
| 3 - High | Potential Gem | High Potential | Star |
| 2 - Medium | Inconsistent Player | Core Player | High Performer |
| 1 - Low | Risk | Average Performer | Solid Performer |

| Department | Active | Inactive | Total |
|--------------|------------|-----------|------------|
| Production | 99 | 36 | 135 |
| QC | 30 | 11 | 41 |
| Warehouse | 15 | 8 | 23 |
| Purchasing | 20 | 7 | 27 |
| Engineering | 14 | 6 | 20 |
| Finance | 22 | 4 | 26 |
| HRGA | 22 | 4 | 26 |
| PPIC | 14 | 4 | 18 |
| Sales | 32 | 3 | 35 |
| Total | 268 | 83 | 351 |

Performance by Department

Employment Type ● Contract ● Permanent



PERFORMANCE

Active HC

268 | 76.4%

Inactive HC

83 | 23.6%



Show Menu

Department

Position

Tenure

Age

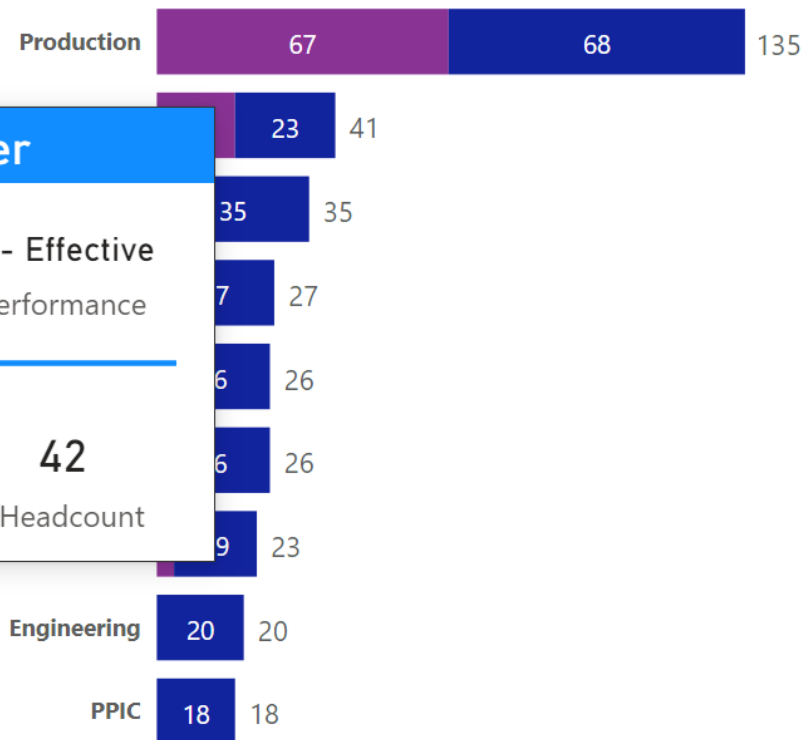
Movements



| Potential | 1 - Under | 2 - Effective | 3 - Outstanding |
|------------|---------------------|-------------------|-----------------|
| 3 - High | Potential Gem | High Potential | Star |
| 2 - Medium | Inconsistent Player | Core Player | |
| 1 - Low | Risk | Average Performer | |

Performance by Department

Employment Type ● Contract ● Permanent



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| HRGA | 22 | 4 | 26 |
| PPIC | 14 | 4 | 18 |
| Sales | 32 | 3 | 35 |
| Total | 268 | 83 | 351 |

Core Player

2 - Medium Potential

2 - Effective Performance

9

#Department

42

#Headcount

Period

All

Dept

All

Position

All

Gender

All

EmpType

All

Generation

All

PERFORMANCE

Active HC

268 | 76.4%

Inactive HC

83 | 23.6%



Show Menu

Department

Position

Tenure

Age

Movements

Period

All

Dept

All

Position

All

Gender

All

EmpType

All

Generation

All

| Potential | 1 - Under | 2 - Effective | 3 - Outstanding |
|------------|---------------------|-------------------|-----------------|
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| Finance | 22 | 4 | 26 |
| HRGA | 22 | 4 | 26 |
| PPIC | 14 | 4 | 18 |
| Sales | 32 | 3 | 35 |
| Total | 268 | 83 | 351 |

Employee Movements

| Emp Name | Movement Date | Movement Type | From Dept Name | To Dept Name | From Position Title | To Position Title |
|-----------------------|---------------|---------------|----------------|--------------|---------------------|-------------------|
| Irnanto Prabowo | 25-Mar-20 | Transfer | Finance | Purchasing | Staff | Staff |
| Anggabaya Budiyanto | 10-Apr-20 | Demotion | HRGA | HRGA | Supervisor | Staff |
| Bakiono Habibi | 17-Apr-20 | Promotion | Engineering | Engineering | Staff | Supervisor |
| Gara Indra Napitupulu | 11-May-20 | Transfer | HRGA | Production | Staff | Staff |
| Ibun Prayoga | 20-Aug-20 | Promotion | PPIC | PPIC | Supervisor | Asst.Manager |

ABSENTEEISM

Avg Annual Leave

3.5 Days

Avg Sick Leave

3.8 Days

Avg Total Leave

7.3 Days

Absenteeism Rate

4.7%



Show Menu

Type

Department

Age

Period

All

Dept

All

Position

All

Gender

All

EmpType

All

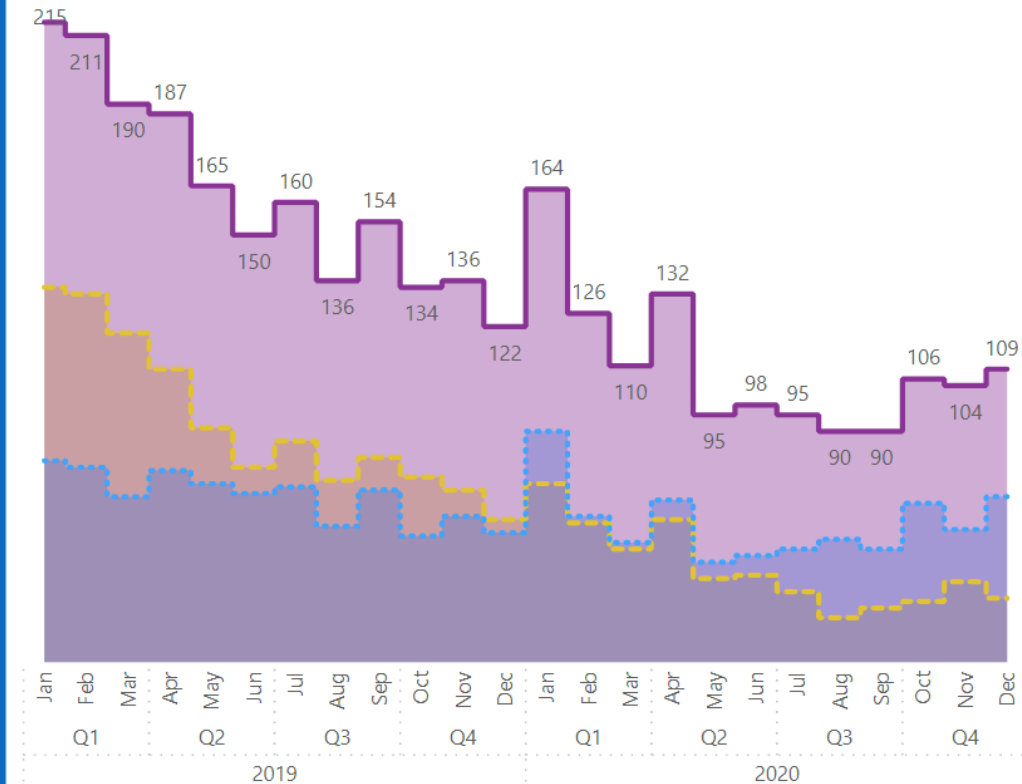
Generation

All

| Year | Month | WD | Sick Leave | Annual Leave | Total Leave | Absenteeism Rate | |
|--------------|-------|----|------------|--------------|--------------|------------------|-------------|
| 2019 | Jan | 22 | 134 | 81 | 215 | 6.1% | |
| 2019 | Feb | 19 | 132 | 79 | 211 | 6.9% | |
| 2019 | Mar | 20 | 120 | 70 | 190 | 5.9% | |
| 2019 | Apr | 20 | 109 | 78 | 187 | 5.8% | |
| 2019 | May | 17 | 91 | 74 | 165 | 6.0% | |
| 2019 | Jun | 18 | 79 | 71 | 150 | 5.1% | |
| 2019 | Jul | 22 | 87 | 73 | 160 | 4.4% | |
| 2019 | Aug | 22 | 75 | 61 | 136 | 3.8% | |
| 2019 | Sep | 21 | 82 | 72 | 154 | 4.5% | |
| 2019 | Oct | 21 | 76 | 58 | 134 | 3.9% | |
| 2019 | Nov | 21 | 72 | 64 | 136 | 3.9% | |
| 2019 | Dec | 20 | 63 | 59 | 122 | 3.7% | |
| 2020 | Jan | 22 | 74 | 90 | 164 | 4.5% | |
| 2020 | Feb | 19 | 62 | 64 | 126 | 4.1% | |
| 2020 | Mar | 20 | 54 | 56 | 110 | 3.4% | |
| 2020 | Apr | 19 | 63 | 69 | 132 | 4.4% | |
| 2020 | May | 17 | 45 | 50 | 95 | 3.7% | |
| 2020 | Jun | 18 | 46 | 52 | 98 | 3.6% | |
| 2020 | Jul | 23 | 41 | 54 | 95 | 2.7% | |
| 2020 | Aug | 22 | 33 | 57 | 90 | 2.8% | |
| 2020 | Sep | 22 | 36 | 54 | 90 | 2.9% | |
| 2020 | Oct | 21 | 28 | 68 | 106 | 2.5% | |
| 2020 | Nov | 21 | 31 | 73 | 104 | 2.8% | |
| 2020 | Dec | 20 | 30 | 79 | 109 | 2.7% | |
| Total | | | 487 | 1,695 | 1,584 | 3,279 | 4.7% |

Sick Leave and Annual Leave

● Sick Leave ● Annual Leave ● Total Leave



ABSENTEEISM

Avg Annual Leave

3.5 Days

Avg Sick Leave

3.8 Days

Avg Total Leave

7.3 Days

Absenteeism Rate

4.7%



Show Menu

Type

Department

Age

Period

All

Dept

All

Position

All

Gender

All

EmpType

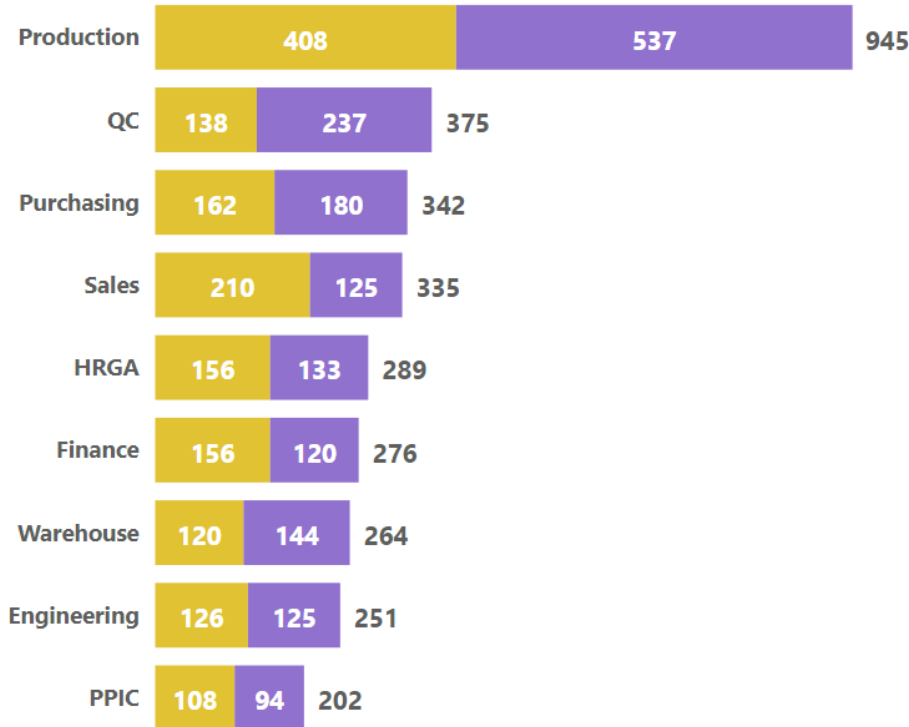
All

Generation

All

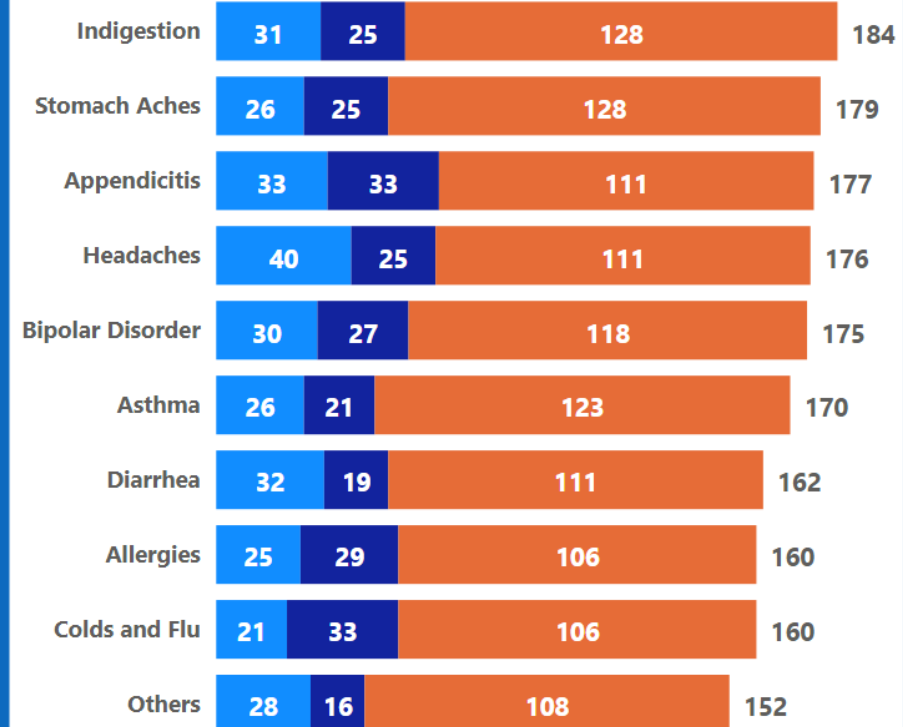
Leave Type by Department

Leave Type ● Annual Leave ● Sick Leave



Sick Leave's Reason

Position Level ● Senior ● Mid-Level ● Junior



ABSENTEEISM

Avg Annual Leave

3.5 Days

Avg Sick Leave

3.8 Days

Avg Total Leave

7.3 Days

Absenteeism Rate

4.7%



Show Menu

Type

Department

Age

Period

All

Dept

All

Position

All

Gender

All

EmpType

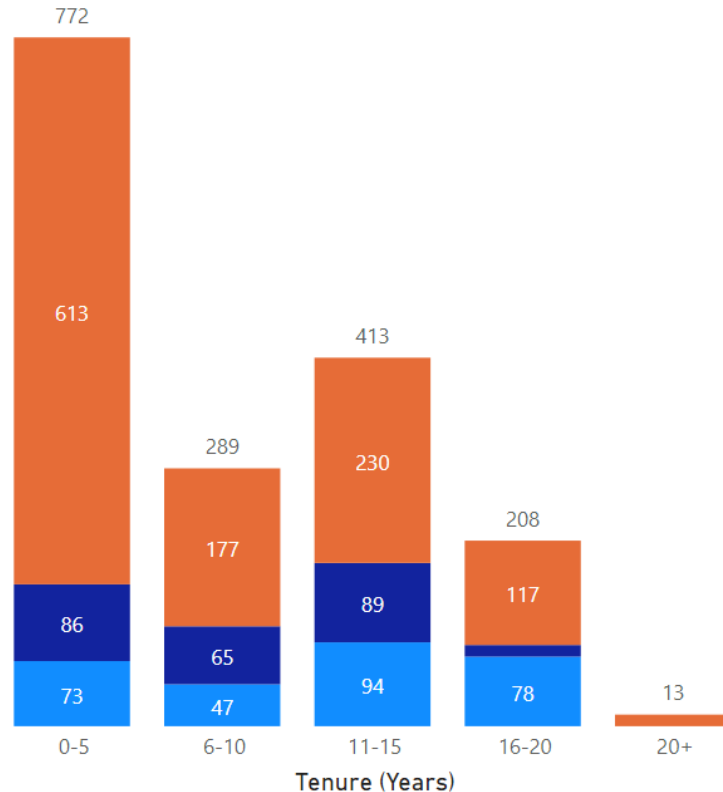
All

Generation

All

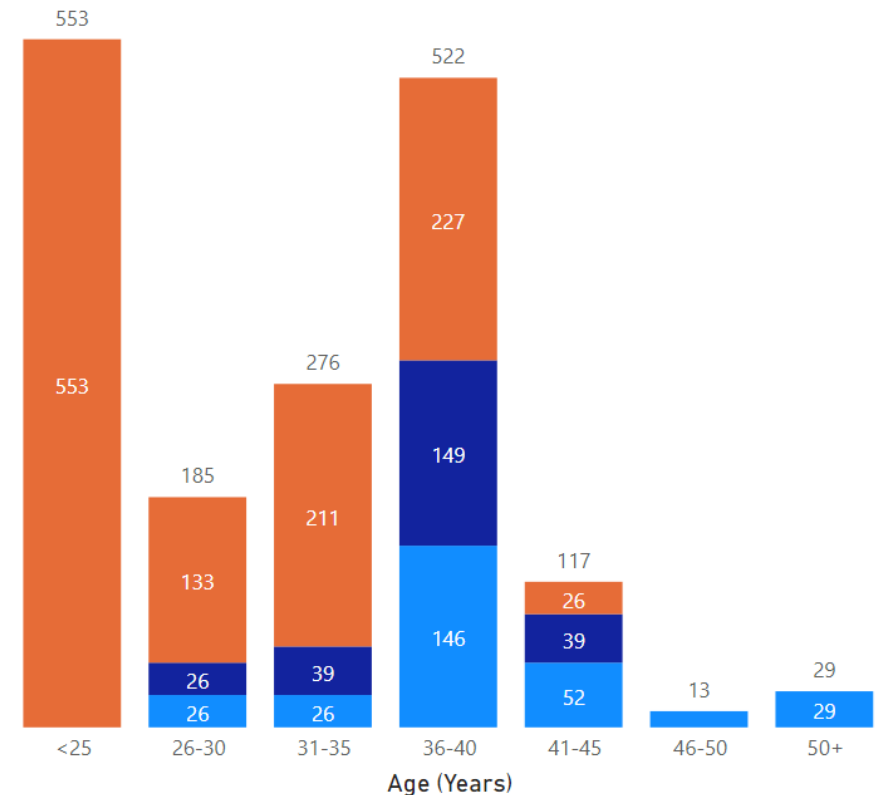
Sick Leave by Tenure

Position Level Senior Mid-Level Junior



Sick Leave by Age

Position Level Senior Mid-Level Junior



TRAINING

External Training

16 | 61.5%

Internal Training

10 | 38.5%

Training Cost

622.7 M

Man Hours

2,743



Show Menu

Period

All

Dept

All

Position

All

Gender

All

EmpType

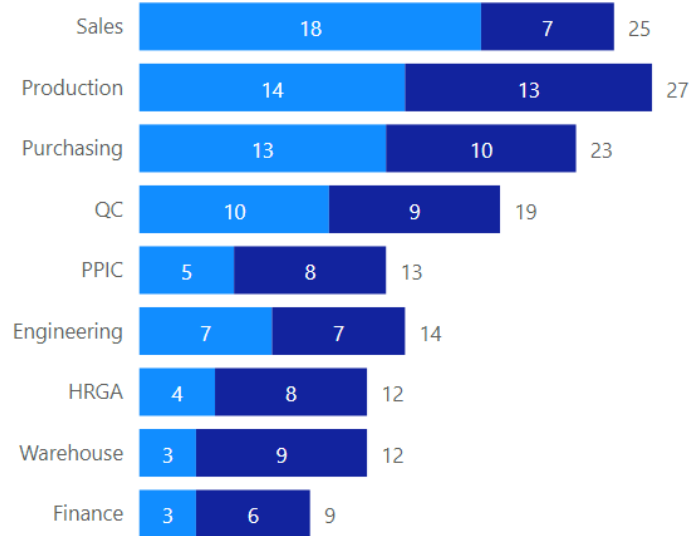
All

Generation

All

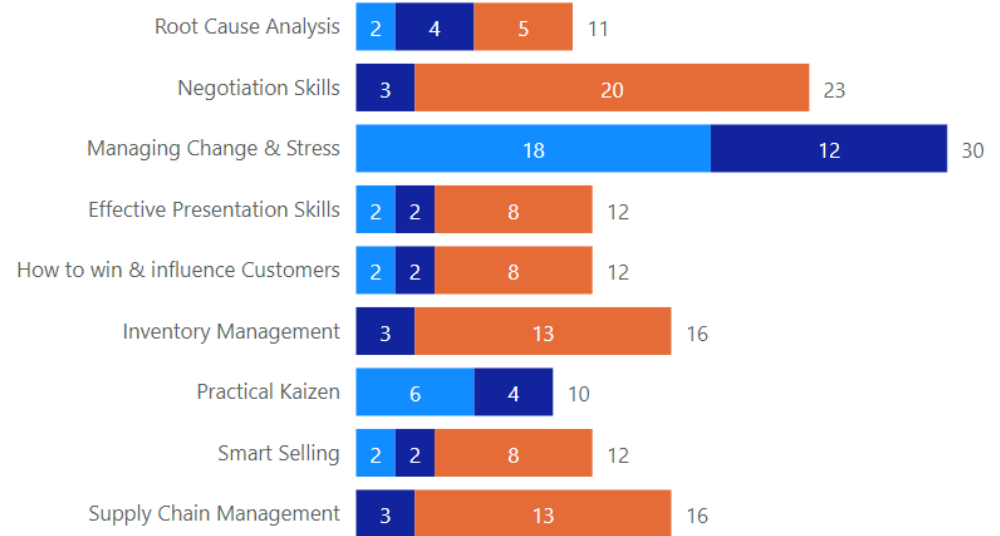
Number of Trainee by Department

Training Type ● External ● Internal



Training List by Position Level

Position Level ● Senior ● Mid-Level ● Junior



Return on Training Investment



7.06% Engagement Score
3.45% Feedback Score
17.70% Assesment Score
17.20%

Top 3 - Training Score

| Department | Position Title | EMP Name | Training Score | Turnover Date |
|-------------|----------------|----------------------|----------------|---------------|
| Engineering | Manager | Argono Nasim Mandala | 86.80 | 12-Mar-19 |
| QC | Staff | Vera Pertiwi | 86.40 | |
| QC | Staff | Maman Eka Siregar | 82.35 | |

SALARY

Salary Growth

-4.4%



Show Menu

Salary Matrix

Salary Range

Salary Growth

Period

2020

Dept

All

Position

All

Gender

All

EmpType

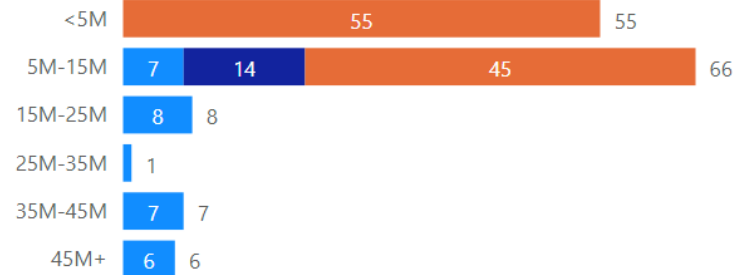
All

Generation

All

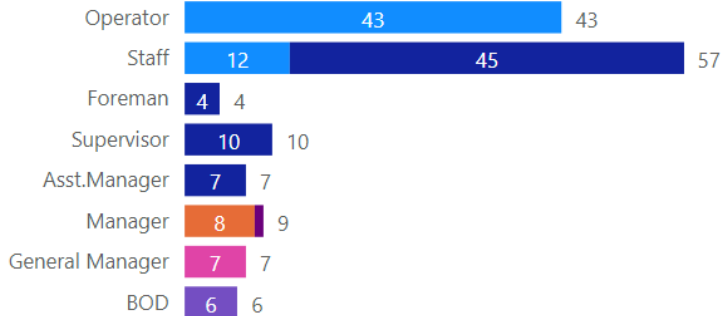
Salary Range by Position Level

Senior Mid-Level Junior

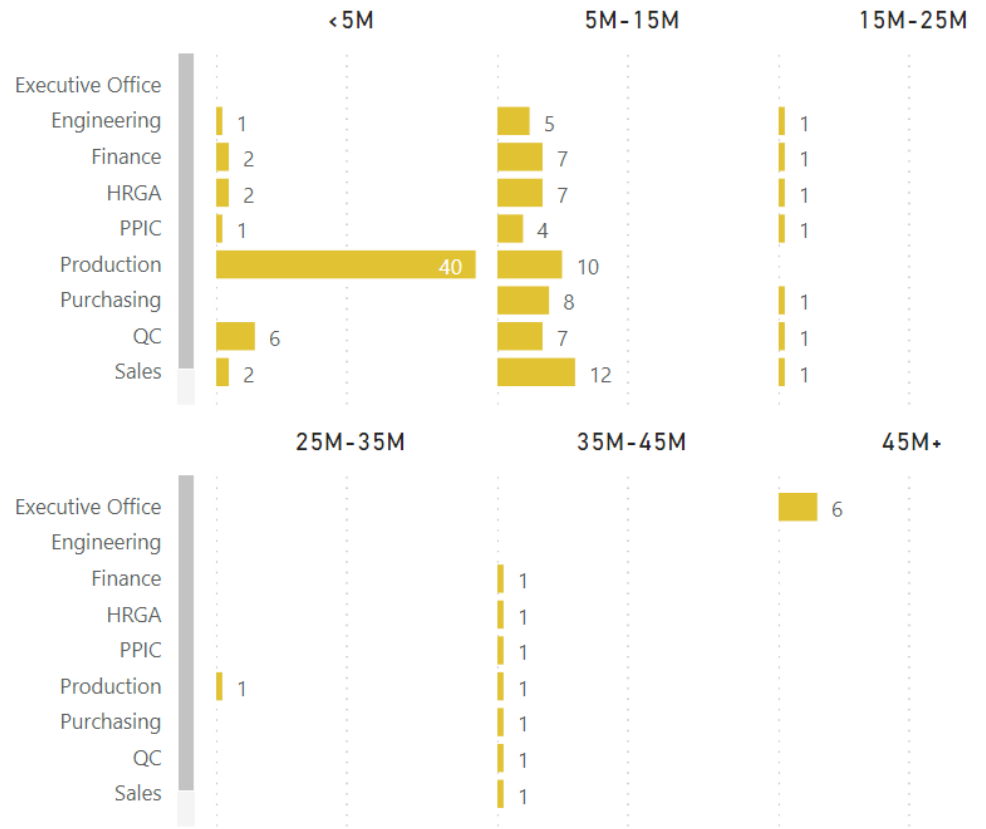


Salary Range by Position Title

<5M 5M-15M 15M-25M 25M-35M 35M-45M 45M+



Salary Range by Department





Show Menu

Distance

Drive Time

Period

All

Dept

All

Position

All

Gender

All

EmpType

All

Generation

All

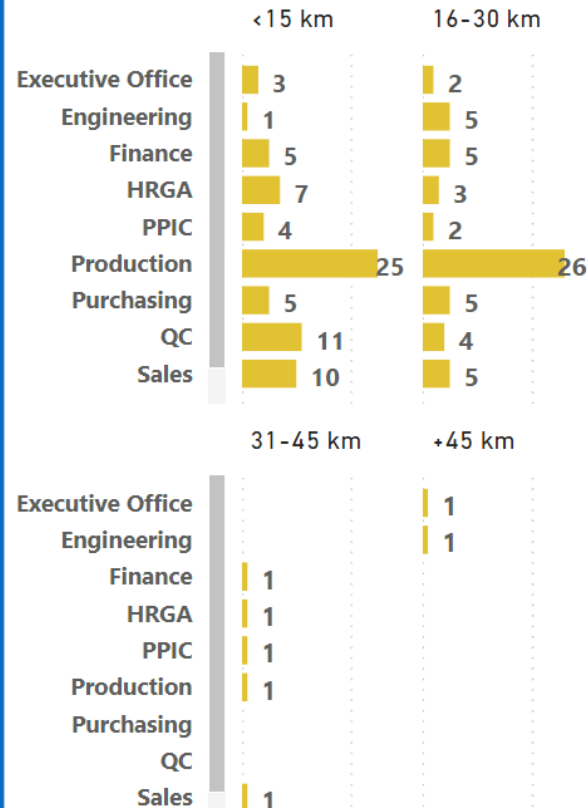
Mileage Range (Km)

298

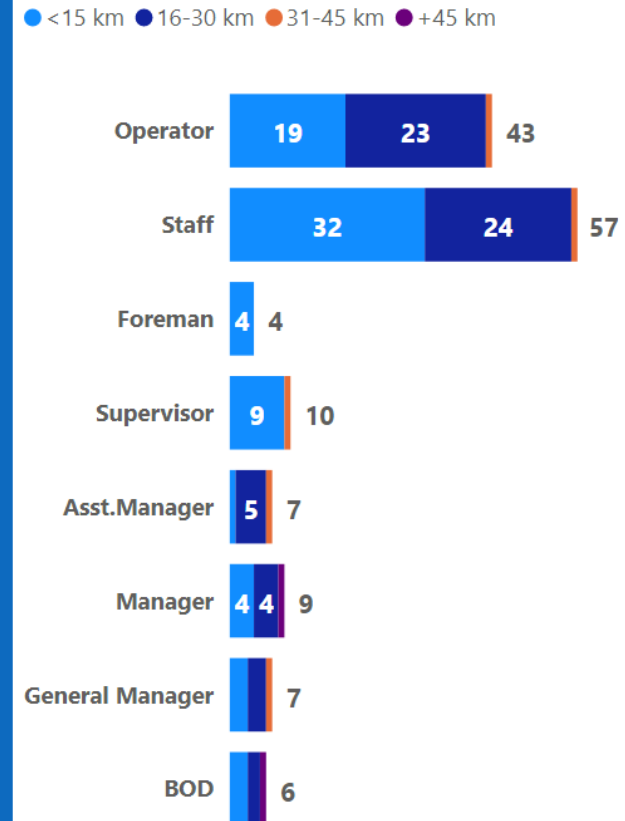
Mileage By Employee

| Department | Mileage (Km) |
|------------------|--------------|
| Engineering | 22 |
| Executive Office | 21 |
| Finance | 17 |
| PPIC | 17 |
| Production | 15 |
| HRGA | 15 |
| Warehouse | 14 |
| Purchasing | 14 |
| Sales | 13 |
| QC | 12 |
| Total | 15 |

Mileage Range by Department



Mileage Range by Position Title



MILEAGE

All Headcount

143

HC by Selection

143 | 100.0%



Show Menu

Distance

Drive Time

Period

All

Dept

All

Position

All

Gender

All

EmpType

All

Generation

All

Mileage By Employee

| Department | Mileage (Km) |
|------------------|--------------|
| Engineering | 22 |
| Executive Office | 21 |
| Finance | 17 |
| PPIC | 17 |
| Production | 15 |
| HRGA | 15 |
| Warehouse | 14 |
| Purchasing | 14 |
| Sales | 13 |
| QC | 12 |
| Total | 15 |

Map

