

People Analytics 101

HEADCOUNT & MOVEMENT

Informational slides from the video course

head·count

noun

the number of people who are actively working for the organization at a specified point in time

Headcount includes



Permanent
employees

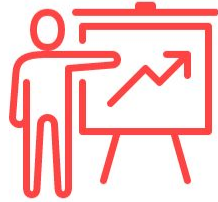


Temporary
employees

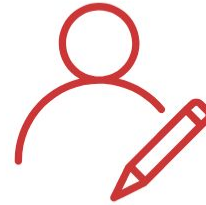


Contingent
employees

Headcount does not include



Consultants or other
expert advisors



Independent
contractors



Headcount

600 IDs available
to work

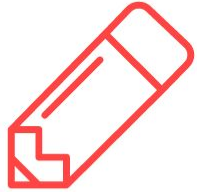
VS



FTE

200 full-time
equivalents

Why is headcount hard to track?



Process by which a
record is made

Inconsistent or incomplete record
keeping

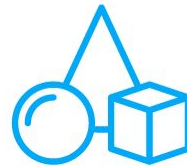


There is no clear
definition

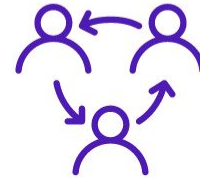
Different definitions in different
departments



Error
in the data



Inconsistencies
in the data



Movement
in the data

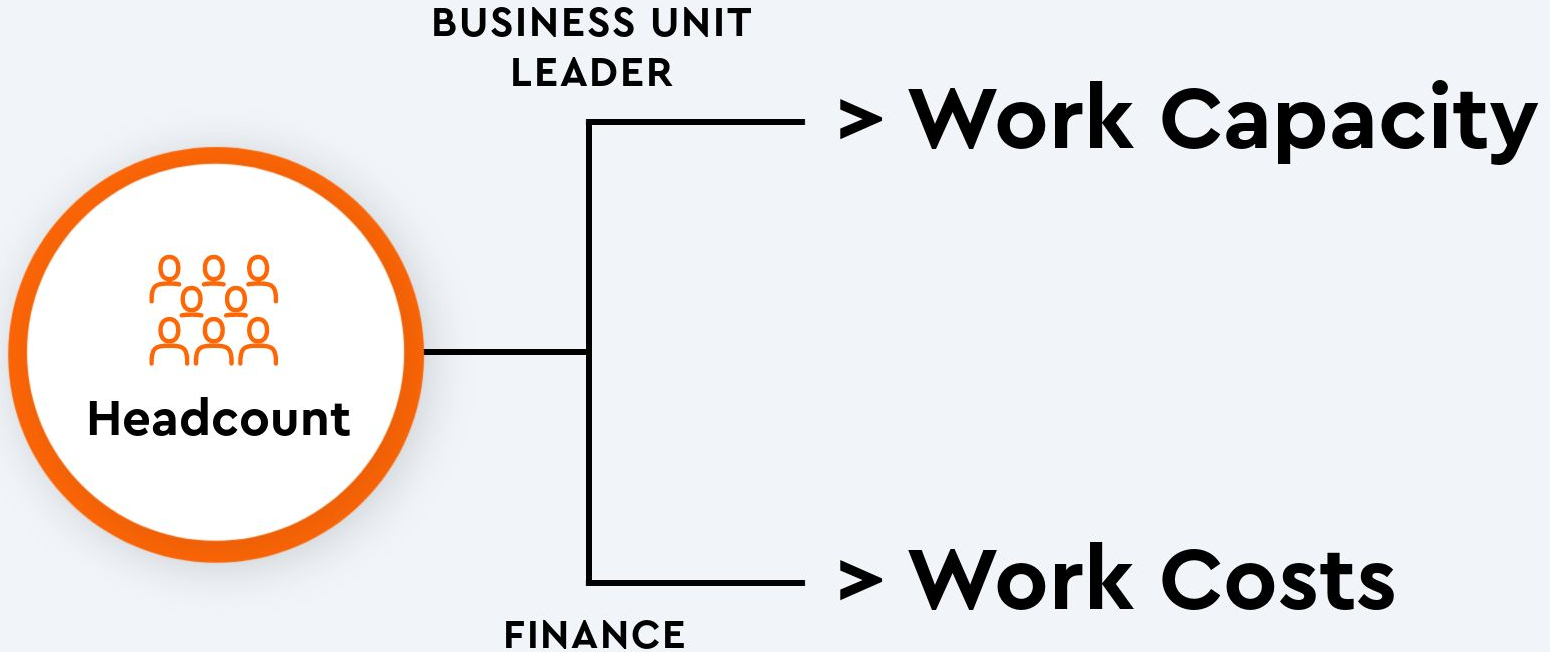
Headcount is the bedrock business is built on

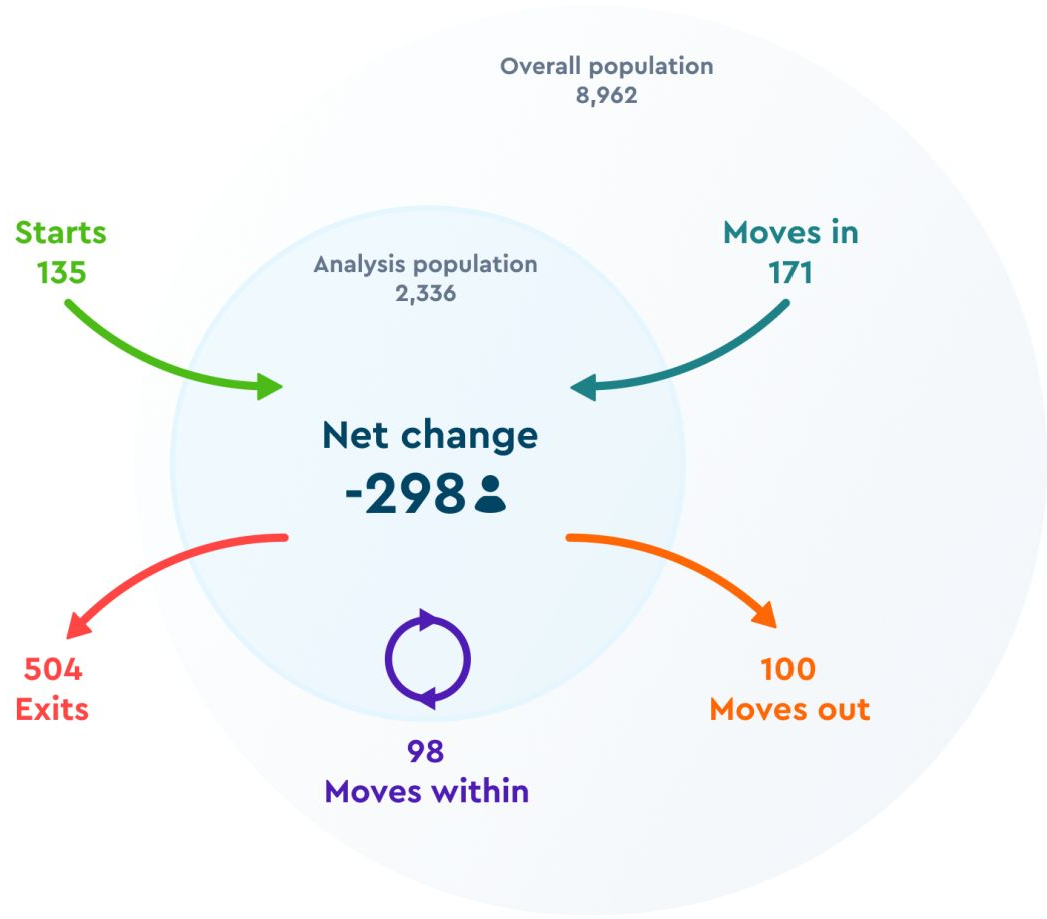
It drives
cost.

It impacts
delivery
of business
goals.

Imperative to
finance +
people
managers

HEADCOUNT





Overall population
8,962

Starts
135

Analysis population
2,336

Moves in
171

Net change
-298

504
Exits



98
Moves within

100
Moves out



GET STARTED AT
learn.visier.com