

# Q3 2024 HR Performance Metrics Report

## Introduction

As we continue to drive growth and innovation in the electric vehicle market, it is essential that we prioritize our most valuable asset: our employees. This report provides an overview of key HR performance metrics for Q3 2024, highlighting areas of success and opportunities for improvement. The insights and recommendations presented in this report will inform strategic decisions and support our ongoing efforts to foster a positive and productive work environment. By analyzing these metrics, we can optimize our HR initiatives and drive business outcomes.

## Talent Acquisition and Onboarding Process Efficiency

Our talent acquisition team optimized the hiring process in Q2 2024, reducing time-to-hire by 15% and resulting in an average cost savings of \$1,200 per new employee. This improvement allowed the recruitment team to reallocate resources and focus on enhancing the overall candidate experience. Furthermore, we introduced a new onboarding program featuring interactive training modules, which received positive feedback from 92% of new hires. As a result, we plan to expand this program to all departments by the end of Q1 2025.

## Employee Engagement and Satisfaction Survey Results

The latest employee satisfaction survey revealed a significant increase in employee participation in company-sponsored volunteer programs, with 250 employees contributing over 1,000 hours to local community initiatives in Q2 2024. This uptick in volunteerism aligns with our company values and demonstrates a strong commitment to corporate social responsibility. Our employee resource groups also saw a notable increase in membership, with the Women in STEM group growing by 30% since its inception in Q1 2024. We will continue to support and expand these initiatives to foster a more inclusive work environment.

## Retention Rate and Turnover Analysis Q3 2024

Our HR analytics team has been working closely with the IT department to develop a more comprehensive data dashboard, providing insights into various HR metrics, including employee tenure, job function, and departmental turnover trends. This new dashboard will enable more informed decision-making and enhance our ability to identify areas for improvement. The team is also exploring machine learning algorithms to better predict employee turnover and inform proactive retention strategies. The dashboard is expected to be fully implemented by the end of Q4 2024.

## Diversity, Equity, and Inclusion Initiative Updates

In Q2 2024, we launched a diversity and inclusion training program, which has been completed by over 80% of employees. The program received positive feedback, with 95% of participants indicating that they felt more equipped to foster an inclusive work environment. We also established partnerships with three historically black colleges and universities (HBCUs) to enhance our recruitment pipeline and increase diversity in our talent pool. These partnerships have already yielded promising results, with a 25% increase in HBCU alumni applicants since the program's inception.

## HR Technology and Systems Integration Roadmap

Our HR systems integration project is progressing according to schedule, with the successful migration of employee data to our new HR information system (HRIS) in Q2 2024. This upgrade has improved data accuracy and reduced manual data entry by 40%. The next phase of the project involves integrating our performance management and learning management systems, which is expected to be

completed by the end of Q1 2025. This integration will enable seamless data exchange and provide a more comprehensive view of employee performance and development.

## Conclusion

In conclusion, our Q3 2024 HR performance metrics indicate a strong foundation for future growth and success. By addressing areas of opportunity and building on our strengths, we can continue to attract, retain, and develop top talent in the industry. Recommendations from this report will be used to inform strategic decisions and drive business outcomes. Next steps include implementing process improvements and monitoring progress against key metrics.