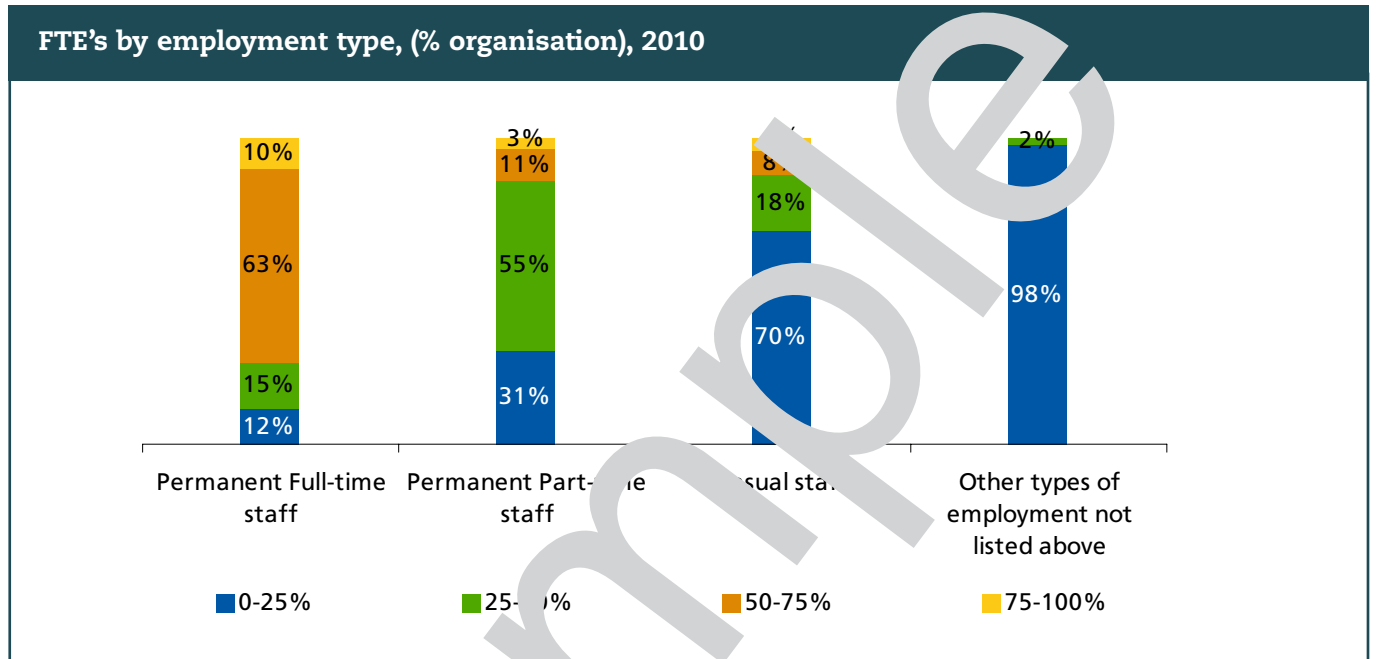


Your workforce can be analysed using many criteria, including age, job function, gender, career level and experience. Analysing wage expenditures by one or more of these criteria can reveal unexpected cost trends.

## FTE by employment type



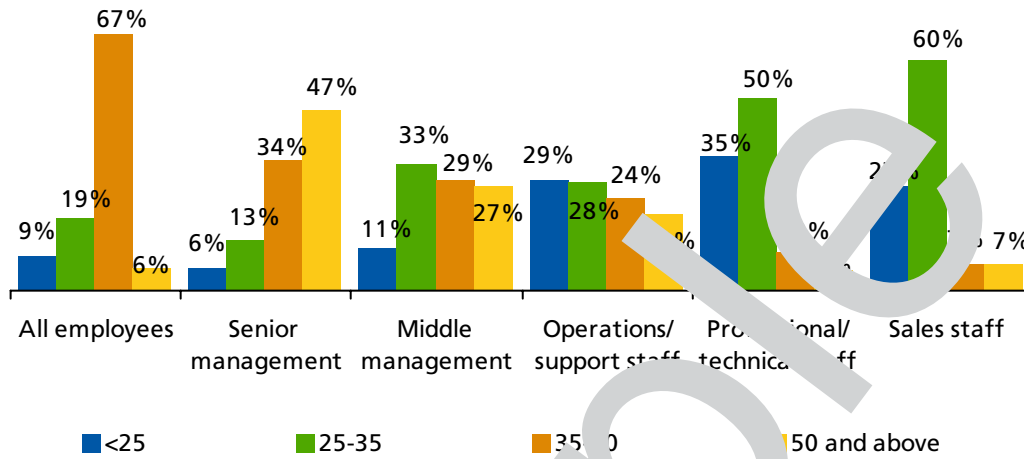
Seven out of every ten respondent organisations maintain more than half of their workforce as full time staff. Where a part time staff as a percentage of FTE varies between 0% and 50% in 86% of the organisation. The casual staff and other types of employment account for less than 25% of the FTE in most of the organisations.

## Age composition of workforce

The age composition of the workforce in a company also helps in understanding the future liabilities of the company while the experience-wise distribution of the workforce helps us in understanding the productivity metrics.

The following graph provides us with an overview of the age composition of the workforce across the respondent companies. From the graph it is evident that the average age of the workforce in most organisations is between 35 and 50 years.

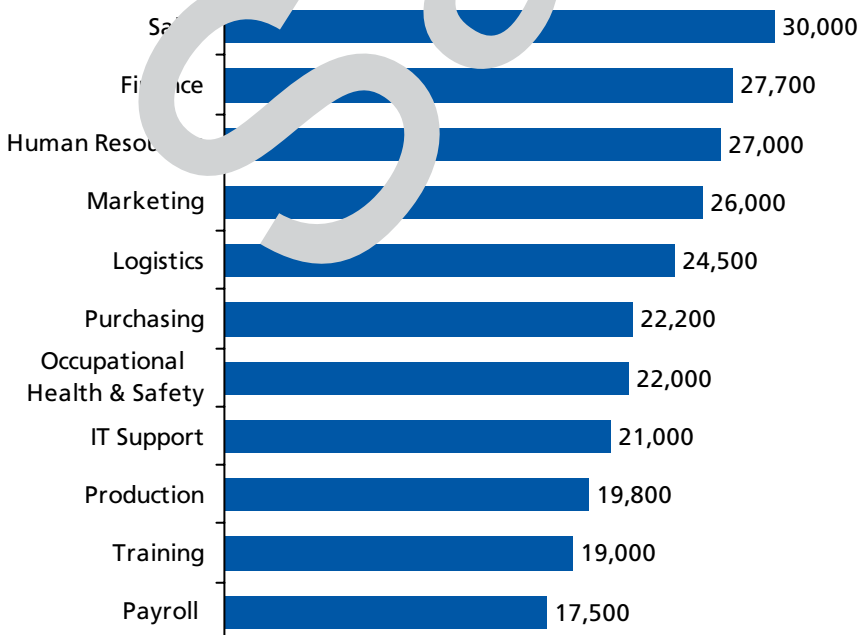
## Age composition of workforce by employee level (% organisations)



The senior management level employees in many organisations are aged 35 and above in majority of the organisation. This indicates to the effect that organisations give preference to the experience at this level. Another aspect that draws our attention is that the sales force in majority of the organisations is aged less than 35 years.

## Which function costs more to the company

### Median budget (cost) per employee by job function, in USD's



The graph illustrates the average function wise budget costs per employee. From the graph it can be seen that sales employees receive the highest budget in the organisations followed by finance function.