



PRODENSA



# HR INDICATORS SURVEY

Q3 - 2024

150

PARTICIPATING COMPANIES

REPRESENTATIVENESS

EMPLOYEES

100,032

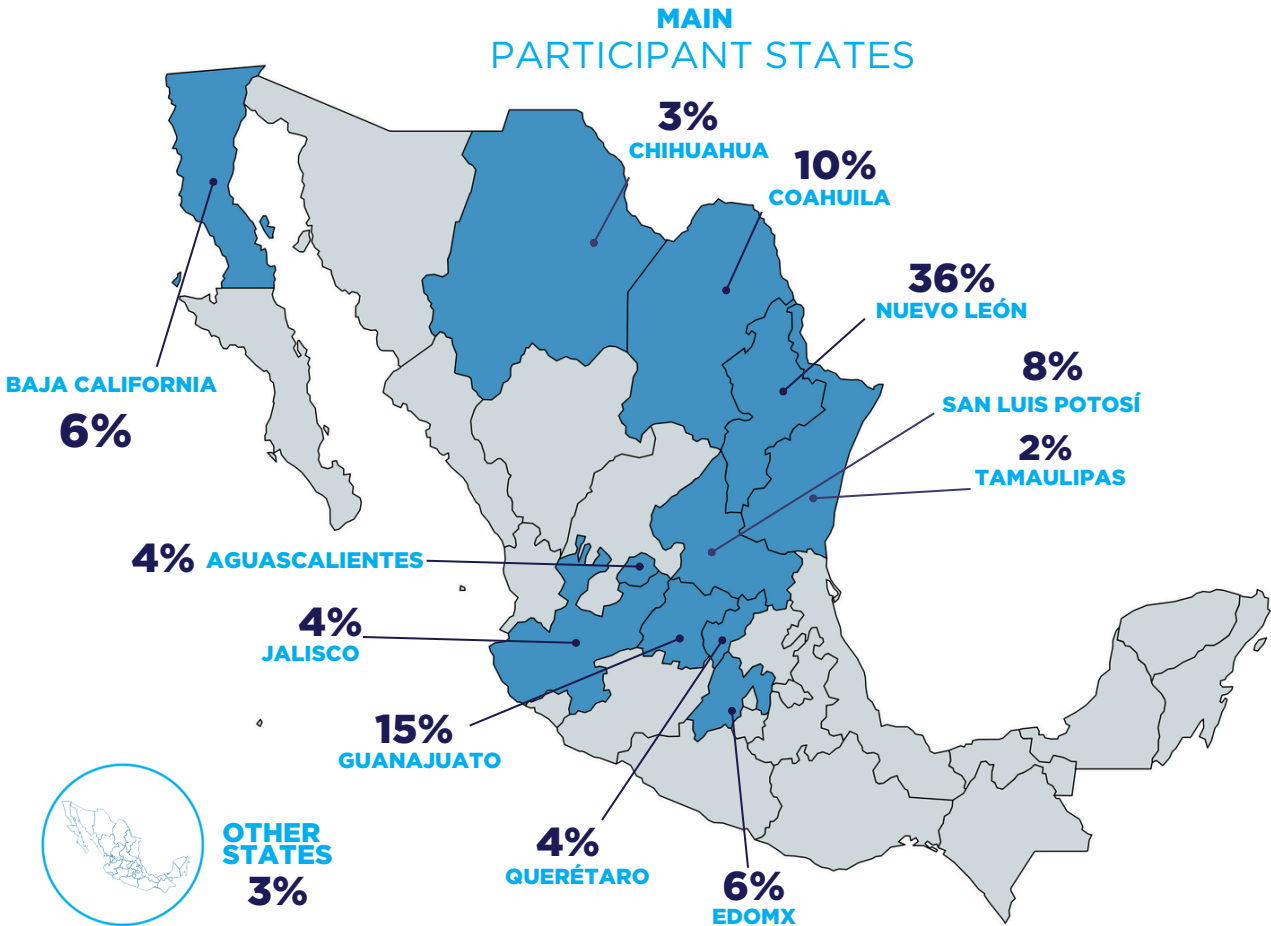
EMPLOYEES

78,180 - 78%

HOURLY

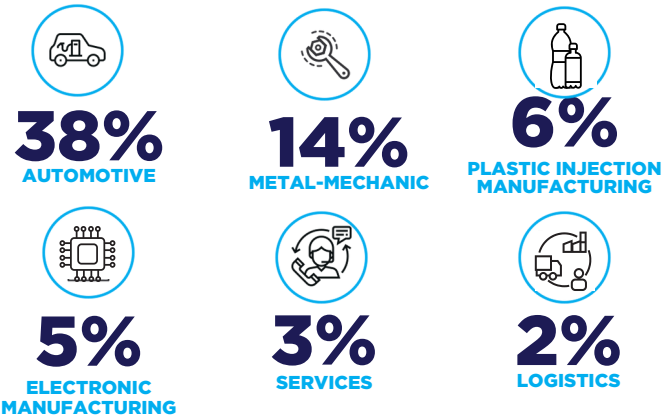
21,852 - 22%

SALARY

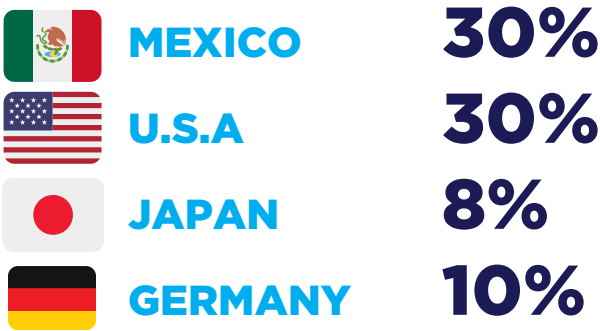


OTHERS: Durango, Mexico City, Oaxaca and Puebla.

MAIN SURVEYED INDUSTRIES



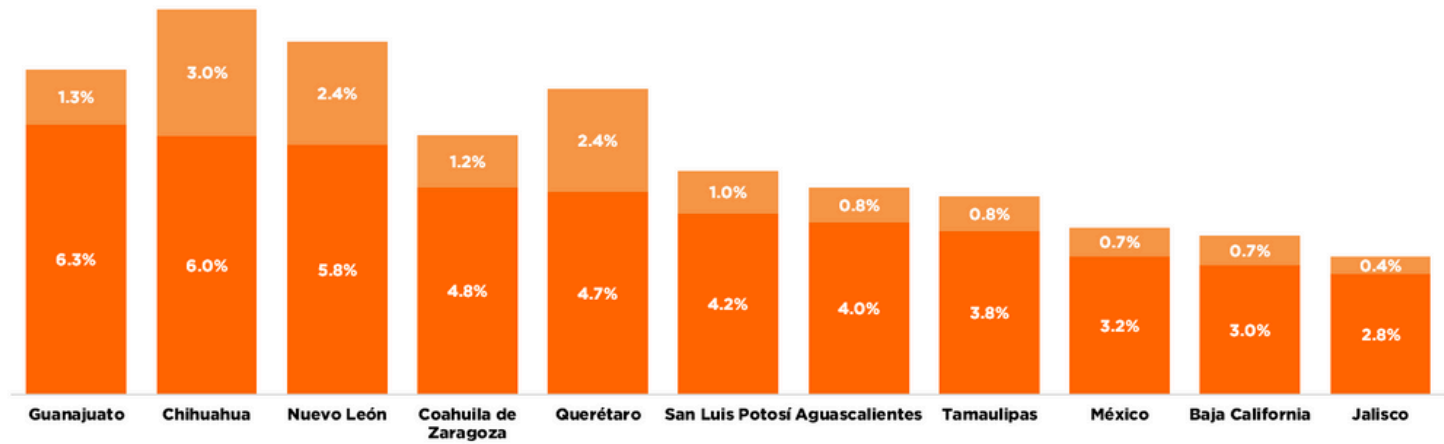
COUNTRY OF ORIGIN INVESTMENT IN COMPANY



# HOURLY POSITIONS

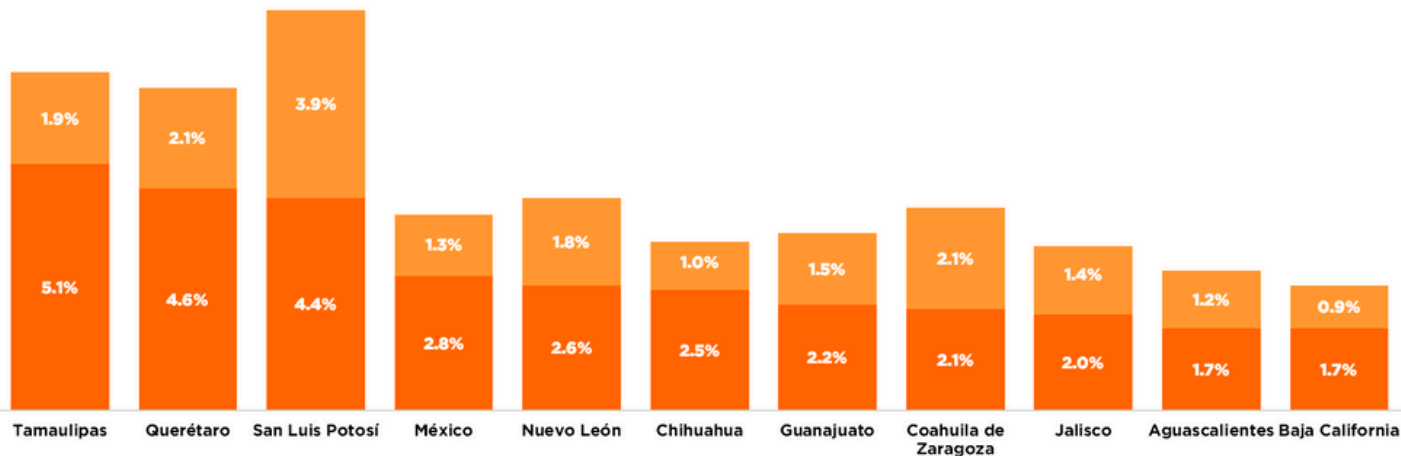
## TURNOVER BY STATE - MONTHLY AVERAGE

Voluntary 4.4% Involuntary 1.3%



## ABSENTEEISM BY STATE - MONTHLY AVERAGE

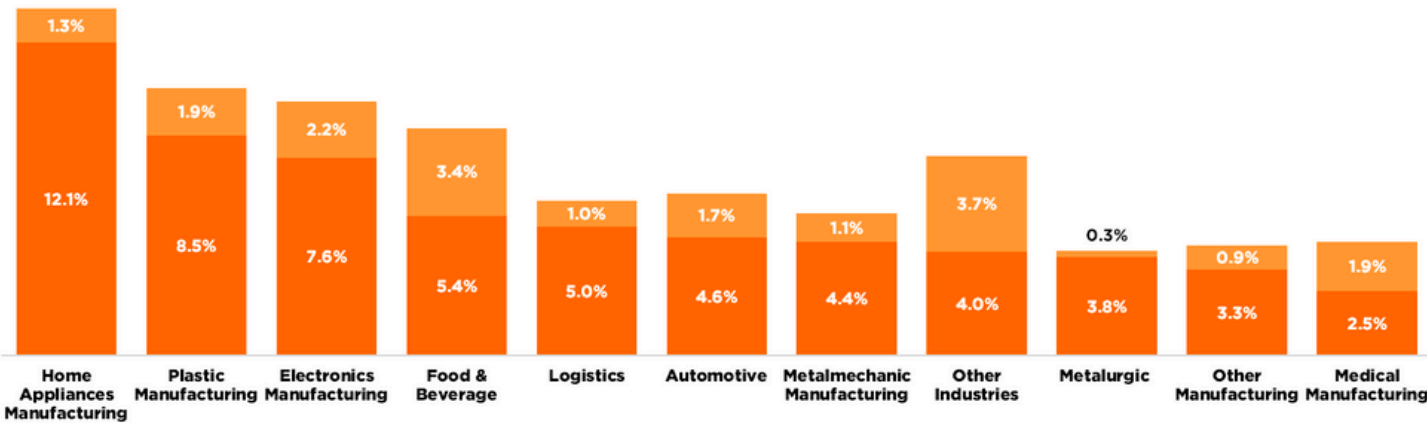
Justified 2.8% Unjustified 1.7%



# HOURLY POSITIONS

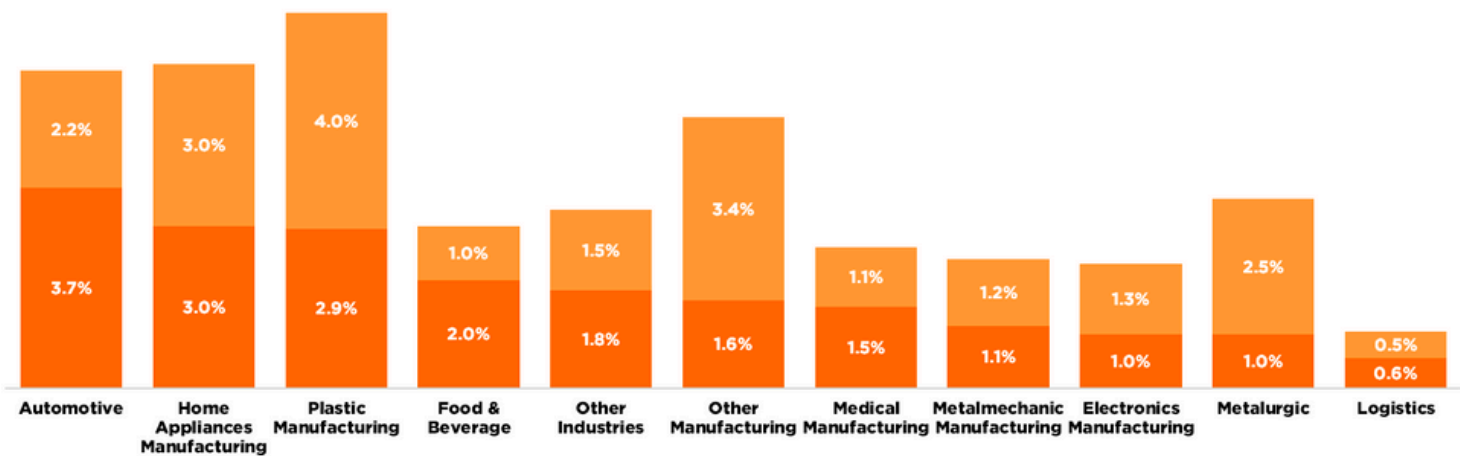
## TURNOVER BY INDUSTRY - MONTHLY AVERAGE

Voluntary 5.6% Involuntary 1.8%



## ABSENTEEISM BY INDUSTRY - MONTHLY AVERAGE

Justified 1.8% Unjustified 2.0%

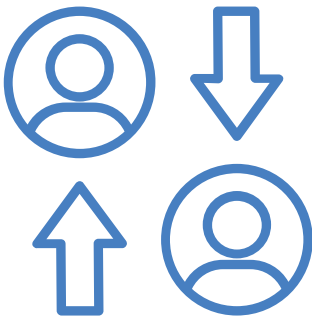


# HOURLY POSITIONS

## VOLUNTARY TURNOVER MOTIVATIONS - NATIONWIDE

41.4%	14.5%	12.1%	8.6%
VOLUNTARY RESIGNATION	FAMILY ASSISTANCE	BETTER COMPENSATION	CHANGED ADDRESS
5.7%	4.8%	3.1%	9.8%
PROFESSIONAL GROWTH	JOBS CLOSER TO HOME	NEGATIVE WORK ENVIRONMENT	OTHER

## INVOLUNTARY TURNOVER REASONS - NATIONWIDE

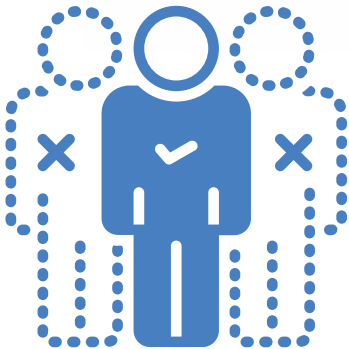


65.0%	13.8%	5.4%
ABSENTEEISM	CONTRACT TERMINATION	LOW PERFORMANCE
5.0%	3.5%	7.3%
DISMISSAL DUE TO RESTRUCTURING	BAD BEHAVIOR	OTHER

# HOURLY POSITIONS

## JUSTIFIED ABSENTEEISM REASONS - NATIONWIDE

32.4%	23.6%	22.0%
FAMILY ASSISTANCE	HEALTH ISSUES	TEMPORARY DISABILITY
18.3%	3.6%	
MATERNITY OR PARENTAL LEAVE	SPECIAL PERMISSIONS	



## UNJUSTIFIED ABSENTEEISM REASONS - NATIONWIDE



64.2%	32.9%	2.9%
JOB ABANDONMENT	UNEXCUSED ABSENCE	MISUSE OF LEAVE

MOST DIFFICULT POSITIONS TO RECRUIT

HOURLY POSITIONS

1st	Maintenance Technician	6th	CNC Technician
2nd	Forklift Operator	7th	Molding Process Technician
3rd	Specialized Technician	8th	Electronic Technician
4th	General Operator	9th	Welder
5th	Warehouseman	10th	Mechanical Technician

TOP ATTRITION REASONS

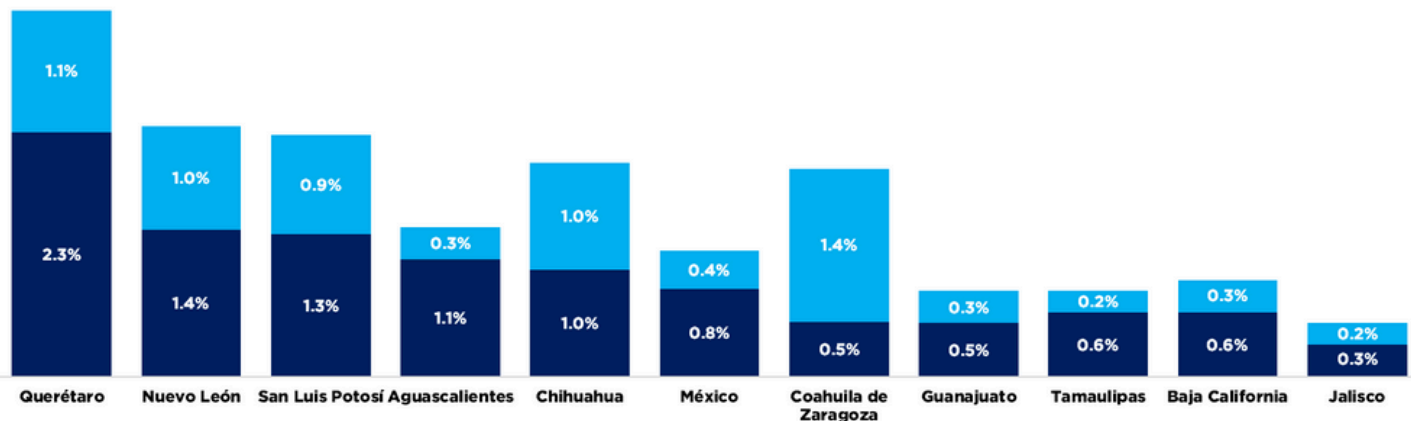
IN THE RECRUITMENT PROCESS

1st	MEDICAL EXAM	4th	DISTANCE- 10%
	36%	5th	NUMERICAL TEST - 8%
2nd	ANTIDOPING	6th	SCHOLARITY - 5%
	23%	7th	PSYCHOMETRICS - 4%
3rd	JOB REFERENCES	8th	DEBT LEVEL 2%
	13%	9th	CRIMINAL RECORD - 1%

# SALARY POSITIONS

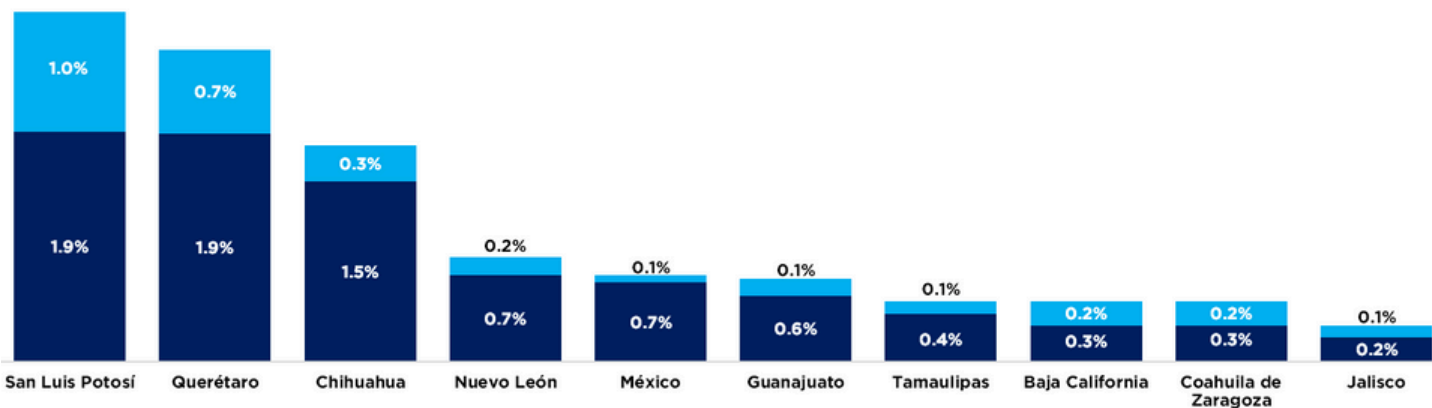
## TURNOVER RATES SALARY EMPLOYEES BY STATE - MONTHLY AVERAGE

Voluntary 0.9% Involuntary 0.6%



## ABSENTEEISM RATES SALARY EMPLOYEES BY STATE - MONTHLY AVERAGE

Justified 0.8% Injustified 0.3%

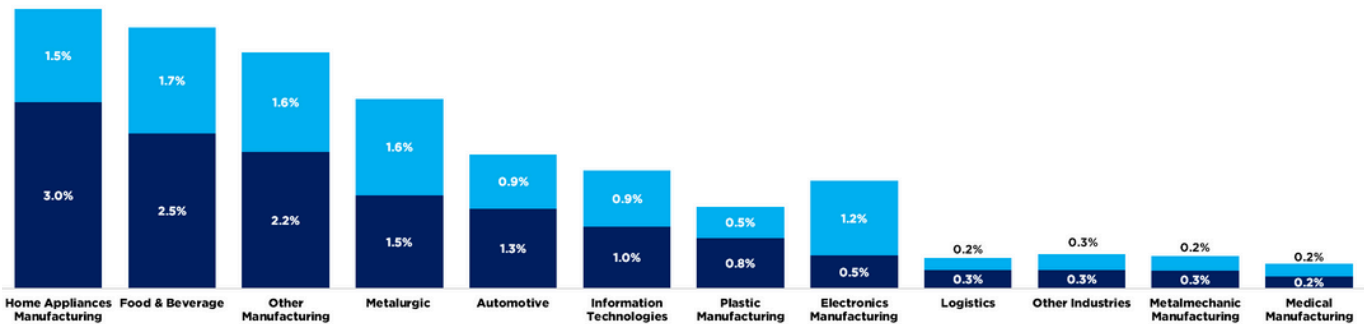




SALARY POSITIONS

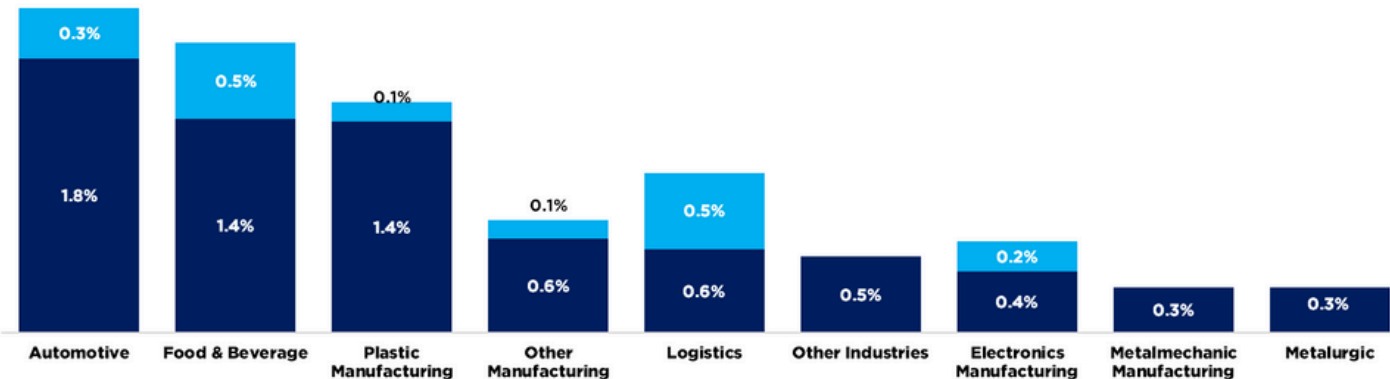
TURNOVER RATES SALARY EMPLOYEES  
BY INDUSTRY - MONTHLY AVERAGE

Voluntary 1.1% Involuntary 0.8%



ABSENTEEISM RATES SALARY EMPLOYEES  
BY INDUSTRY - MONTHLY AVERAGE

Justified 0.8% Unjustified 0.2%

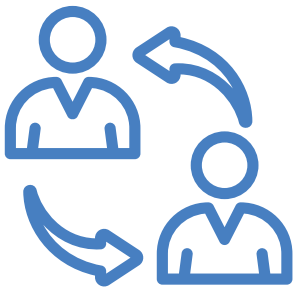


SALARY POSITIONS

VOLUNTARY TURNOVER  
MOTIVATIONS - NATIONWIDE

29.2%	17.3%	9.8%	9.1%
BETTER COMPENSATION	VOLUNTARY RESIGNATION	FAMILY ASSISTANCE	PROFESSIONAL GROWTH
8.5%	7.6%	5.5%	12.6%
ENHANCED BENEFITS	CHANGED ADDRESS	NEGATIVE WORK ENVIRONMENT	OTHER

INVOLUNTARY TURNOVER  
REASONS - NATIONWIDE



27.5%	25.0%	22.0%
CONTRACT TERMINATION	DISMISSAL DUE TO RESTRUCTURING	WORKFORCE REDUCTION
13.0%	5.6%	7.0%
LOW PERFORMANCE	ABSENTEEISM	OTHER

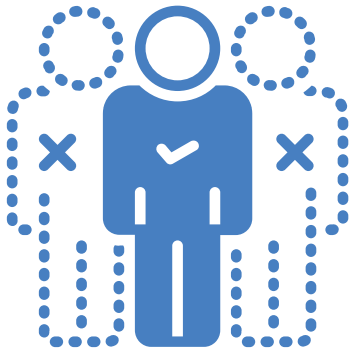
# SALARY POSITIONS

## JUSTIFIED ABSENTEEISM REASONS - NATIONWIDE

45.5%	34.5%	18.8%	0.9%
FAMILY ASSISTANCE	MATERNITY OR PARENTAL LEAVE	HEALTH ISSUES	TEMPORARY DISABILITY



## UNJUSTIFIED ABSENTEEISM REASONS - NATIONWIDE



93.5%	5.3%	1.1%
JOB ABANDONMENT	UNEXCUSED ABSENCE	MISUSE OF LEAVE

MOST DIFFICULT POSITIONS TO RECRUIT  
SALARY POSITIONS

1st	Product Engineer	6th	Sales Representative
2nd	Automation Engineer	7th	Financial Analyst
3rd	Production Supervisor	8th	Senior Quality Engineer
4th	Senior Buyer	9th	Manufacturing Engineer
5th	Maintenance Supervisor	10th	Junior Buyer

TOP ATTRITION REASONS  
IN THE RECRUITMENT PROCESS

1st	DISTANCE	4th	MEDICAL EXAM - 14%
	27%	6th	SCHLARITY - 10%
2nd	JOB REFERENCES	7th	NUMERICAL TEST - 3%
	22%	8th	ANTIDOPING- 2%
3rd	PSYCHOMETRICS	9th	CRIMINAL RECORD - 1%
	9%	10th	DEBT LEVEL - 1%

## MARKET INTELLIGENCE SOLUTIONS



**WEEKLY  
NEWSLETTER**

**MONTHLY  
SURVEYS**



**SPECIFIC  
POSITIONS  
ANALYSIS**

**SPECIFIC  
DIAGNOSIS**



**TAILOR MADE  
LABOR MARKET STUDIES**

**LABOR MARKET STUDIES BY  
MUNICIPALITY/STATE/REGION**



**LABOR ANALYTICS ADVISORY**



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