



PRODENSA



HR INDICATORS SURVEY

Q4 - 2024

199

PARTICIPATING
COMPANIES

REPRESENTATIVENESS

EMPLOYEES

112,317

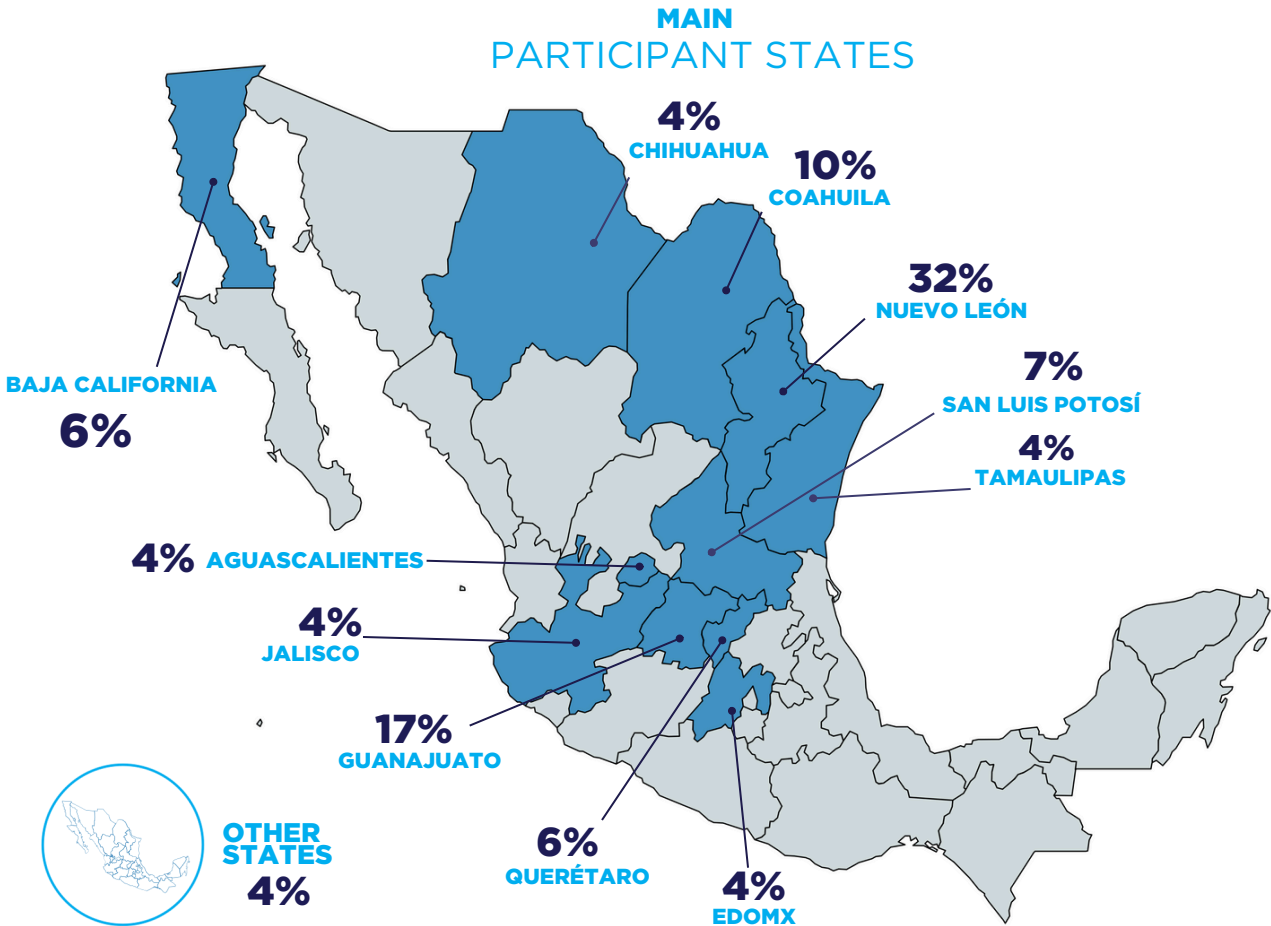
EMPLOYEES

87,799 - 78%

HOURLY

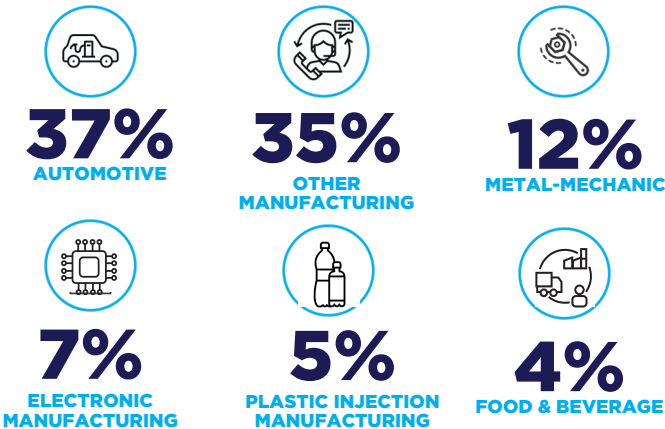
24,518 - 22%

SALARY

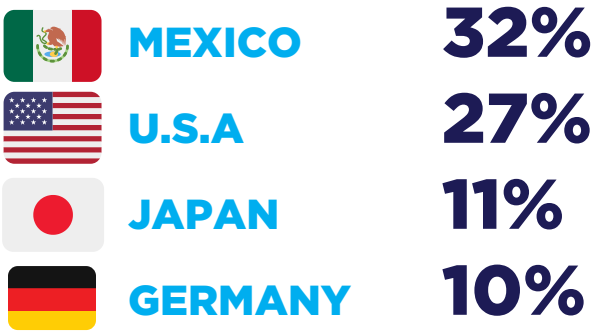


OTHERS: Baja California Sur, Mexico City, Durango, Puebla and Veracruz.

MAIN SURVEYED INDUSTRIES



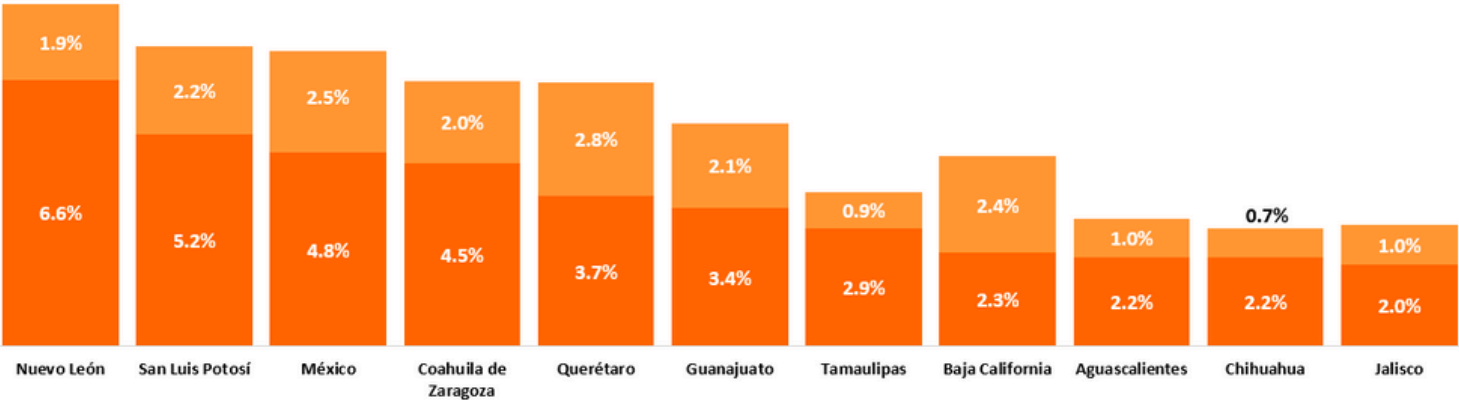
COUNTRY OF ORIGIN INVESTMENT IN COMPANY



HOURLY POSITIONS

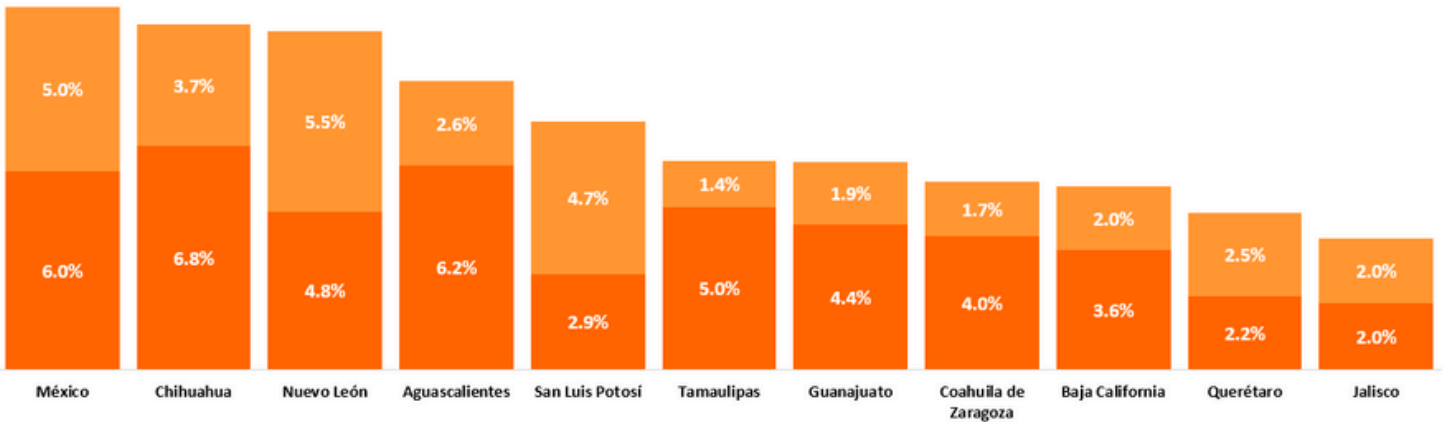
TURNOVER BY STATE - MONTHLY AVERAGE

Voluntary 3.6% Involuntary 1.8%



ABSENTEEISM BY STATE - MONTHLY AVERAGE

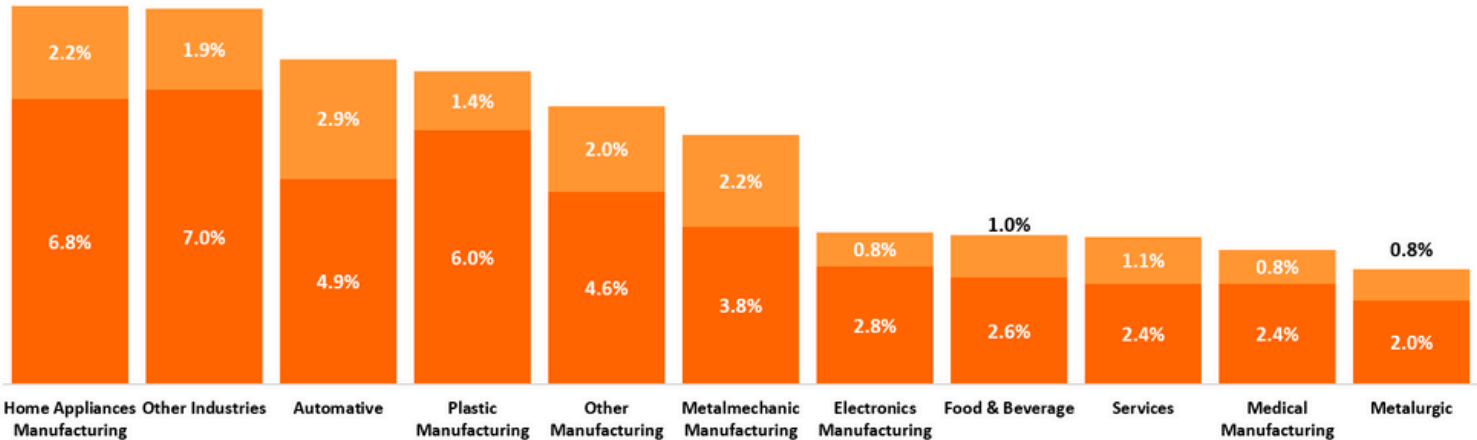
Justified 4.2% Unjustified 3.0%



HOURLY POSITIONS

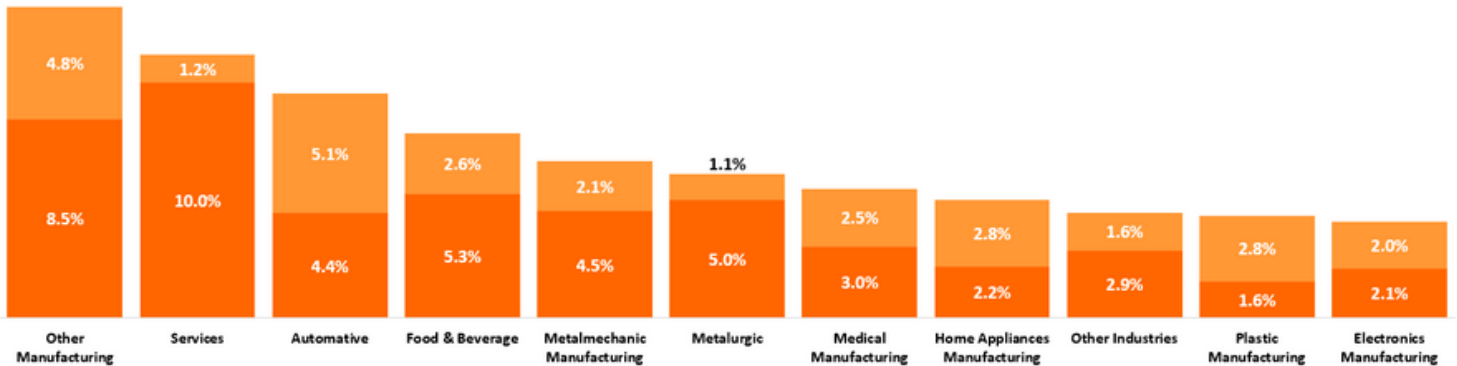
TURNOVER BY INDUSTRY - MONTHLY AVERAGE

Voluntary 3.8% Involuntary 1.4%



ABSENTEEISM BY INDUSTRY - MONTHLY AVERAGE

Justified 4.7% Unjustified 2.5%

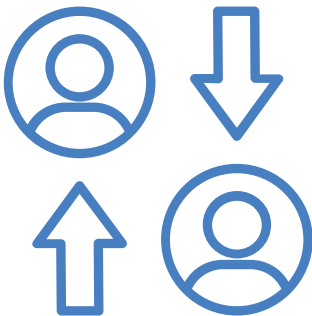


HOURLY POSITIONS

VOLUNTARY TURNOVER MOTIVATIONS - NATIONWIDE

44.9%	16.1%	12.8%	11.7%
VOLUNTARY RESIGNATION	FAMILY ASSISTANCE	BETTER COMPENSATION	CHANGED ADDRESS
2.3%	2.3%	2.9%	7.0%
PROFESSIONAL GROWTH	JOBS CLOSER TO HOME	NEGATIVE WORK ENVIRONMENT	OTHER

INVOLUNTARY TURNOVER REASONS - NATIONWIDE

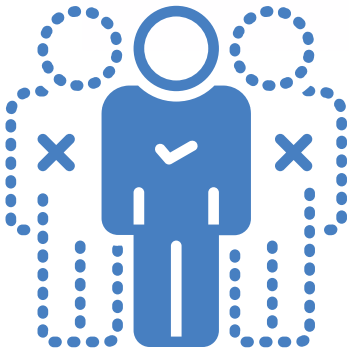


51.0%	22.7%	11.0%
ABSENTEEISM	CONTRACT TERMINATION	LOW PERFORMANCE
4.0%	3.0%	7.8%
DISMISSAL DUE TO RESTRUCTURING	BAD BEHAVIOR	OTHER

HOURLY POSITIONS

JUSTIFIED ABSENTEEISM REASONS - NATIONWIDE

62.5%	21.8%	7.5%
FAMILY ASSISTANCE	HEALTH ISSUES	TEMPORARY DISABILITY
4.3%	3.9%	
MATERNITY OR PARENTAL LEAVE	SPECIAL PERMISSIONS	



UNJUSTIFIED ABSENTEEISM REASONS - NATIONWIDE



75.1%	24.9%	0.0%
JOB ABANDONMENT	UNEXCUSED ABSENCE	MISUSE OF LEAVE

MOST DIFFICULT POSITIONS TO RECRUIT

HOURLY POSITIONS

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

TOP ATTRITION REASONS

IN THE RECRUITMENT PROCESS

1st	MEDICAL EXAM	4th	DISTANCE- 9%
	32%	5th	DEBT LEVEL - 8%
2nd	ANTIDOPING	6th	SCHOLARITY - 7%
	22%	7th	NUMERICAL TEST - 7%
3rd	JOB REFERENCES	8th	CRIMINAL RECORD - 4%
	14%	9th	PSYCHOMETRICS - 2%

SALARY POSITIONS

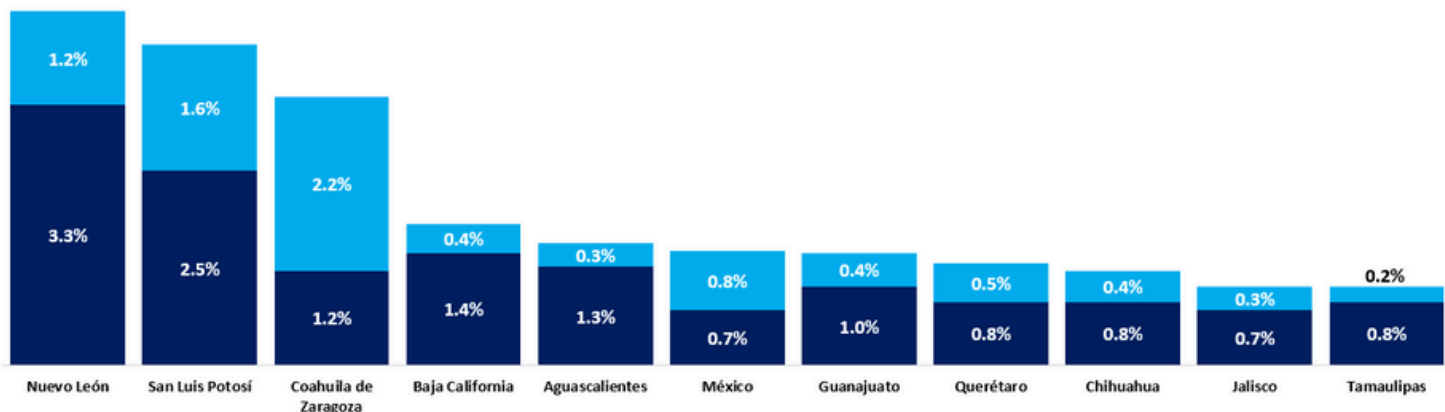
TURNOVER RATES SALARY EMPLOYEES
BY STATE - MONTHLY AVERAGE

Voluntary

1.2%

Involuntary

0.7%



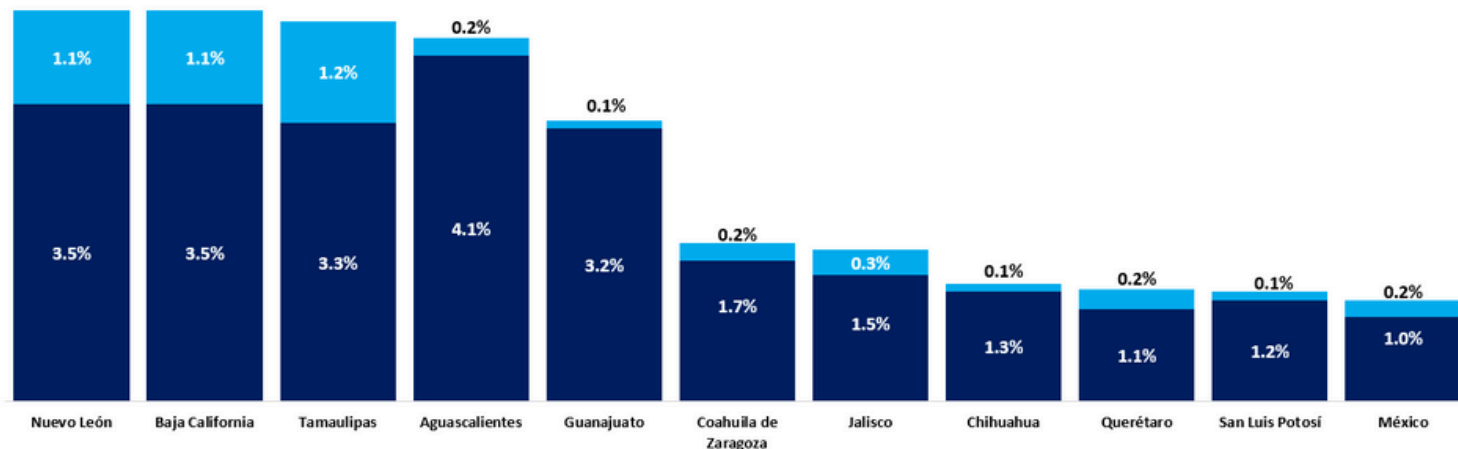
ABSENTEEISM RATES SALARY EMPLOYEES
BY STATE - MONTHLY AVERAGE

Justified

1.6%

Unjustified

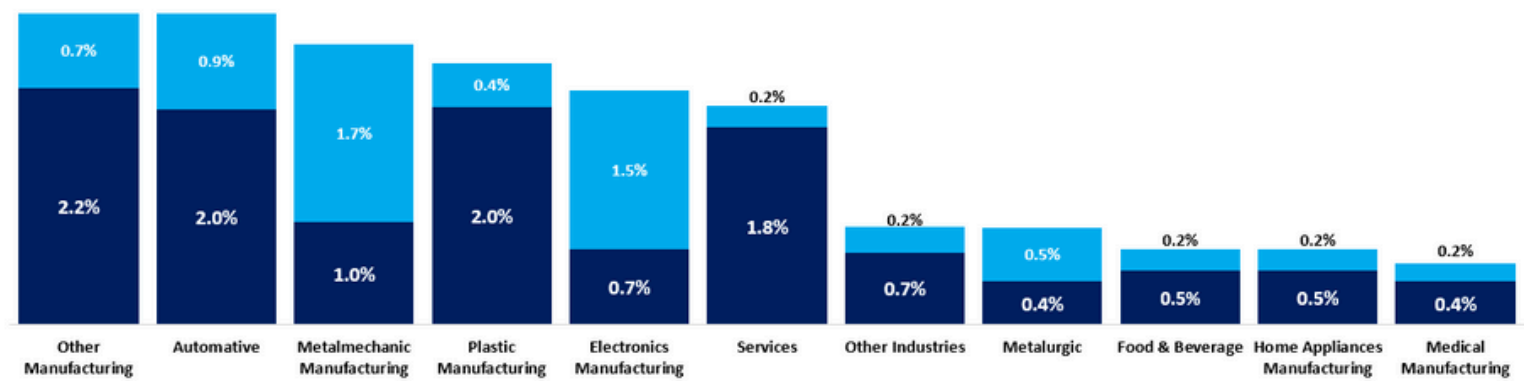
0.3%



SALARY POSITIONS

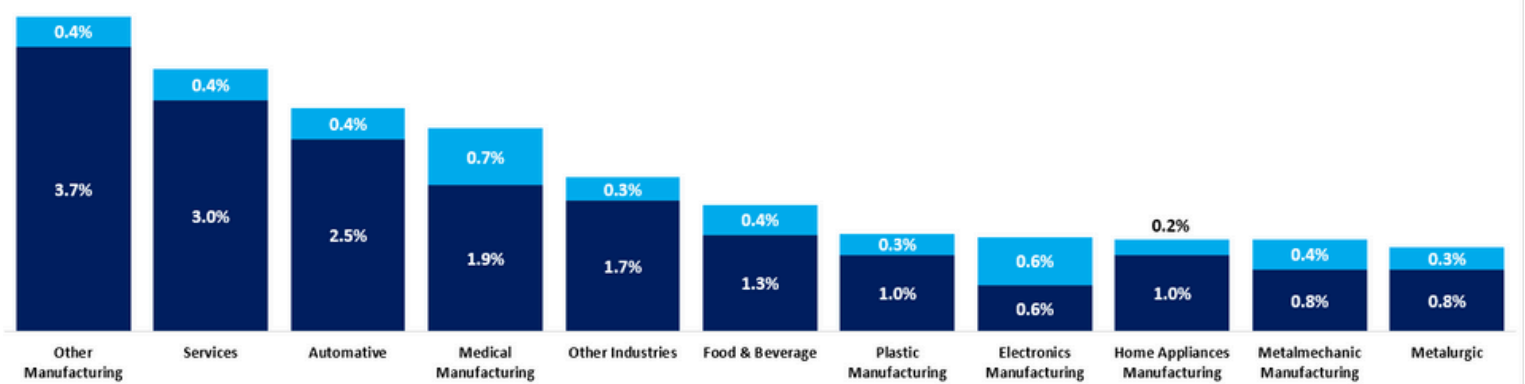
TURNOVER RATES SALARY EMPLOYEES
BY INDUSTRY - MONTHLY AVERAGE

Voluntary 1.5% Involuntary 0.6%



ABSENTEEISM RATES SALARY EMPLOYEES
BY INDUSTRY - MONTHLY AVERAGE

Justified 2.6% Unjustified 0.3%



SALARY POSITIONS

VOLUNTARY TURNOVER MOTIVATIONS - NATIONWIDE

38.6%	27.1%	5.0%	7.5%
BETTER COMPENSATION	VOLUNTARY RESIGNATION	FAMILY ASSISTANCE	PROFESSIONAL GROWTH
8.3%	4.8%	3.5%	12.8%
ENHANCED BENEFITS	CHANGED ADDRESS	NEGATIVE WORK ENVIRONMENT	OTHER

INVOLUNTARY TURNOVER REASONS - NATIONWIDE



20.3%	44.1%	6.1%
CONTRACT TERMINATION	DISMISSAL DUE TO RESTRUCTURING	WORKFORCE REDUCTION
14.2%	7.5%	7.8%
LOW PERFORMANCE	ABSENTEEISM	OTHER

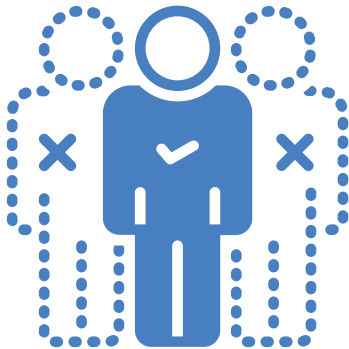
SALARY POSITIONS

JUSTIFIED ABSENTEEISM REASONS - NATIONWIDE

51.9%	14.8%	14.8%	18.5%
FAMILY ASSISTANCE	MATERNITY OR PARENTAL LEAVE	HEALTH ISSUES	TEMPORARY DISABILITY



UNJUSTIFIED ABSENTEEISM REASONS - NATIONWIDE



69.6%	30.4%	0.0%
JOB ABANDONMENT	UNEXCUSED ABSENCE	MISUSE OF LEAVE

MOST DIFFICULT POSITIONS TO RECRUIT
SALARY POSITIONS

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

TOP ATTRITION REASONS
IN THE RECRUITMENT PROCESS

1st	JOB REFERENCES 25.2%
2nd	DISTANCE 22%
3rd	PSYCHOMETRICS 19.1%

4th	MEDICAL EXAM - <u>10.7%</u>
5th	SCHOLARITY - <u>9.9%</u>
6th	NUMERICAL TEST - <u>9.9%</u>
7th	ANTIDOPING - <u>2.3%</u>
8th	CRIMINAL RECORD - <u>1.5%</u>

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



Contact:

lguerral@prodensa.com
jadelrosario@prodensa.com

www.prodensahr.com