

Workforce Analytics Dashboard

Cognitif Design | HRIS & Workforce Technology

Company-Wide Snapshot — Q3 2026 (Sample Data)

412

TOTAL HEADCOUNT
▲ 3.1% vs. last quarter

12.4%

TURNOVER RATE (TTM)
▼ 1.2 pts vs. last quarter

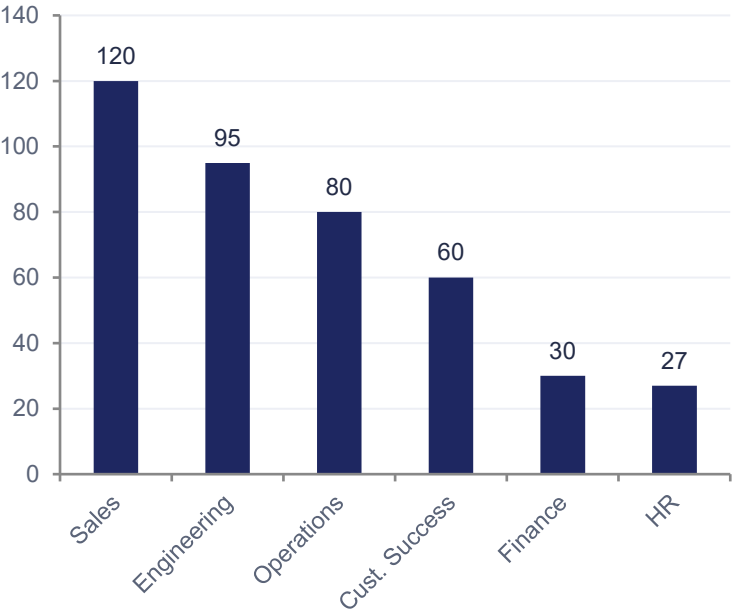
38 days

AVG. TIME TO FILL
▲ 4 days vs. last quarter

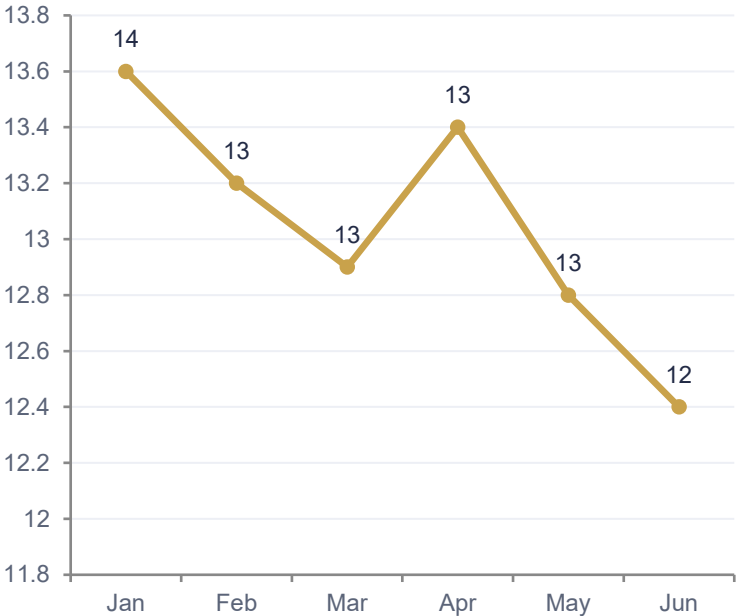
+42

EMPLOYEE ENPS
▲ 6 pts vs. last quarter

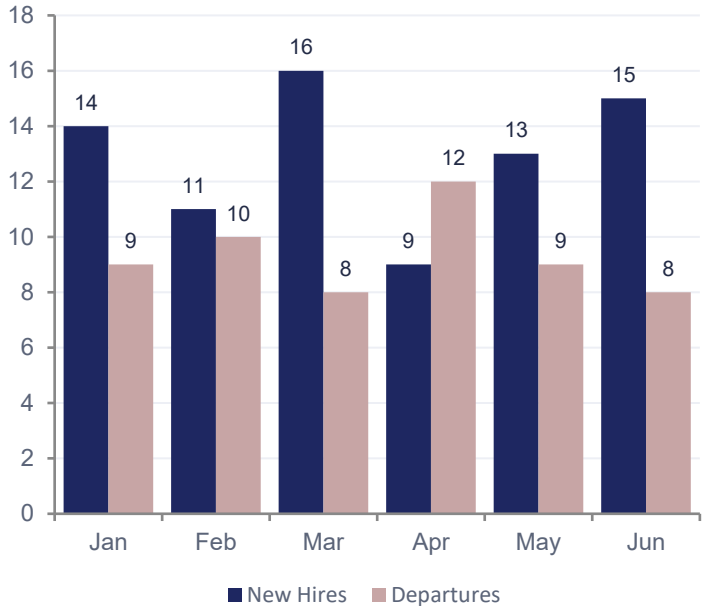
Headcount by Department



Turnover Rate Trend (%)



New Hires vs. Departures



Recruiting & Retention Dashboard

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Talent Acquisition Funnel — Q3 2026 (Sample Data)

2,410

APPLICANTS (TTM)
▲ 8.4% vs. last quarter

2.2%

APPLICANT-TO-HIRE RATE
flat vs. last quarter

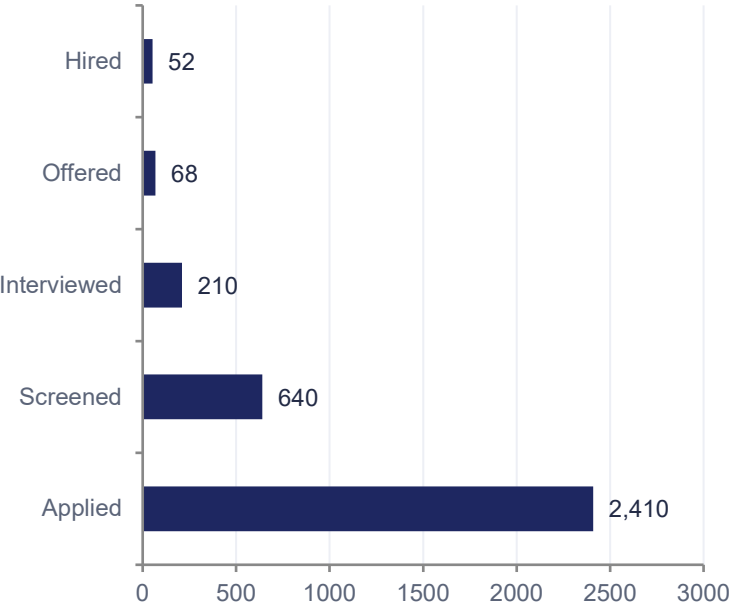
\$4,850

AVG. COST PER HIRE
▼ \$320 vs. last quarter

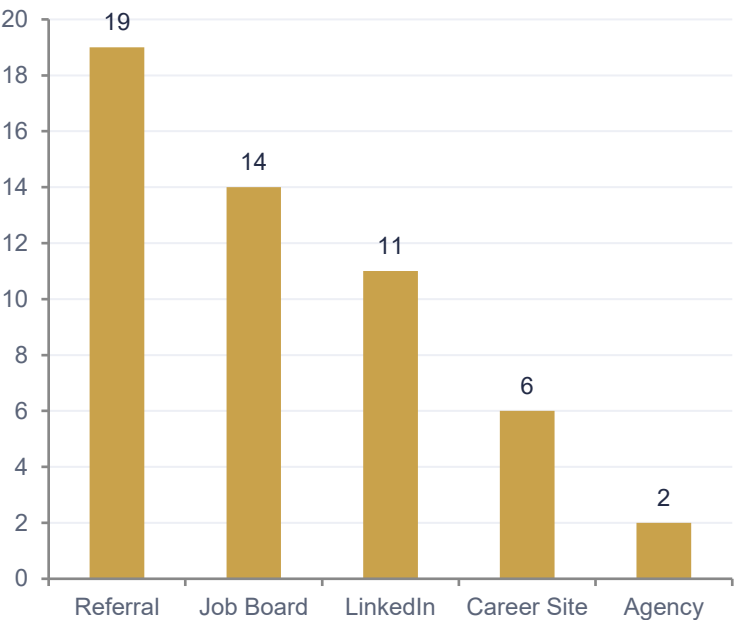
91%

OFFER ACCEPTANCE RATE
▲ 3 pts vs. last quarter

Hiring Funnel



Source of Hire



Time to Fill by Department

Department	Time to Fill	Open Roles
Engineering	45 days	8
Sales	32 days	5
Operations	29 days	3
Customer Success	35 days	2