

Pharma Group AG

Diversity And Inclusion Dashboard

Key Suggestions

- Significant difference by gender in hiring at senior position.
- Male Employees are given higher priority to promotions at senior level irrespective of their time served in previous role.
- Avg. Performance Rating for both male and female is almost equal while male employees with high performance rating often leave the company.
- The above point could be more clarified by providing some benefits to high rated employees.

Dashboard 1

This dashboard contains trends and visualizations showing-

- Hiring
- Promotions
- Turnover Rate

Dashboard 2

This dashboard contains trends and visualizations showing-

- Performance Rating
- Executive Split
- Age Group



Employee Type

All

Nationality

All

Departments

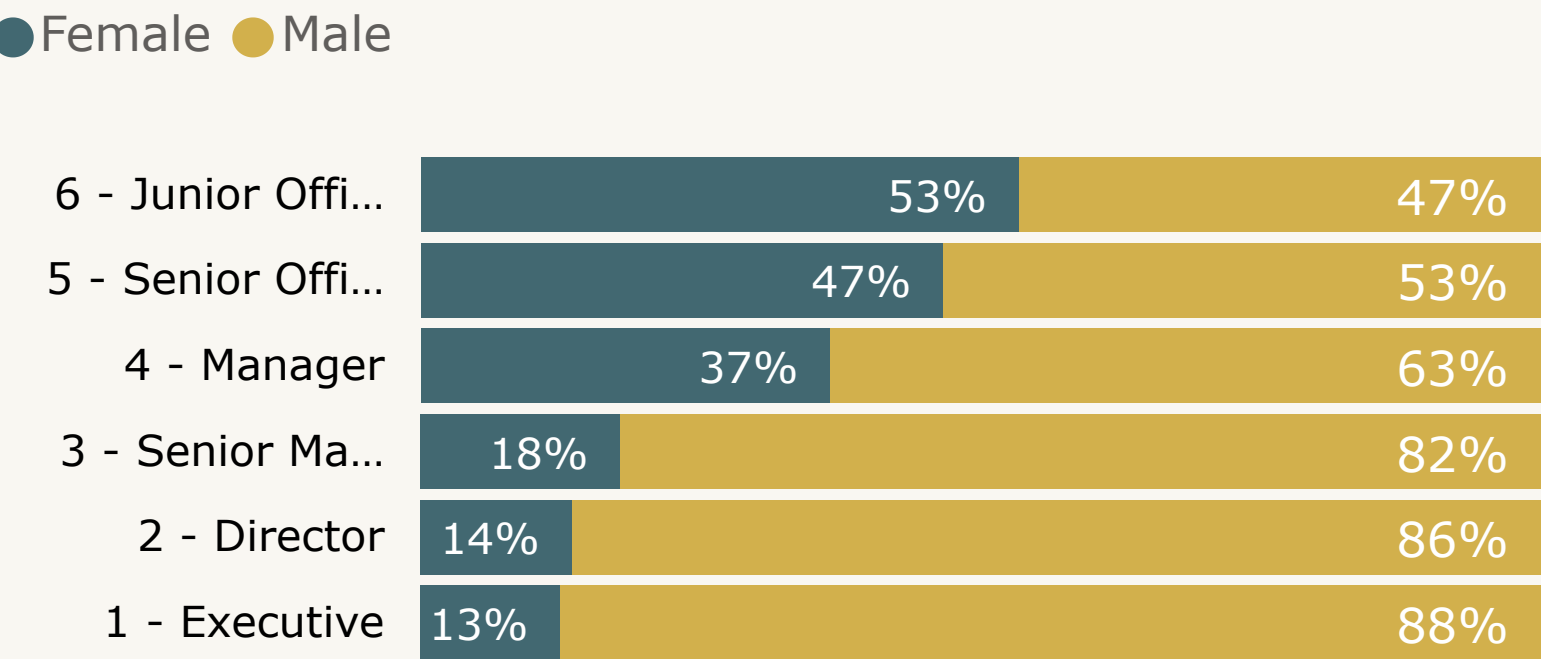
All

Job Level

All

KPI 1 - Hiring

Employees By Job Type



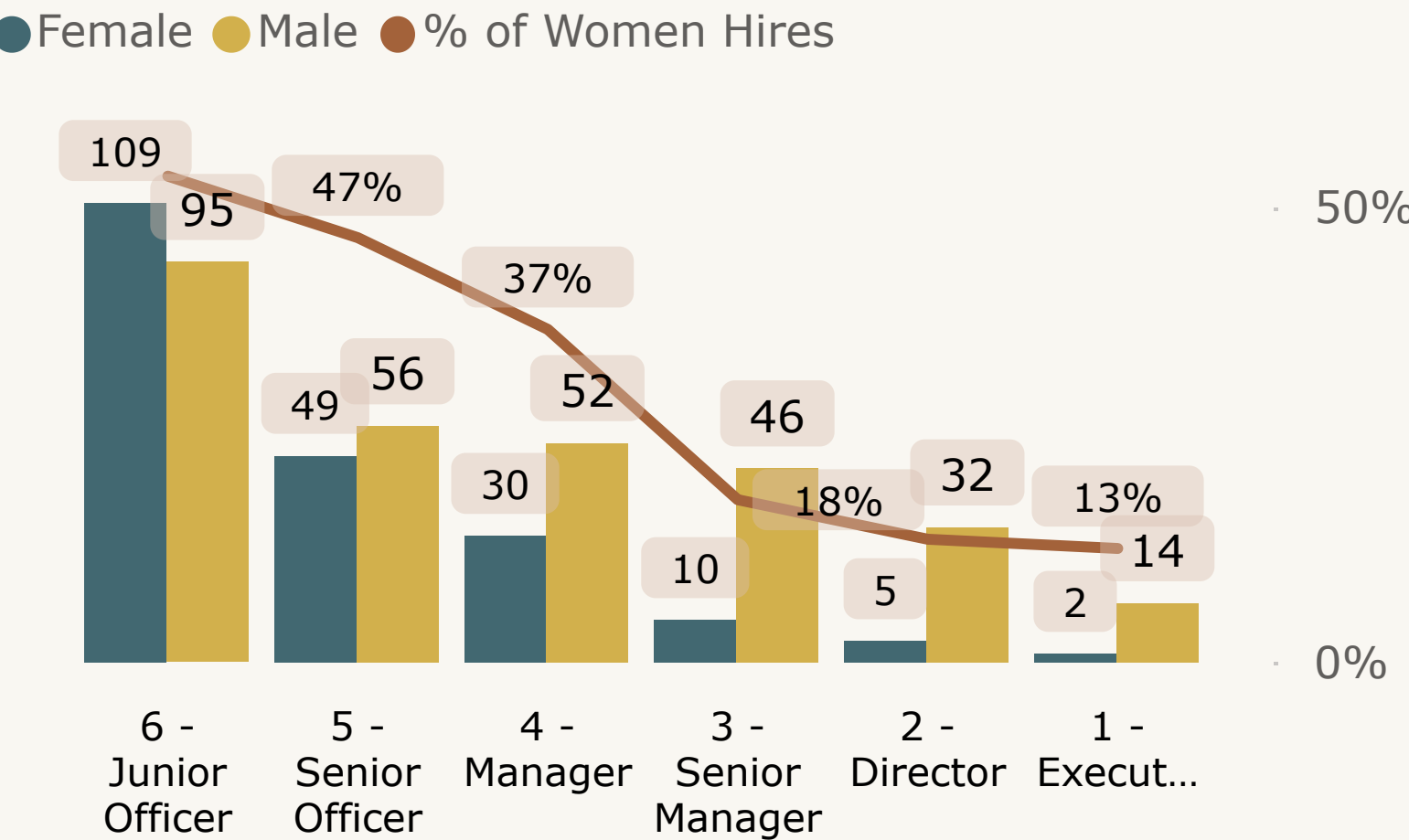
Of Men

59%

Of Women

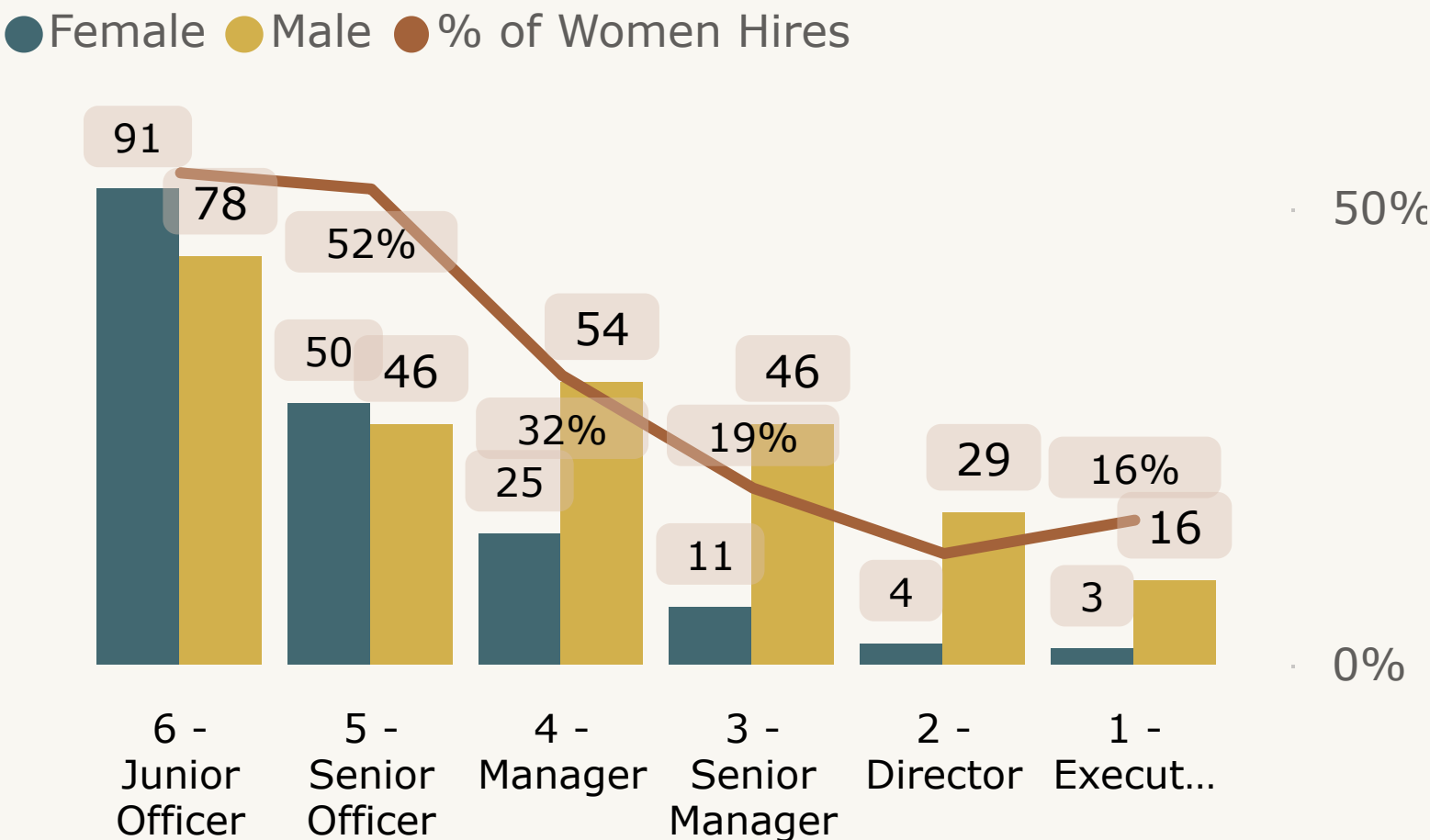
41%

Employees By Job Type

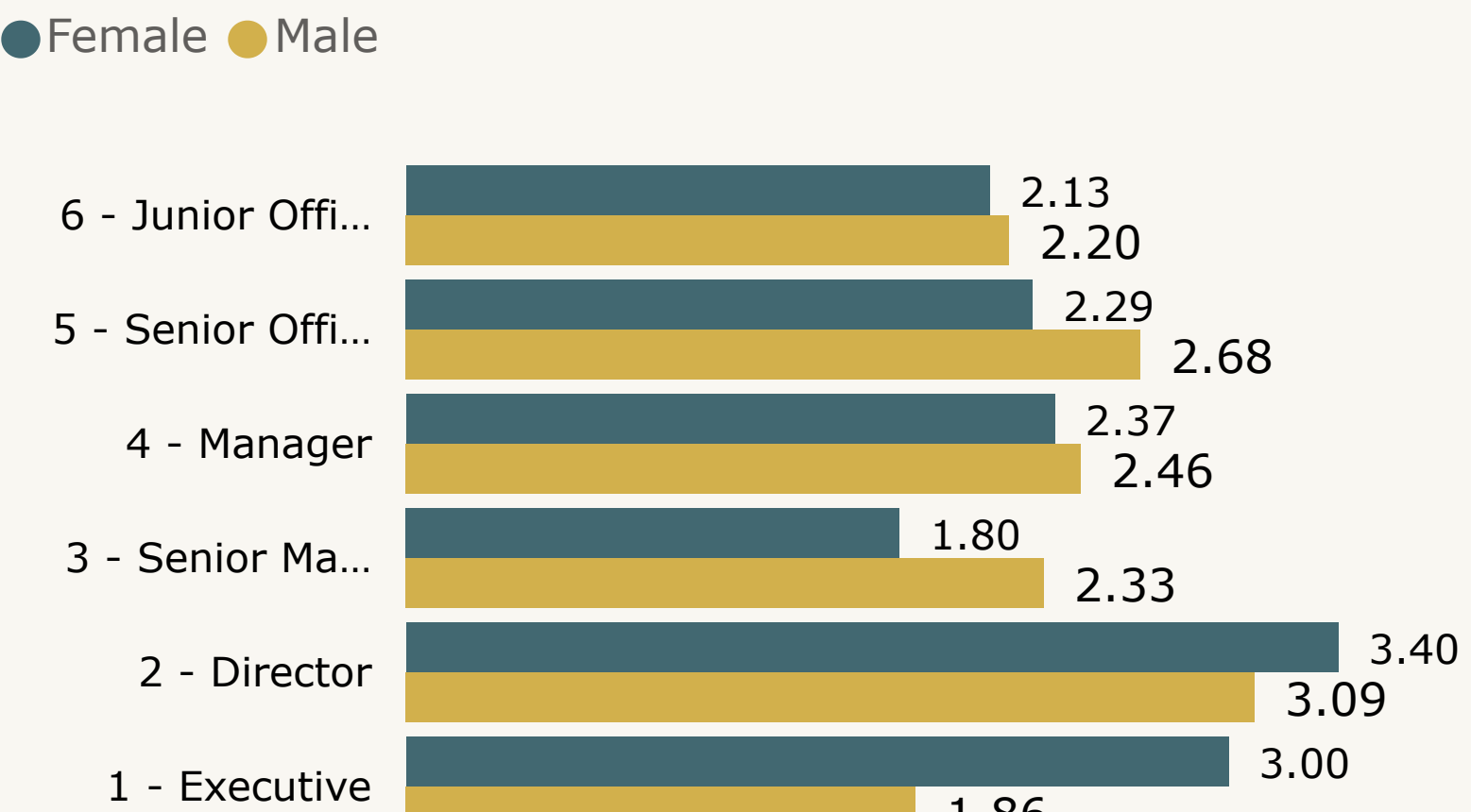


KPI 2 - Promotions (this year)

Job Role after Promotions FY21

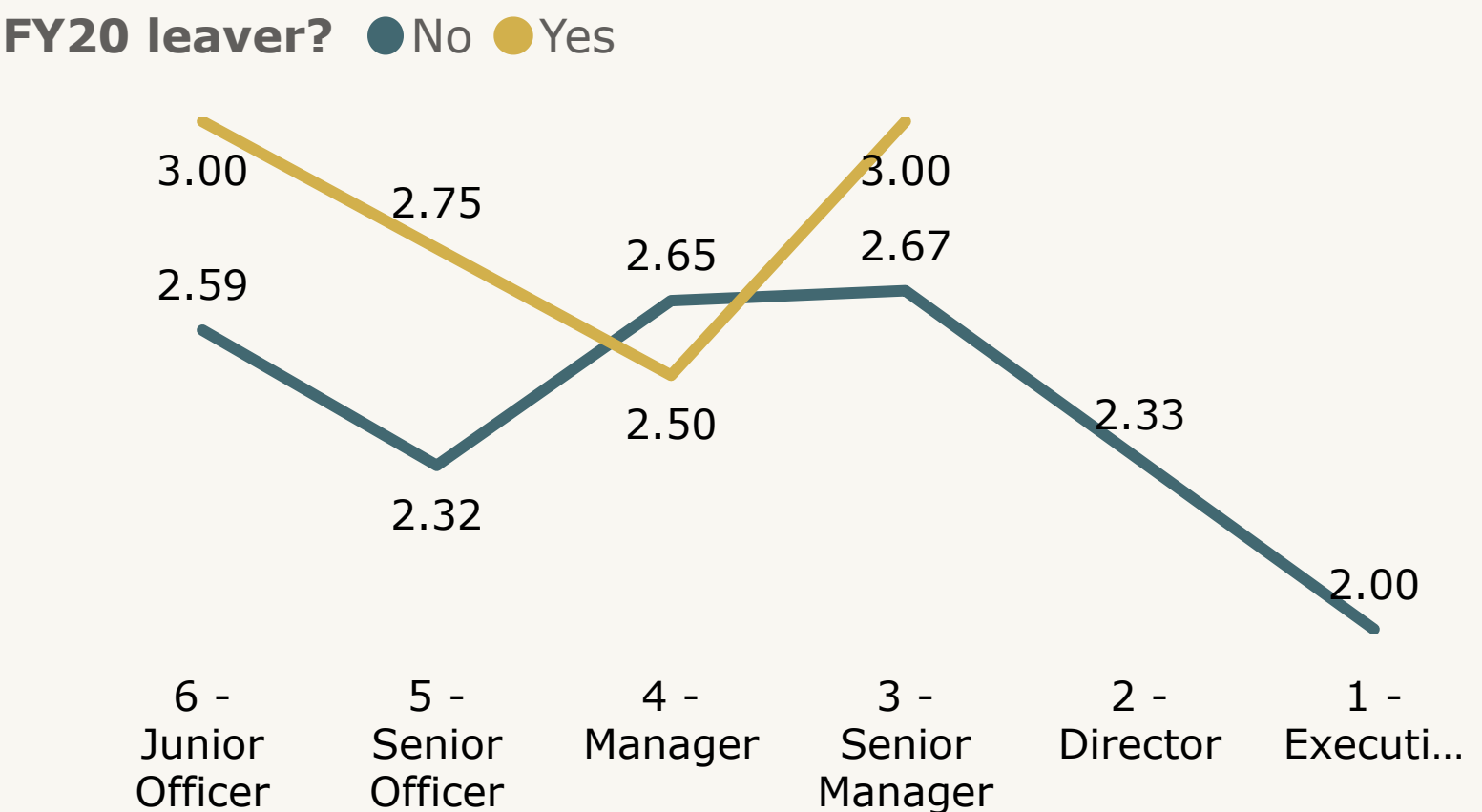


Avg. Time in Previous Role

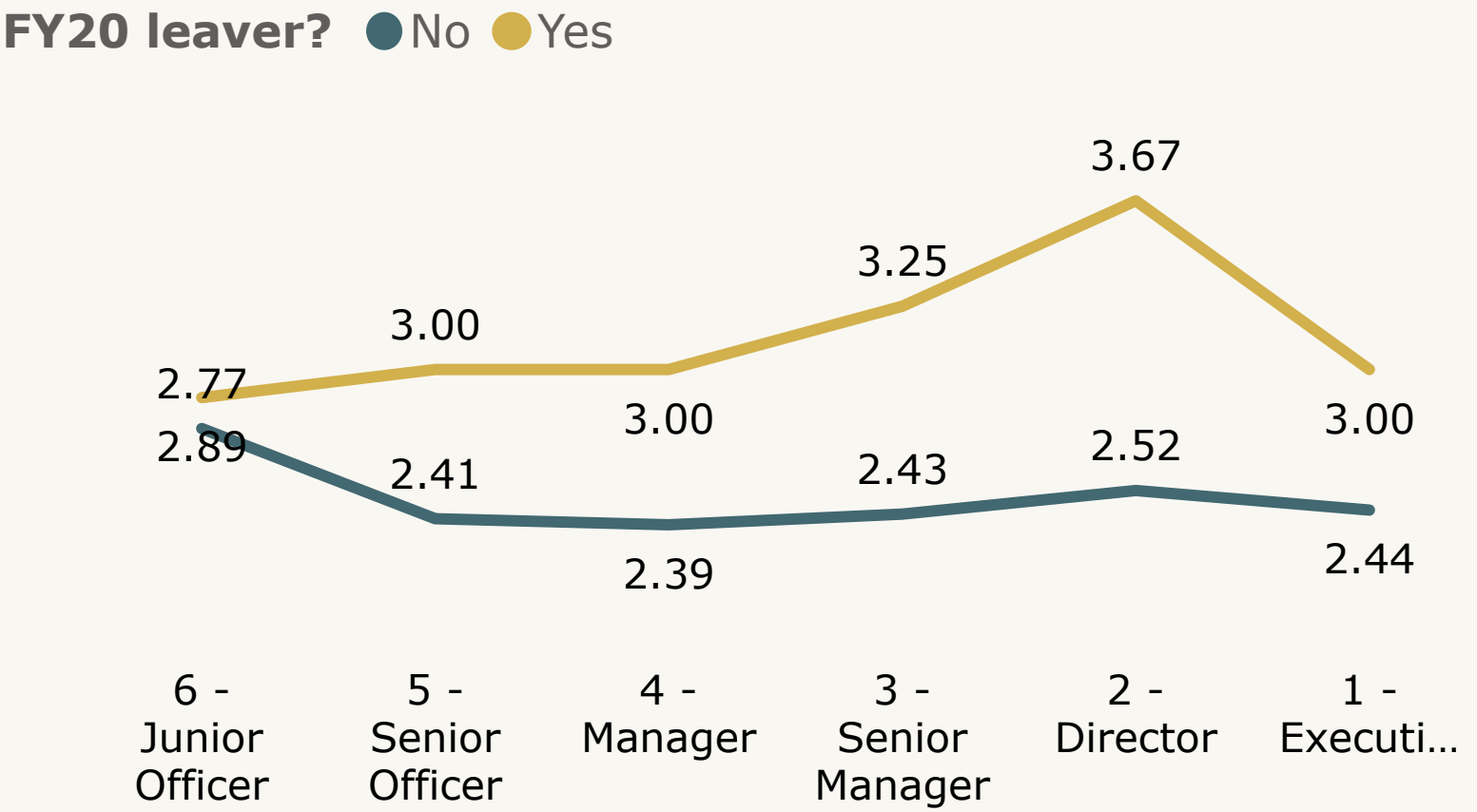


KPI 3 - Turnover Rate (Leavers)

Performance Rating of Leavers vs Non-Leavers (Women)



Performance Rating of Leavers vs Non-Leavers (Men)





Diversity And Inclusion Dashboard



Employee Type

All

Nationality

All

Departments

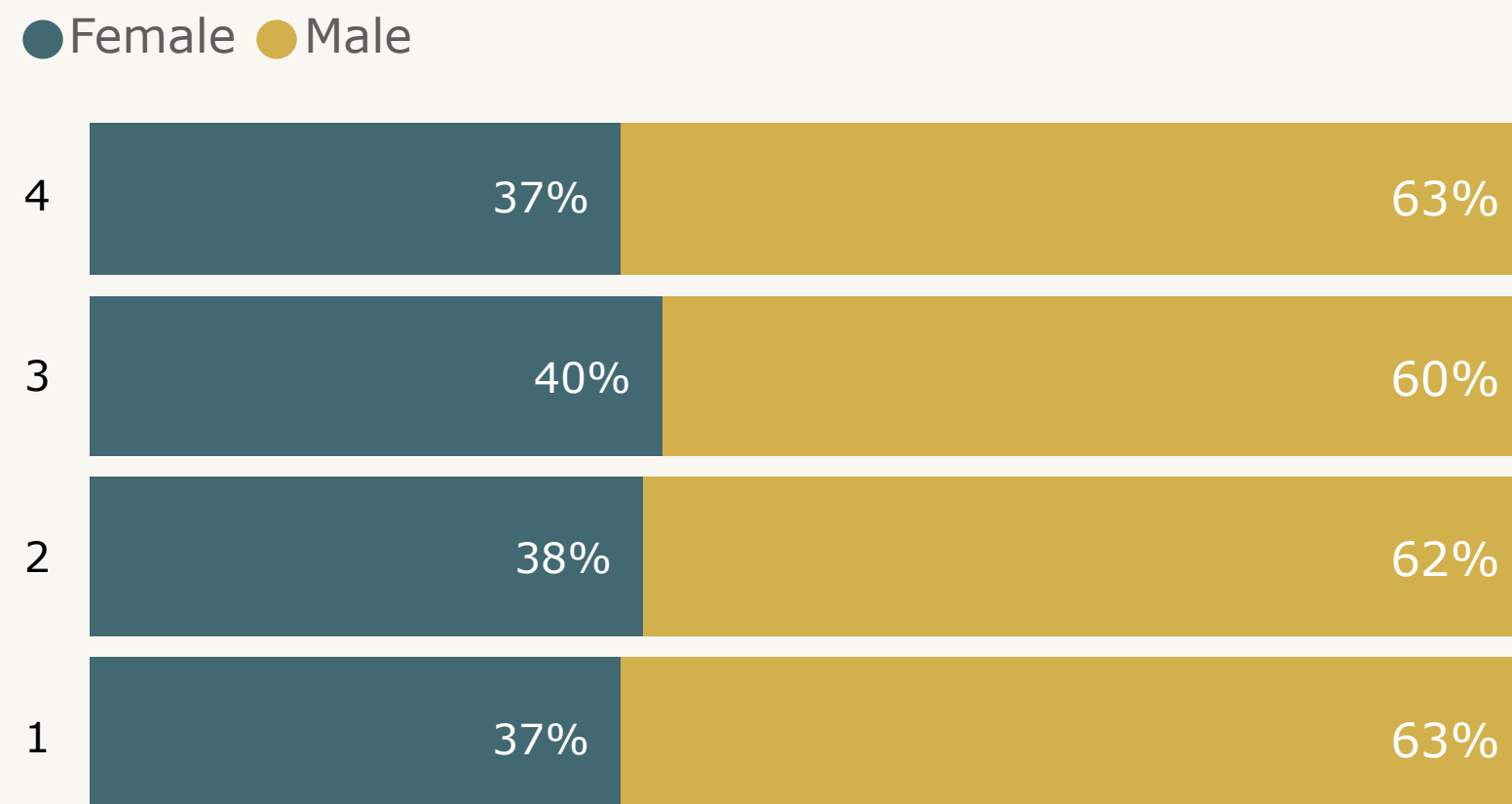
All

Job Level

All

KPI 4 - Performance Rating

Employees By Performance Rating



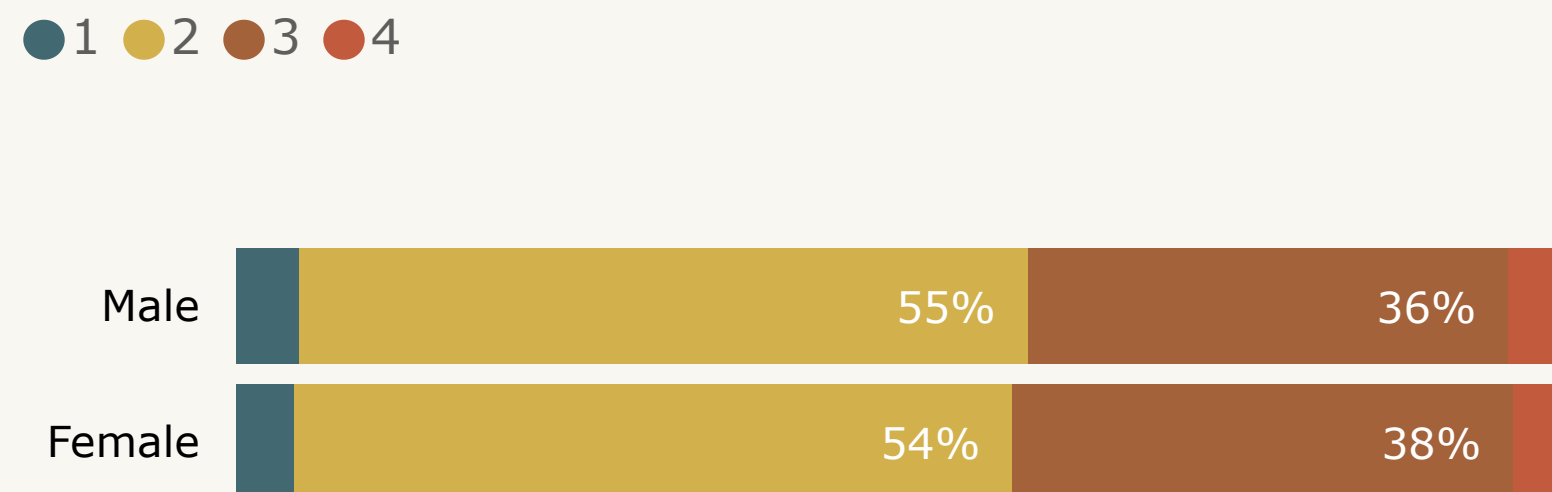
Avg Rating Men

2.41

Avg. Rating Women

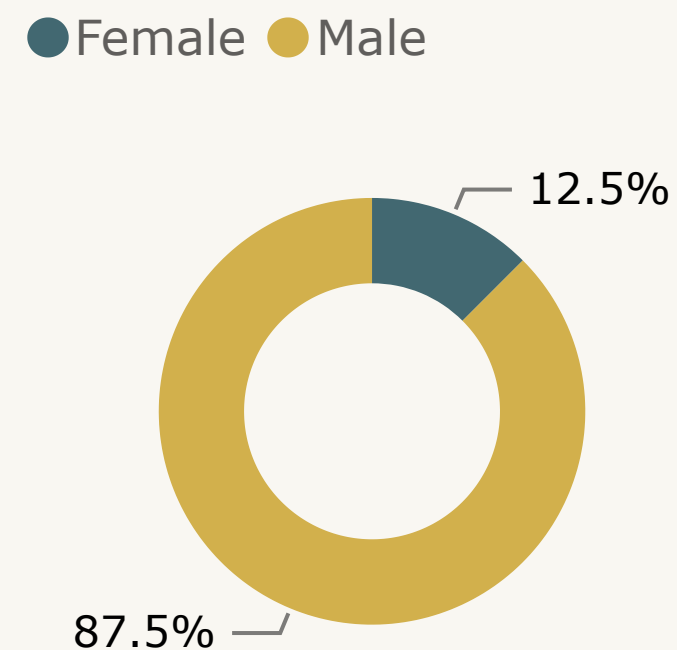
2.42

Gender By Performance Rating

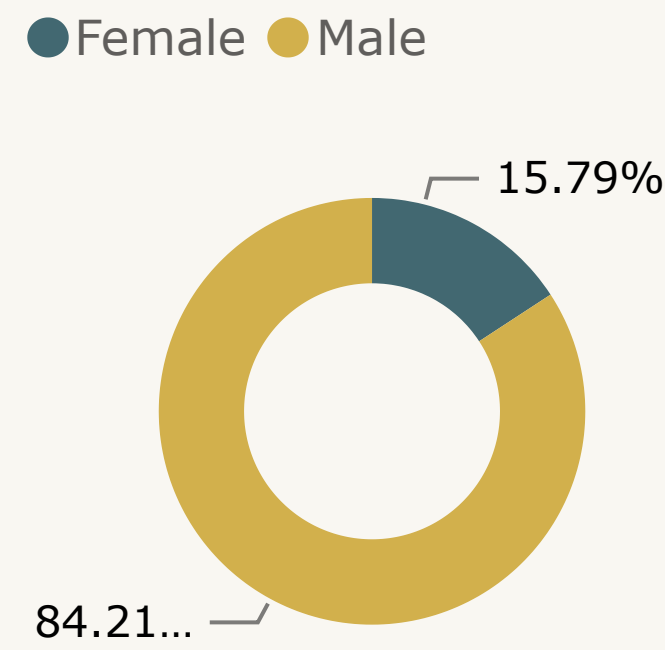


KPI 5 - Executives Diversity

FY20 Employee Breakdown



FY21 Employee Breakdown



Executive Hires (FY20)

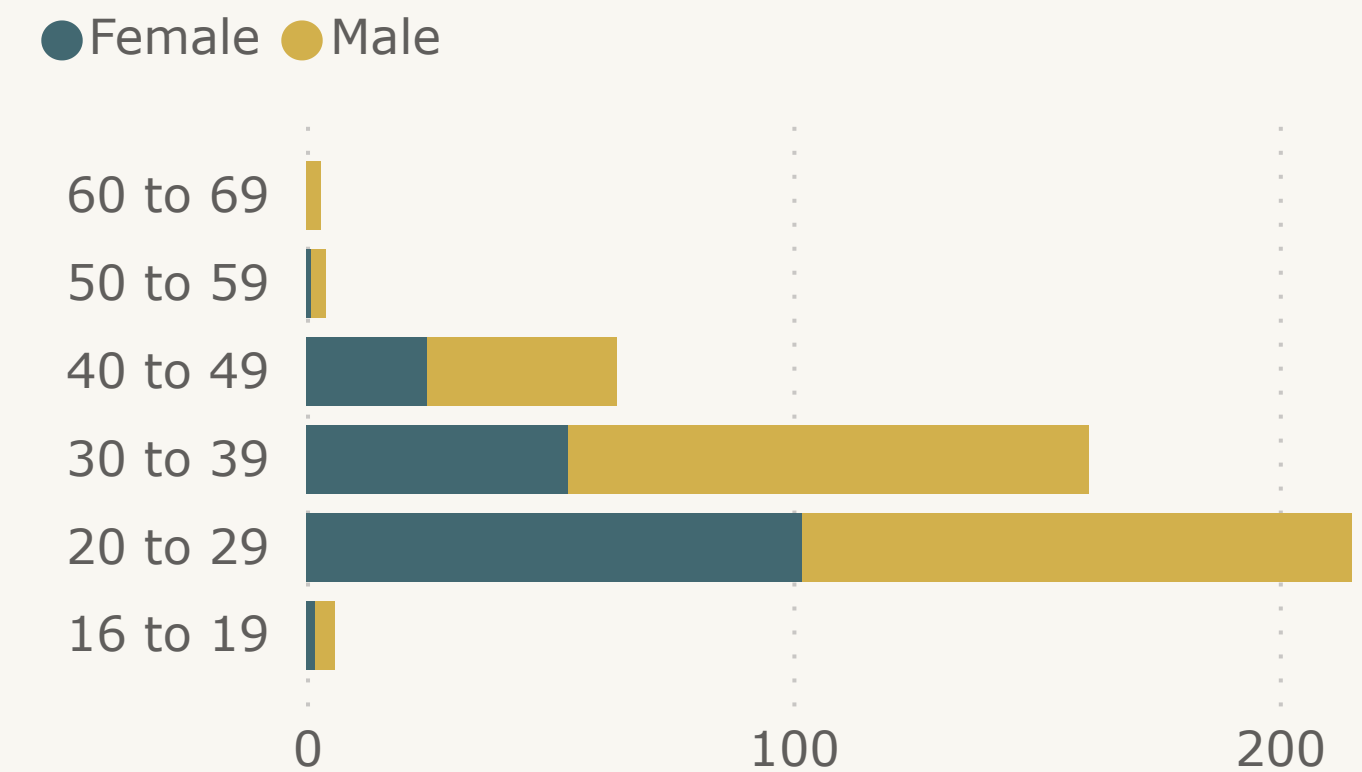


Promotion to Executive (FY20)



KPI 6 - Age Group

Employees By Age Group (end FY20)



Job Level by Age Group (FY21)

