

DIVERSITY AND INCLUSION

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Project: Diversity and Inclusion in the work place

Tool used: Power BI

500

Total Employees

205

Total Employees(Female)

295

Total Employees(Male)

47

Resigned Employees

51

% of employees promoted(FY21)

18

% of women promoted

32

No. of Males hired

6.40%

% of hired(Males)

34

No. of Females hired

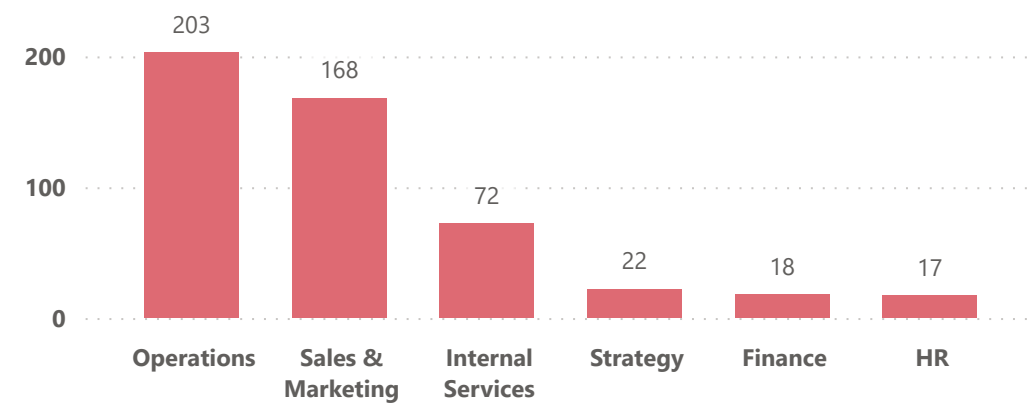
0.07

% of hired(Females)

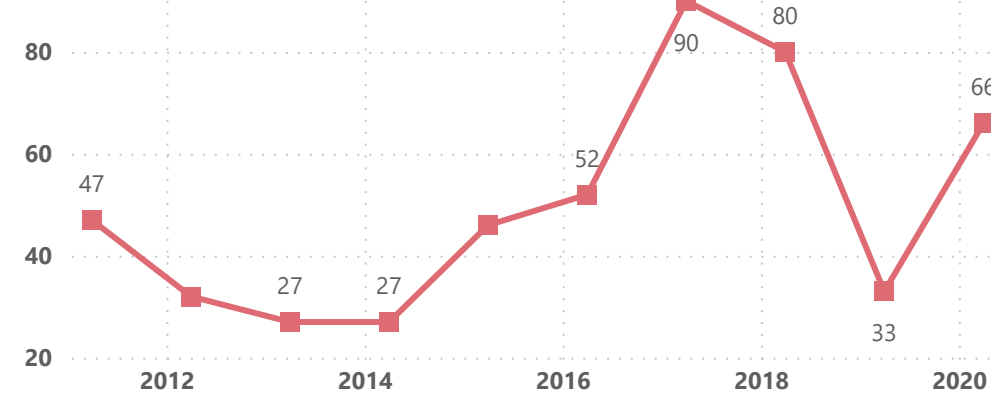
434

% Turnover rate

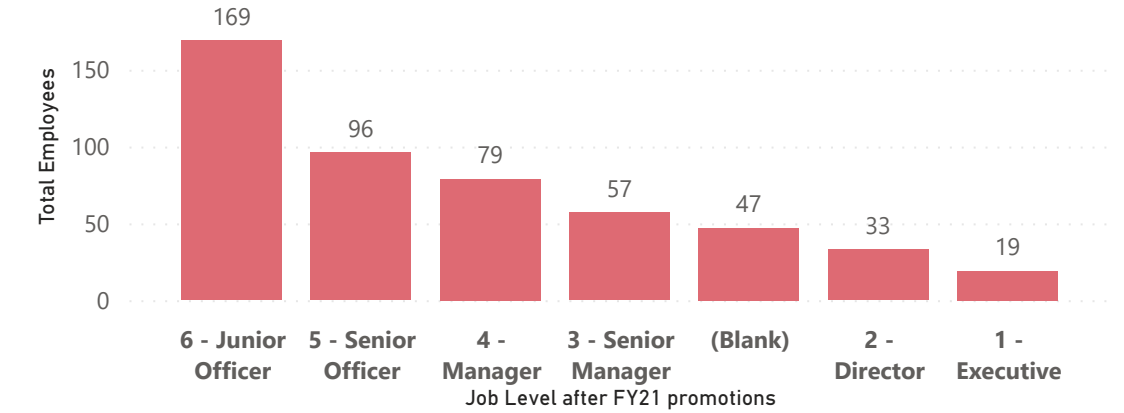
Employees by Department



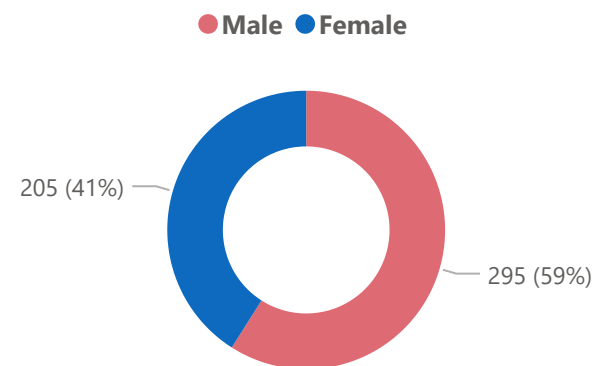
Hired Employees trend from (2011-2020)



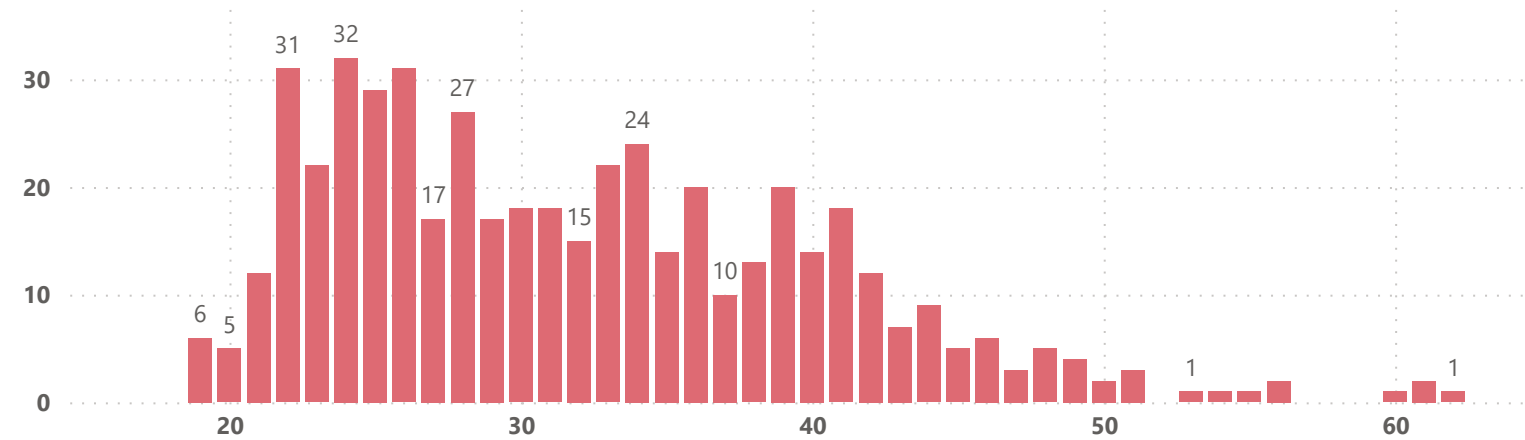
Employees by Job Level after 2021 promotions



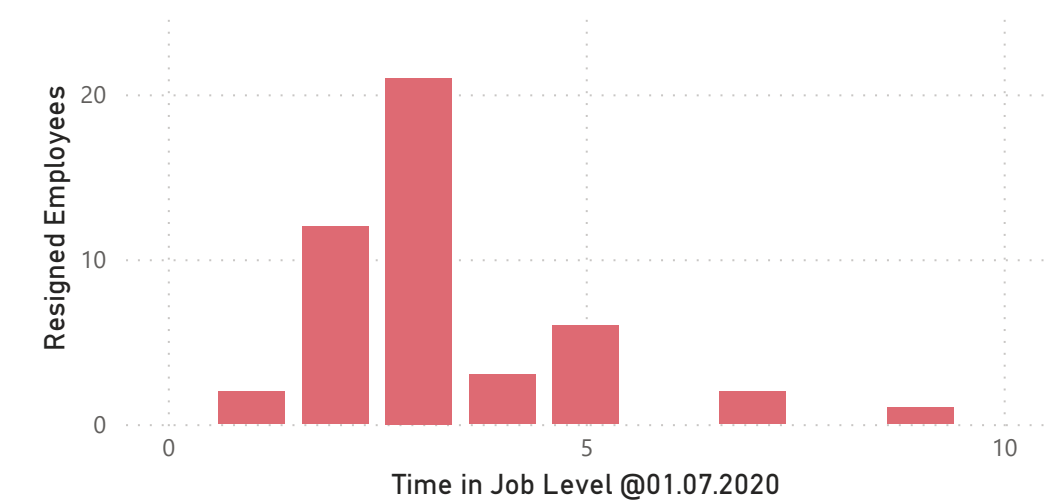
Employees by Gender



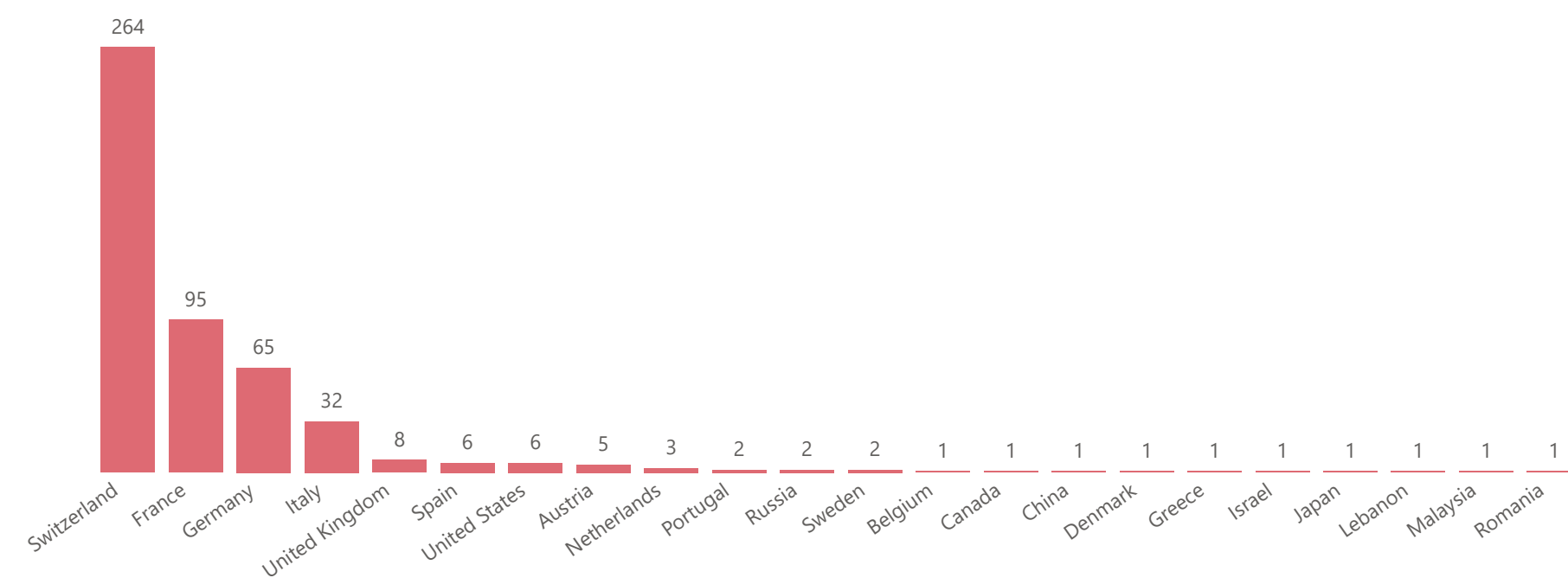
Employees by Age



Resigned Employees by Time in Job Level @01.07.2020



Employees by Nationality



FINDINGS & RECOMMENDATIONS

FINDINGS

- It was discovered that of the 47 who resigned most were the junior officers, this could be due to the fact that they were hardly promoted despite putting in a considerable amount of time with the company.
- Out of the 87 employees recognized for promotion, 4 employees were promoted twice from the senior level management and in a space of 2 years as opposed to the junior officers who put in longer time and even had a better performance rating than most of those who were promoted.

RECOMMENDATIONS

- Employees promotional status should be assessed based on merit and their input to the company first. Any other metrics used could be communicated to the staff as not appreciating their efforts given to the organization. This could reduce the high rate of resignation experienced especially amongst the junior staff.
- Also the company should bear in mind that hiring and recruitment would most likely cost the company more money as opposed to promoting and adjusting the respective staff salaries, so promoting based on merit should really be looked into.
- The authenticity of staff performance appraisal should be reviewed.