



# Diversity & Inclusion - For HR Manager



**KPI In  
Summary**

**HR  
dashboard 1**

**HR  
dashboard 2**

**Insights**

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# KPI In Summary

## KPI Dashboard 1

1 - Hiring

2 - Promotions

3 - Turnover Ratio

## KPI Dashboard 2

4 - Performance Rating

5 - Leavers/Hires Analysis

6 - Gender Balance

# Diversity & Inclusion - HR Dashboard



Introduction

HR  
dashboard 2

Insights

Department @01.07.2020

All

Age group

All

Region group

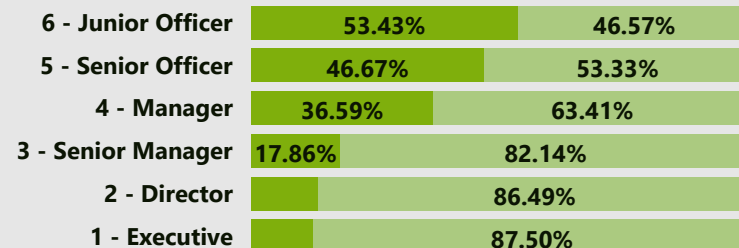
All

Job Level

All

## KPI 1 - Hiring

Gender ● Female ● Male



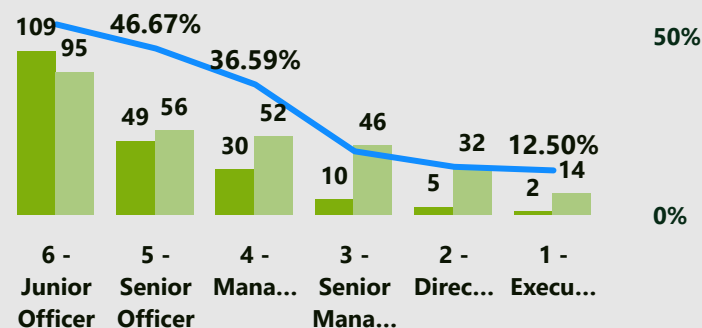
0.59

% of Hires Men

41.00%

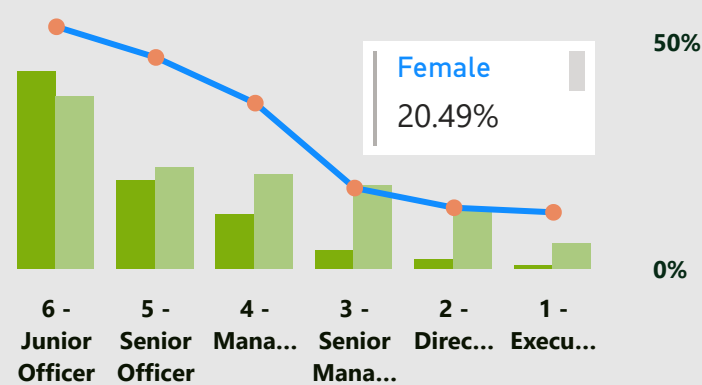
% of Hires Women

Gender ● Female ● Male ● % of Hires Women



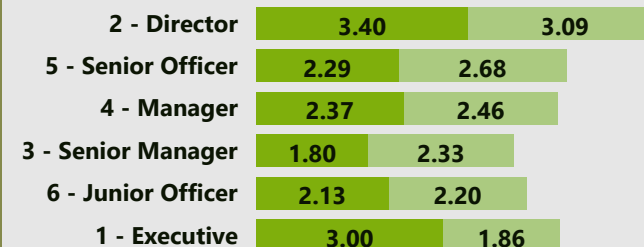
## KPI 2 - Promotions

Gender ● Female ● Male ● % of women promoted

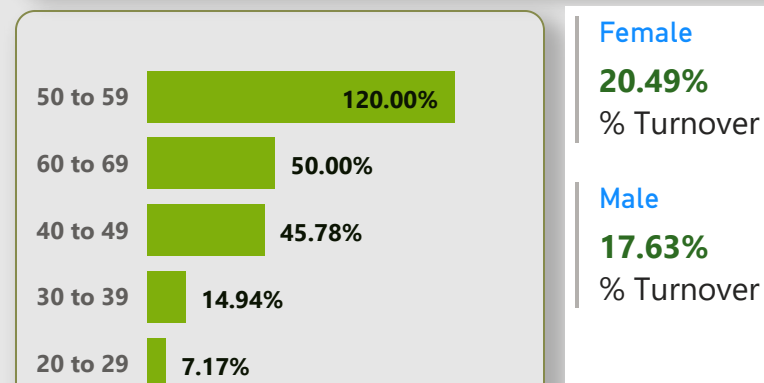
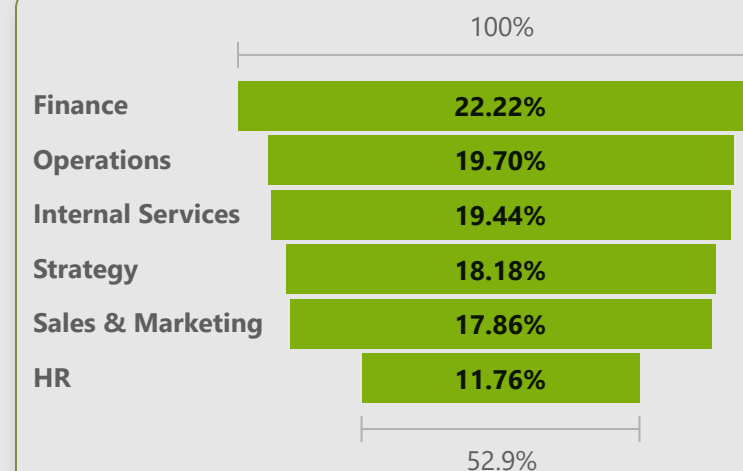


## Average of Time in Job Level

Gender ● Female ● Male



## KPI 3 - Turnover Ratio



Female

20.49%

% Turnover

Male

17.63%

% Turnover

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Department @01.07.2020

All

Age group

All

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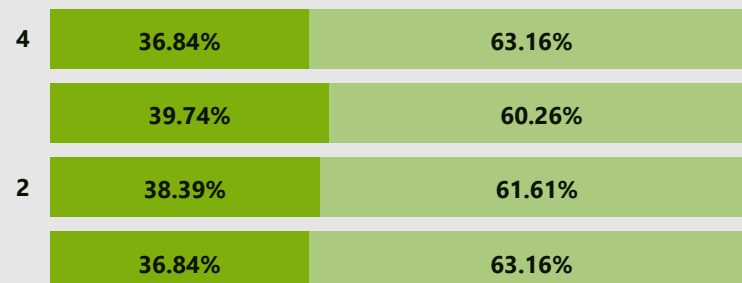
All

Job Level

All

## KPI 4 - Performance Rating

Gender ● Female ● Male



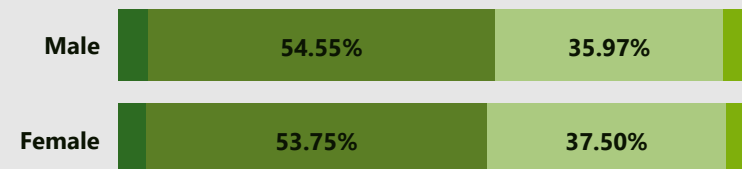
2.41

Avg Rating Men

2.42

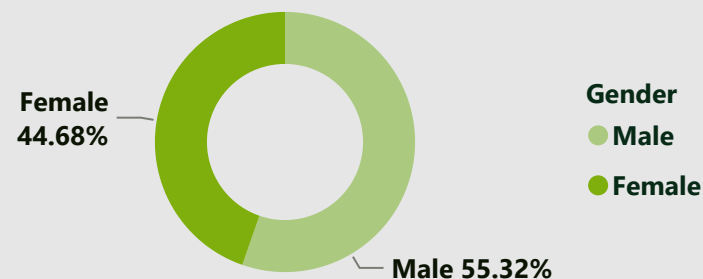
Avg Rating Women

FY20 Perfor... ● 1 ● 2 ● 3 ● 4



## KPI 5 - Leavers/Hires Analysis

# of leavers



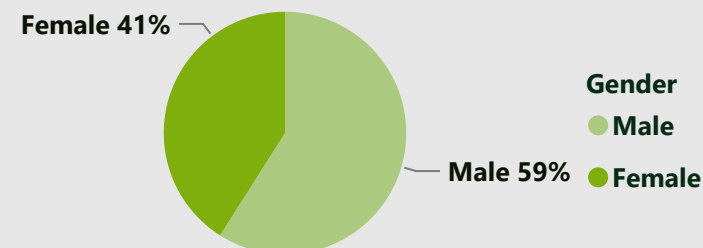
0.59

% of Hires Men

41.00%

% of Hires Women

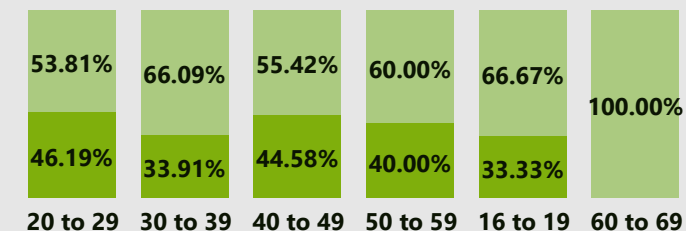
# of New hire FY20



## KPI 6 - Gender Balance

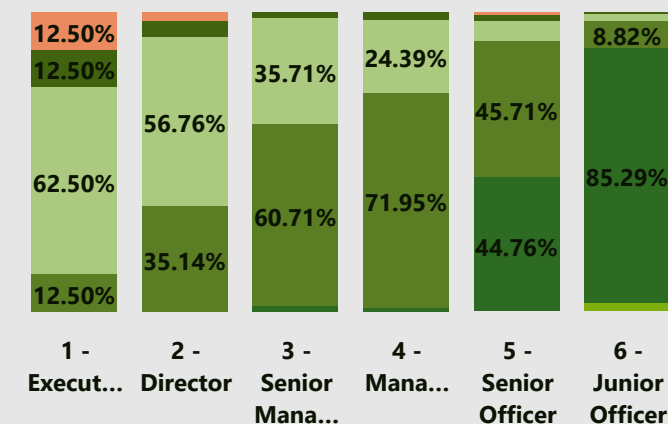
Employee by Age group and Gender

Gender ● Female ● Male



Employee by Job Level after FY20

Age group ● 16 to 19 ● 20 to 29 ● 30 to 39





# Insights



As shown by Data Visualization, It can be deduced that:

- **41 %** Female hires of the year and **59 %** Male hires of the years.
- **53.8%** of promoted were Female in the Junior Officer category, the highest for the year.
- **47%** of promoted were Male in the Junior Officer category, the lowest for the year.
- Director is the highest Average time of job level promoted in this year.
- Finance department **22%** highest turnover of the year.
- Average Rating Female **2.42%**
- Average Rating Male **2.41%**
- Employees promoted year of 2021 is **54.34%** Male and **45.66%** Female.
- The most common age group is 20-29 having **223** employees fall in this category.