

HR Dashboard Creation - Gender Balance and Inclusion

KPI's Involved:

FY21

1. **Promotion**
2. **Hiring**
3. **Rating**
4. **Turnover**

Identification:

1. **To identify key insights in gender balance in Executive positions**

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HR Data_Diversity and Inclusion

Department

All



Job Title

All



Age Group

All



Region

All



KPI 1 - Hiring

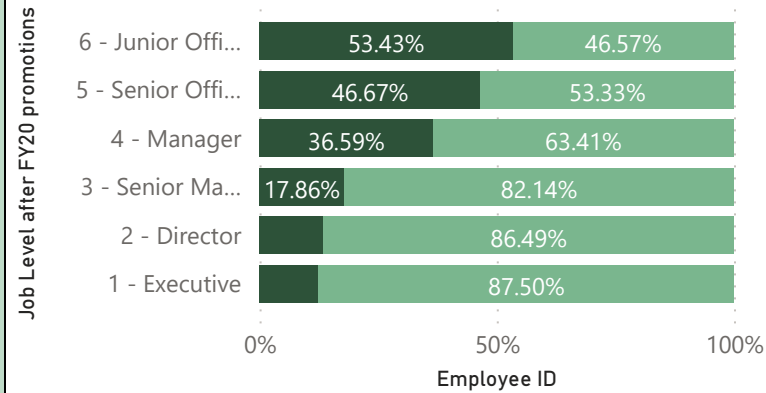
0.59

% Hire Men

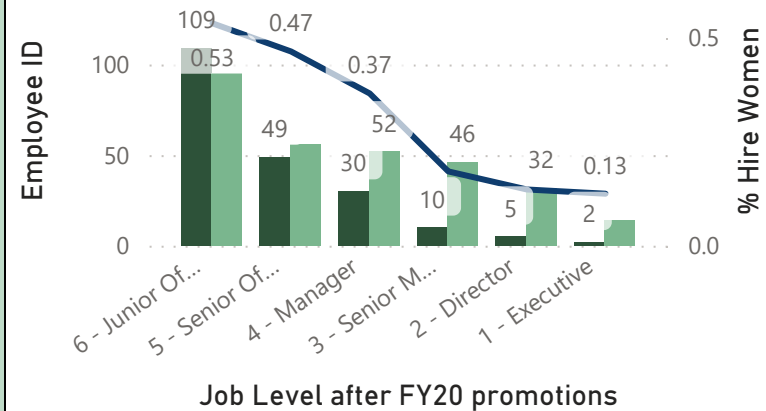
0.41

% Hire Women

Gender ● Female ● Male

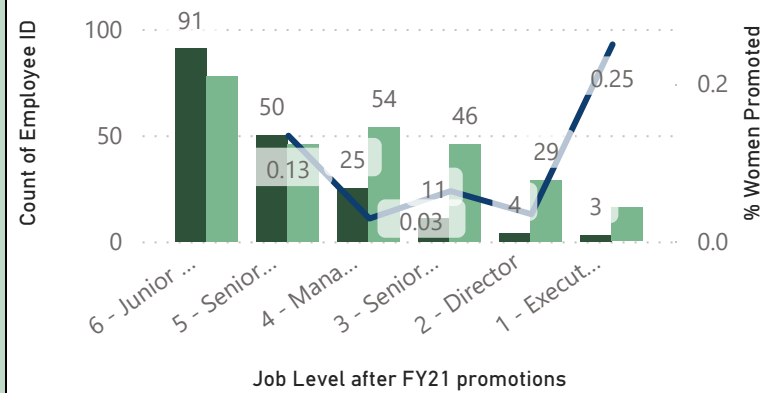


Gender ● Female ● Male ● % Hire Women

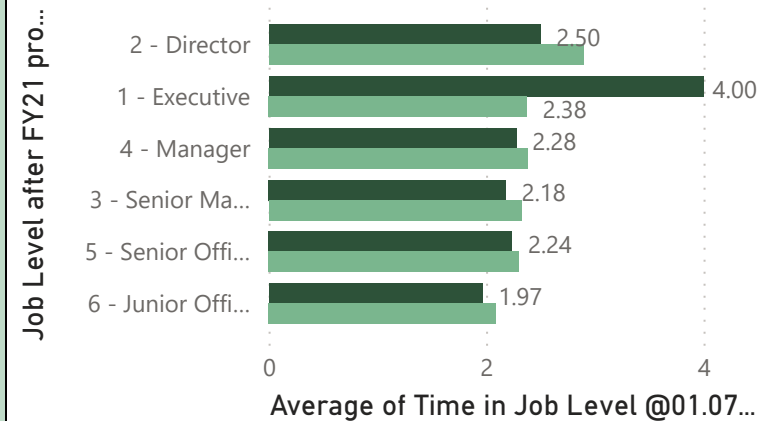


KPI 2 - Promotions 2021

Gender ● Female ● Male ● % Women Promoted



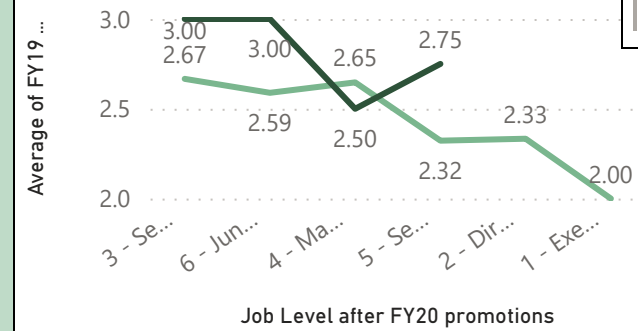
Gender ● Female ● Male



KPI 3 - Turnover Rate FY20 Leavers

Average of FY19 Performance Rating Vs FY20 leaver?(Women)

FY20 leaver? ● No ● Yes



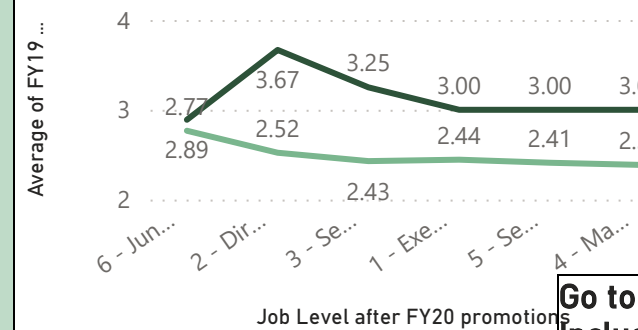
Female

0.12

% Turnover

Average of FY19 Performance Rating Vs FY20 leaver?(Men)

FY20 leaver? ● No ● Yes



Male

0.10

% Turnover

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HR Data_Diversity and Inclusion

Department

All



Job Title

All



Age Group

All



Region

All



KPI 4 -

2.41

Avg Prfm.Rating Men

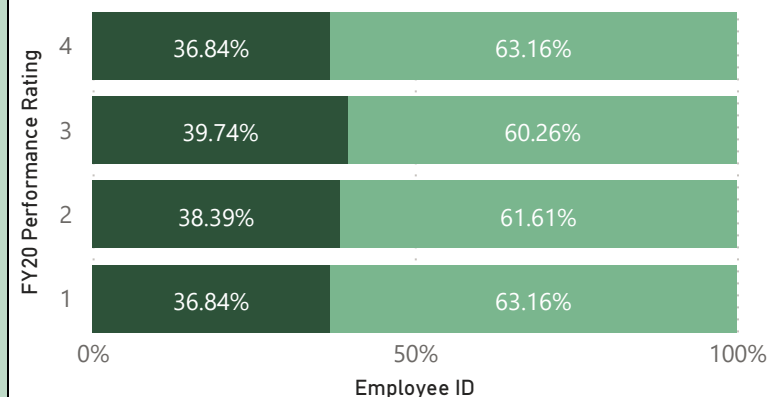
2.42

Avg Prfm.Rating Women

KPI 5 - Executive Gender Balance

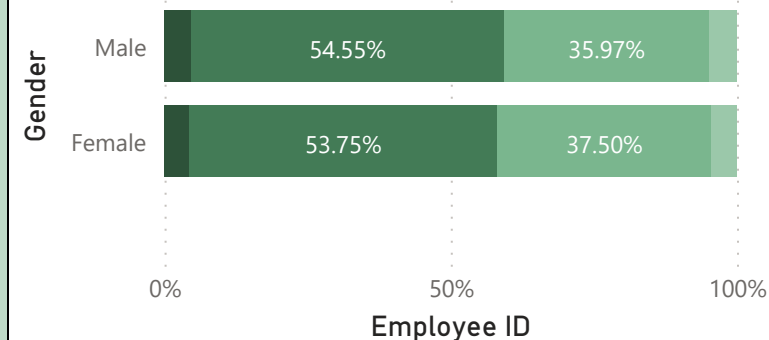
KPI 6 - Age Group

Gender ● Female ● Male

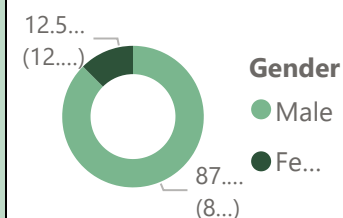


FY20 Perfor... ● 1 ● 2 ● 3 ● 4

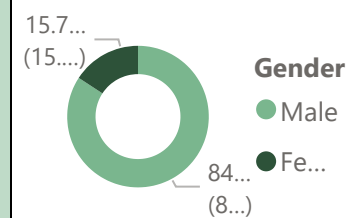
1 = Excellent
2 = Great
3 = Sufficient
4 = Bad



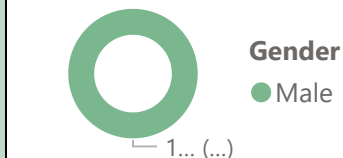
Executive Split by Gender FY20



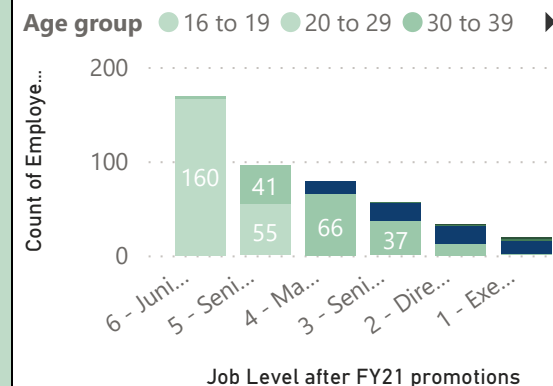
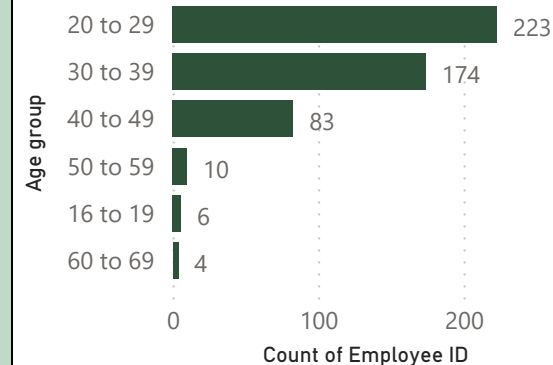
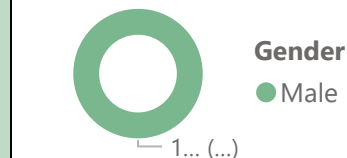
Executive Split by Gender FY21



ExecutiveHire by Gender FY20



ExecutivePromotion by Gender FY20



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Insights Observed:

- .Top Three executive level positions are dominated by Men both in Hiring and Promotions
- .Women constitutes around 15% in top three Executive level in Hiring
- .Women constitutes around 3% in top three Executive level in Promotion
- .Women took an average of 1.5yrs longer duration to get promoted at the same scale as Men
- .Executive Hire and Promotions are solely dominated only by Men