Task 3: Diversity & Inclusion

Gender Distribution – Key DAX Measures

% Female = DIVIDE([# Female], COUNT('Pharma Group AG'[Employee ID]), "NA")
% Male = DIVIDE([# Male], COUNT('Pharma Group AG'[Employee ID]), "NA")

Average Performance Ratings

Average Female Rating = CALCULATE(AVERAGE('Pharma Group AG'[FY20 Performance Rating]), FILTER('Pharma Group AG', 'Pharma Group AG'[Gender] = "Female"))
 Average FY20 rating for female employees

Average Male Rating = CALCULATE(AVERAGE('Pharma Group AG'[FY20 Performance Rating]), FILTER('Pharma Group AG', 'Pharma Group AG'[Gender] = "Male"))
 Average FY20 rating for male employees

Employee Distribution

 # Female = CALCULATE(DISTINCTCOUNT('Pharma Group AG'[Employee ID]), FILTER('Pharma Group AG', 'Pharma Group AG'[Gender] = "Female"))
 Total unique female employees

 # Male = CALCULATE(DISTINCTCOUNT('Pharma Group AG'[Employee ID]), FILTER('Pharma Group AG', 'Pharma Group AG'[Gender] = "Male"))
 Total male employees

Turnover & Promotions

Turnover Rate = DIVIDE(CALCULATE(COUNT('Pharma Group AG'[FY20 leaver?]), FILTER('Pharma Group AG', 'Pharma Group AG'[FY20 leaver?] = "Yes")), COUNT('Pharma Group AG'[Employee ID]), "NA")

 Percentage of employees who left in FY20

Total Number Promotion = CALCULATE(COUNT('Pharma Group AG'[Promotion in FY20?]),
FILTER('Pharma Group AG', 'Pharma Group AG'[Promotion in FY20?] = "Y")) +
CALCULATE(COUNT('Pharma Group AG'[Promotion in FY21?]),
FILTER('Pharma Group AG', 'Pharma Group AG'[Promotion in FY21?] = "Yes"))
 Total promotions in FY20 and FY21

Gender Representation

% Female = DIVIDE([# Female], COUNT('Pharma Group AG'[Employee ID]), "NA")
 Percentage of female employees

% Male = DIVIDE([# Male], COUNT('Pharma Group AG'[Employee ID]), "NA")
 Percentage of male employees