Diversity, Inclusion & Employee Lifecycle Insights

Project Objective

This project aims to analyze and visualize key metrics related to diversity, inclusion, and employee lifecycle in the organization. The goal is to provide insights into gender distribution, hiring trends, promotions, turnover rates, and performance ratings, segmented by gender.

Business Context

Organizations increasingly focus on diversity, equity, and inclusion (DEI) to improve employee engagement, innovation, and performance. This dashboard serves as a strategic tool for HR and leadership teams to assess how well the company is progressing toward DEI goals.

Key Insights from Dashboard

- Gender Distribution:
  - 205 total females and 295 total males in the workforce.
  - New hires were relatively balanced: 48.5% were men and 51.5% were women.
- Promotion Rates (FY21):
  - 10.2% of employees were promoted.
  - Among these, only 8.8% were women, indicating a gender gap in promotion rates.
- Turnover Analysis:
  - Overall turnover rate is 9.4%. Further segmentation can help understand if specific groups have higher attrition.
- Performance Ratings:
  - Average performance score for men is 2.06, while for women it is 1.89. This may suggest either a bias in performance evaluation or areas where support/training can be improved for women.
- Hiring Trends over Time:
  - Gender hiring trends appear consistent from 2010 to 2020, suggesting stability, but year-wise breakdown or spikes (if present) were not visible due to missing detailed dataset.

Filters Available

The dashboard includes slicers for:

- Gender
- Last Hire Date
- Department
- Age Group

These filters allow HR analysts to drill down into specific cohorts.

Limitations

- Dataset was not available for deeper analysis or validation.
- Year-wise trends are visually flat, indicating the need for raw data to verify.