



# Diversity and Inclusion Analysis

**HR Dashboard 1**

**HR Dashboard 2**

**Insights**

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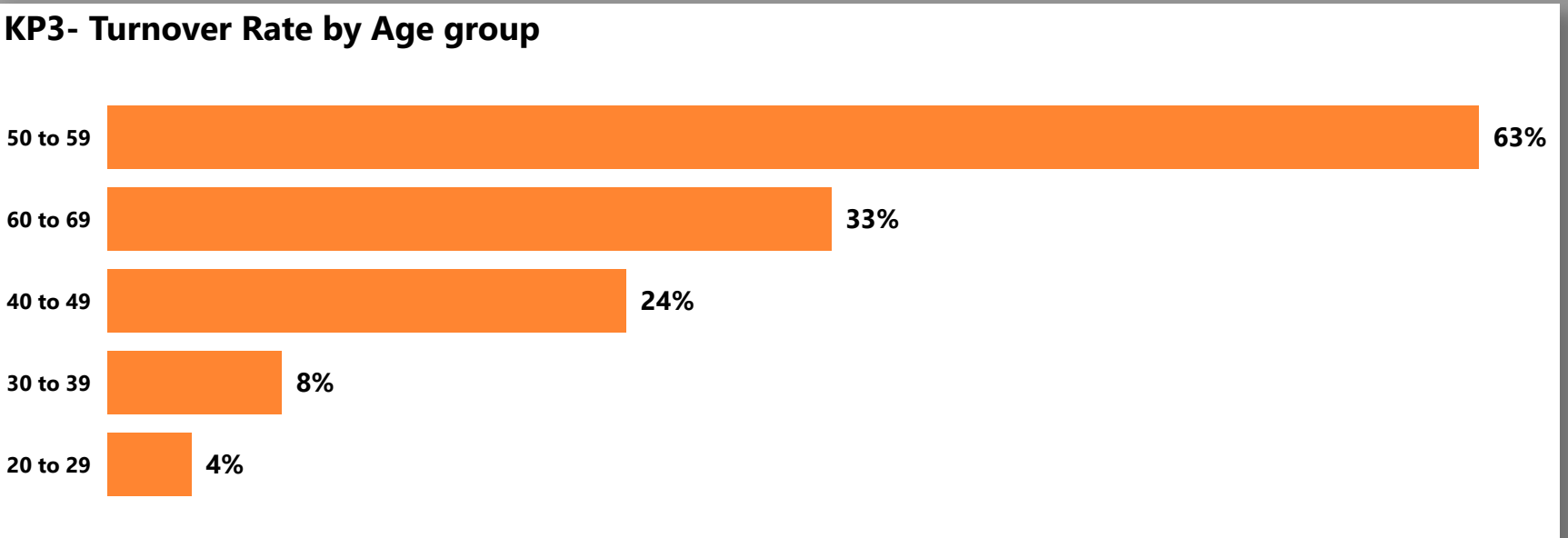
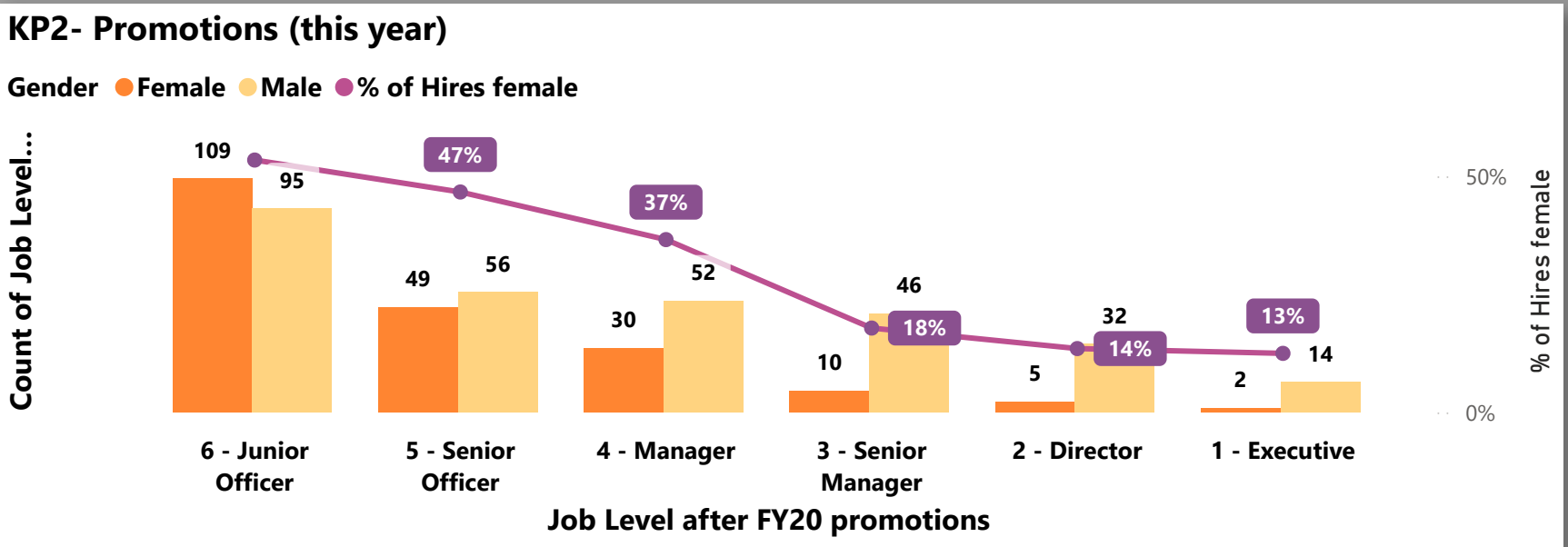
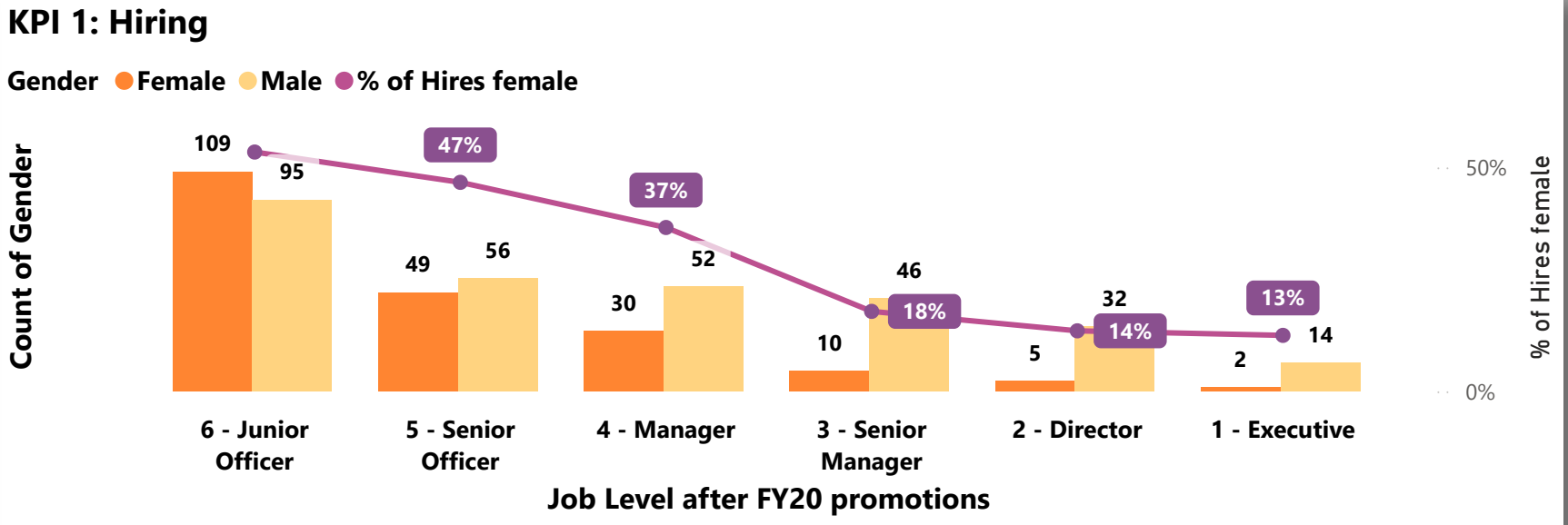
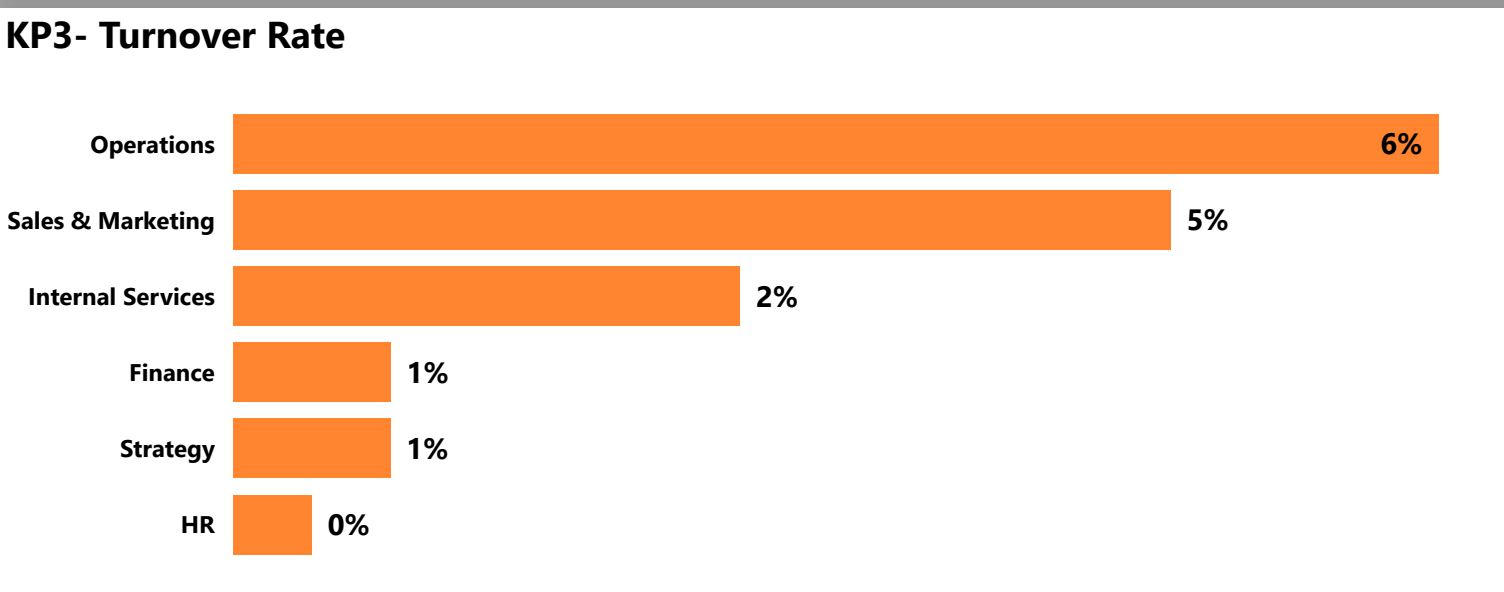
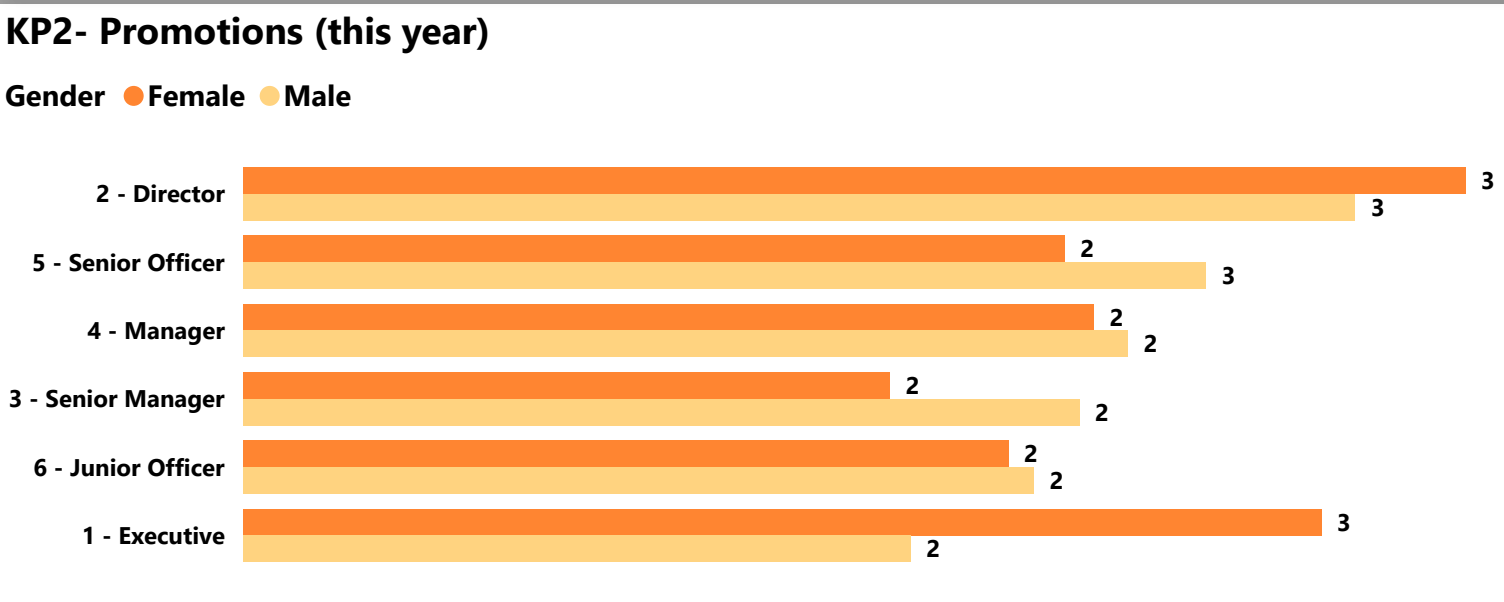
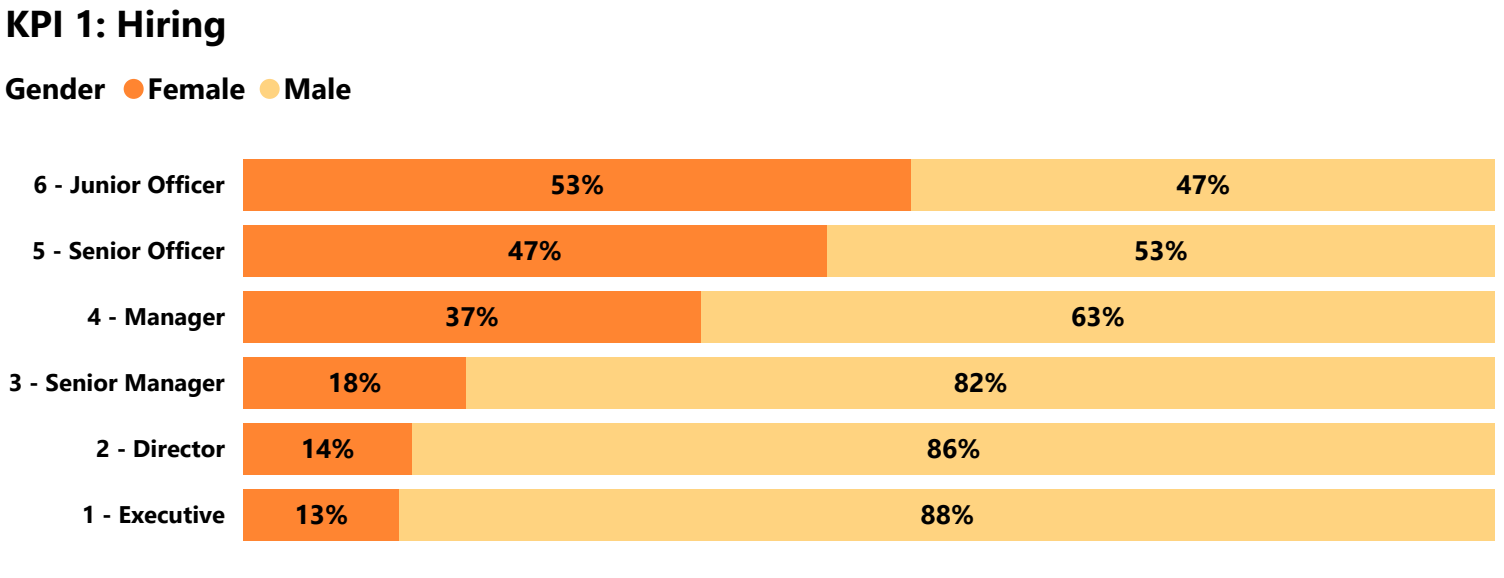
41%  
% of Hires female

59%  
% of Hires Male

205  
of Females

295  
of Males

14%  
employee promoted (FY ...



2.41

Avg Rating Male

2.42

Avg Rating Female

59%

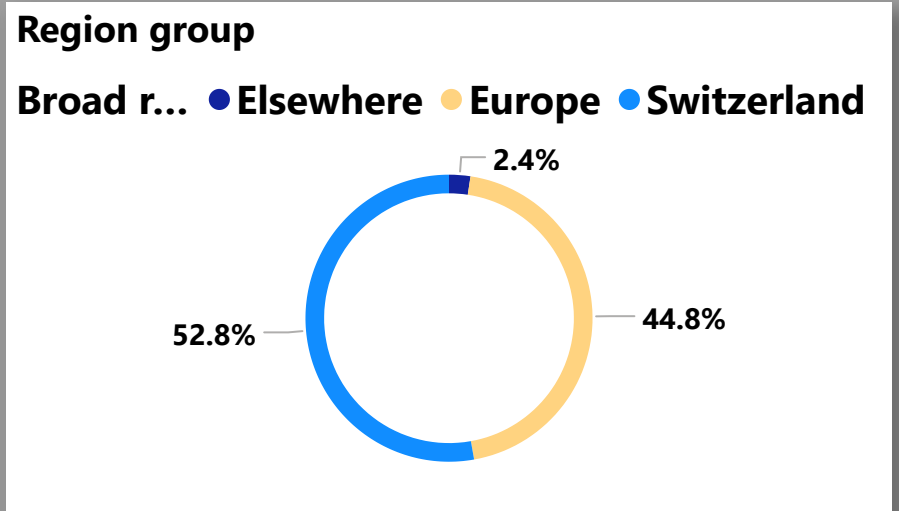
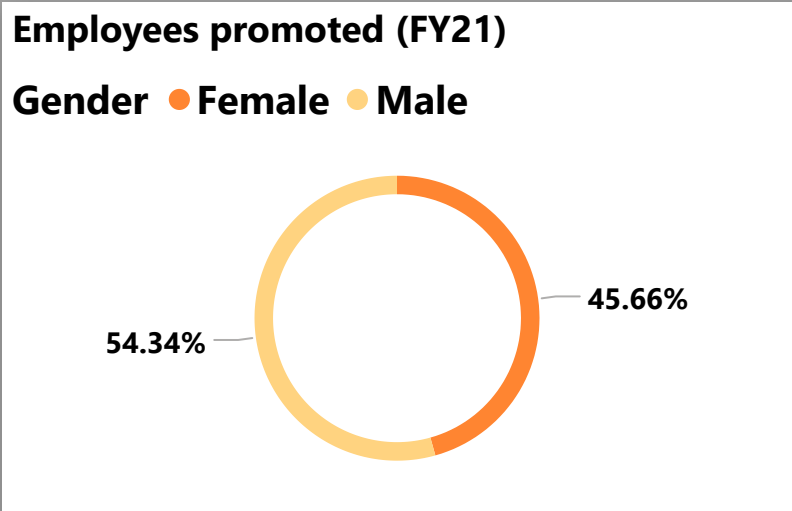
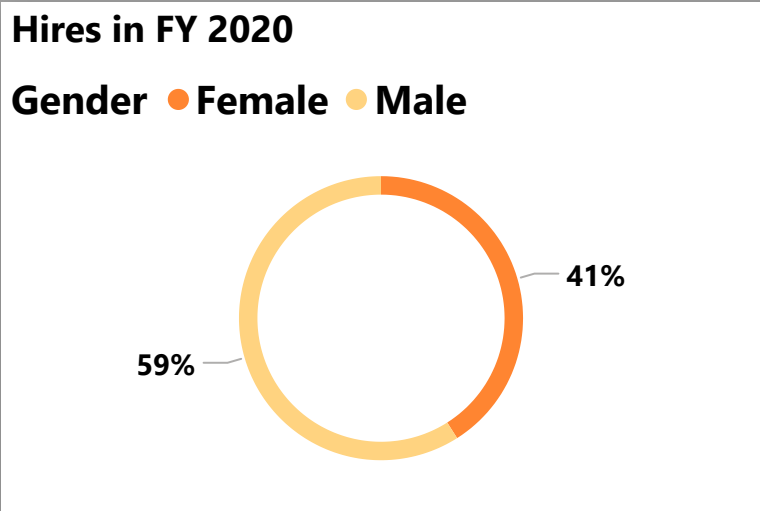
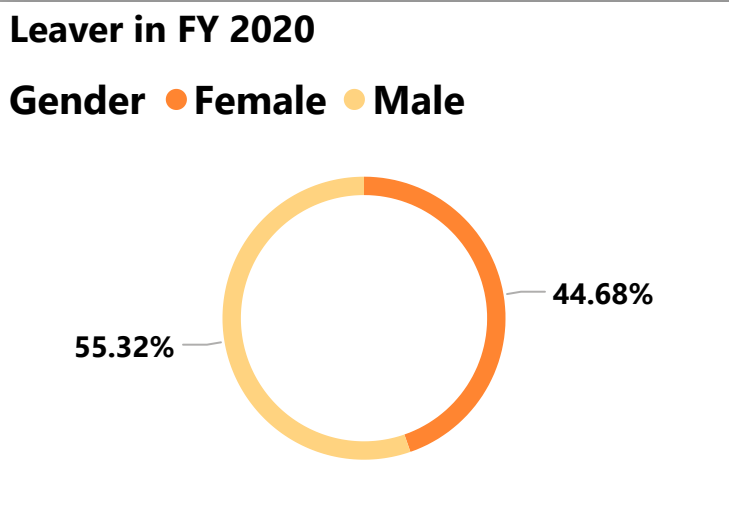
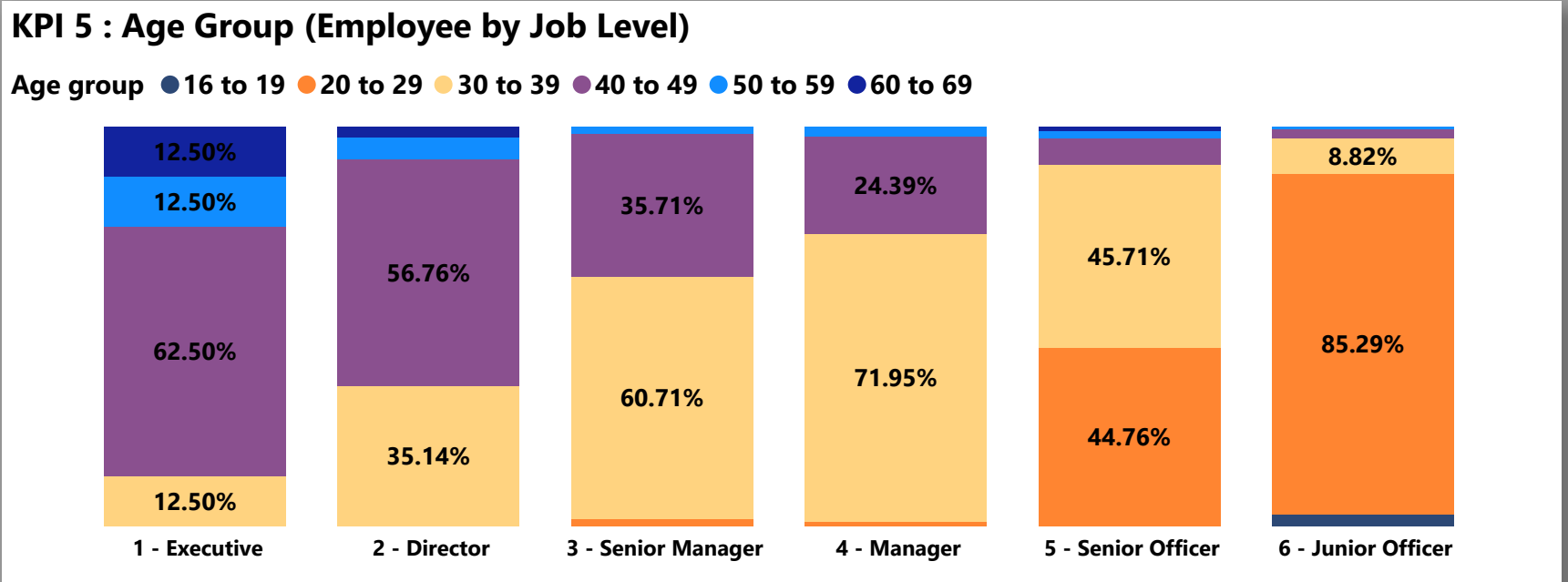
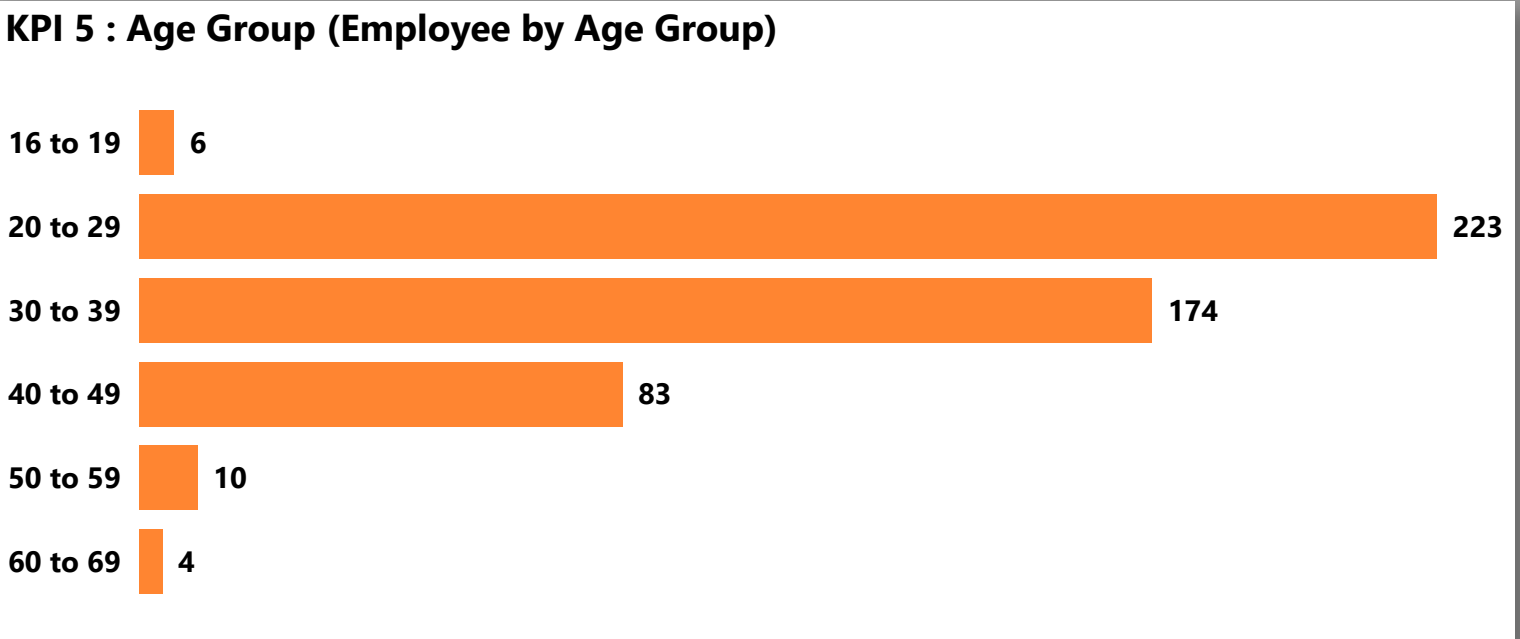
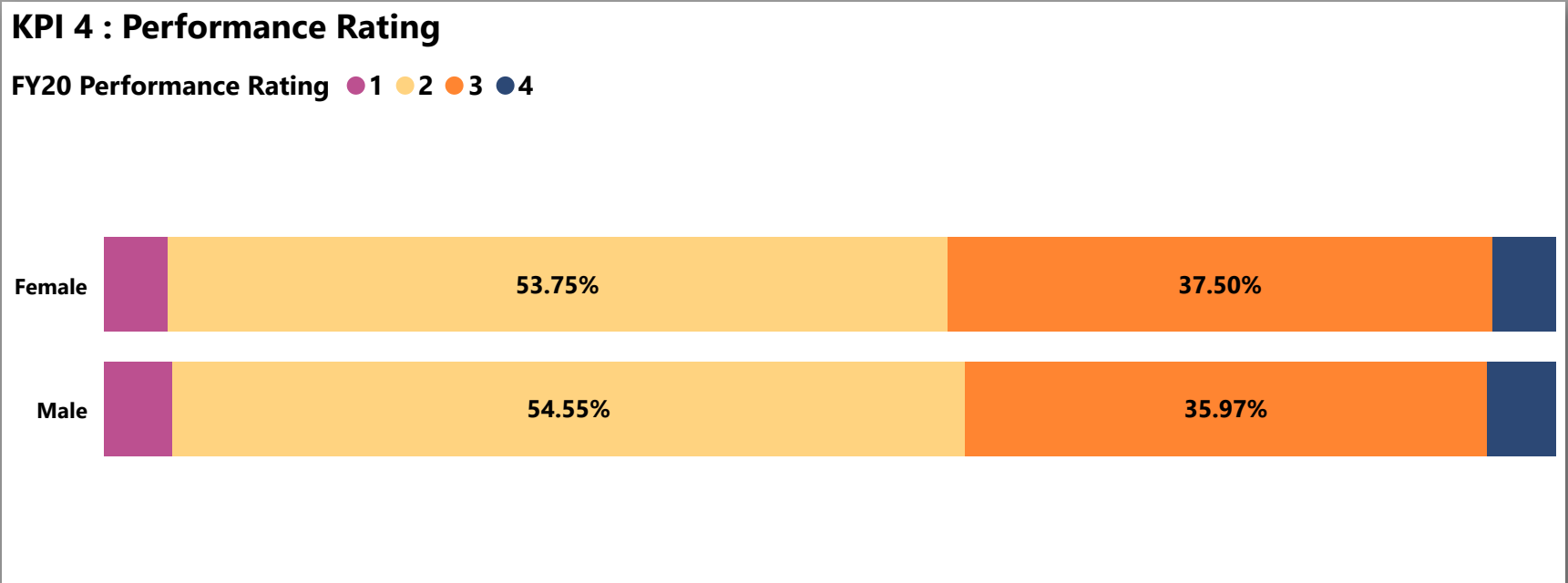
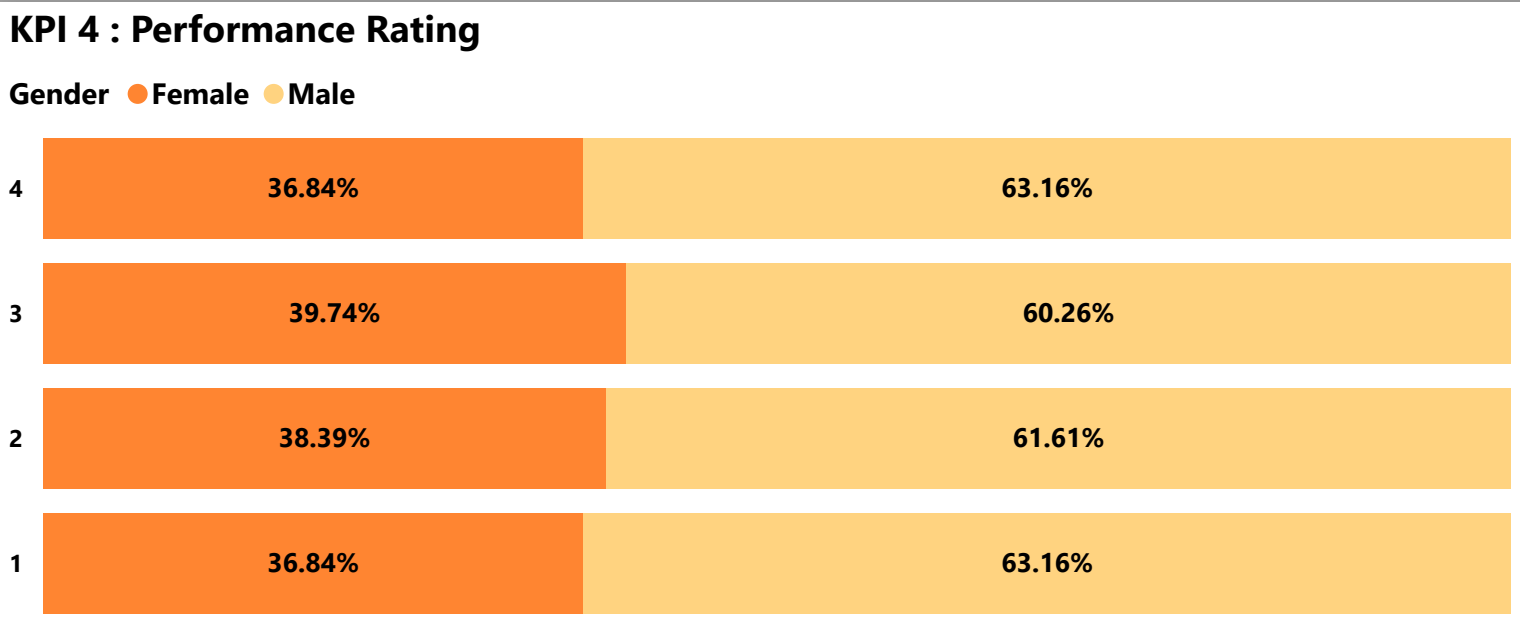
% of Hires Male

41%

% of Hires female

66

New Hire(FY20)



## Insights from Data Visualization

### 1 . Hiring Overview:

- **41% of hires** this year were **female**, while **59% were male**.

### 2 . Promotions:

- In the **Junior Officer** category:
  - **53.8% of promotions** were for **females**, the highest proportion this year.
  - **47% of promotions** were for **males**, the lowest proportion in this category.
- **Directors** experienced the **highest average time in job level** before promotion this year.

### 3 . Turnover:

- The **Operation department** recorded the **highest turnover rate** of **6%** this year.

### 4 . Performance Ratings:

- The **average rating for females** is **2.42**.
- The **average rating for males** is slightly lower, at **2.41**.

### 5 . Promotions in 2021:

- **54.34% of promotions** went to **males**, while **45.66% went to females**.

### 6 . Age Group Distribution:

- The **most common age group** is **20-29**, with **223 employees** falling into this category.