



Diversity and Inclusion Analysis

HR Dashboard 1

HR Dashboard 2

Insights

Presented by Ganesh Chandra Panda

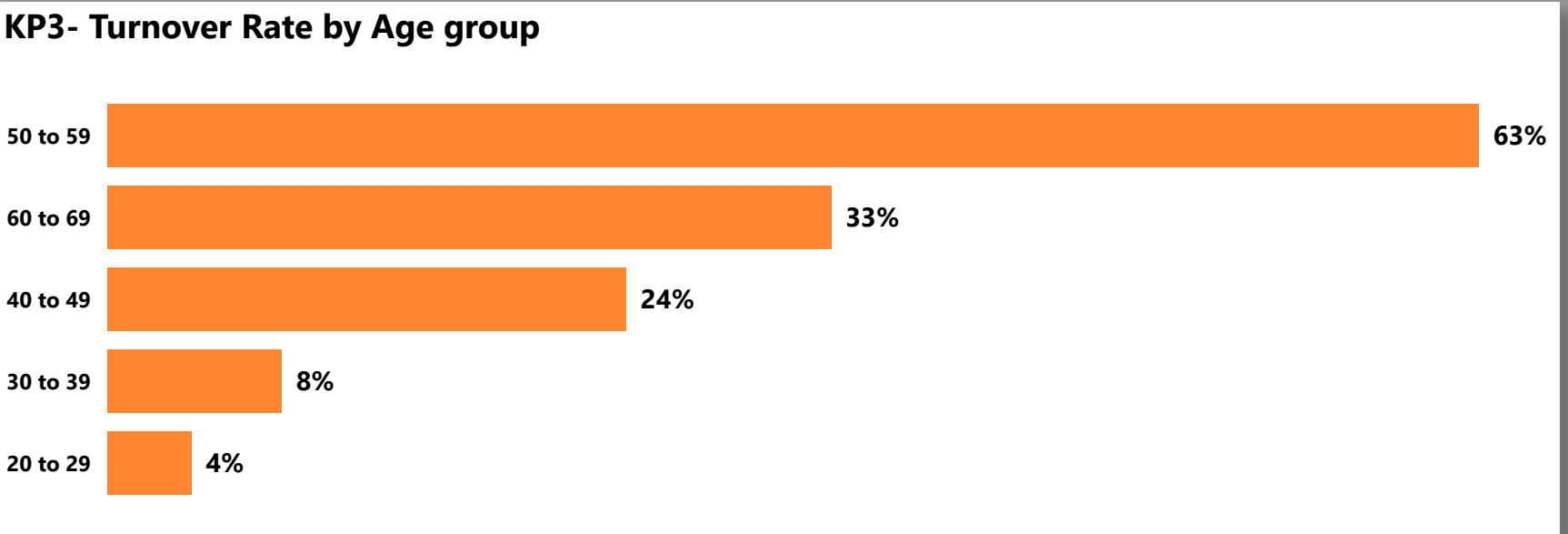
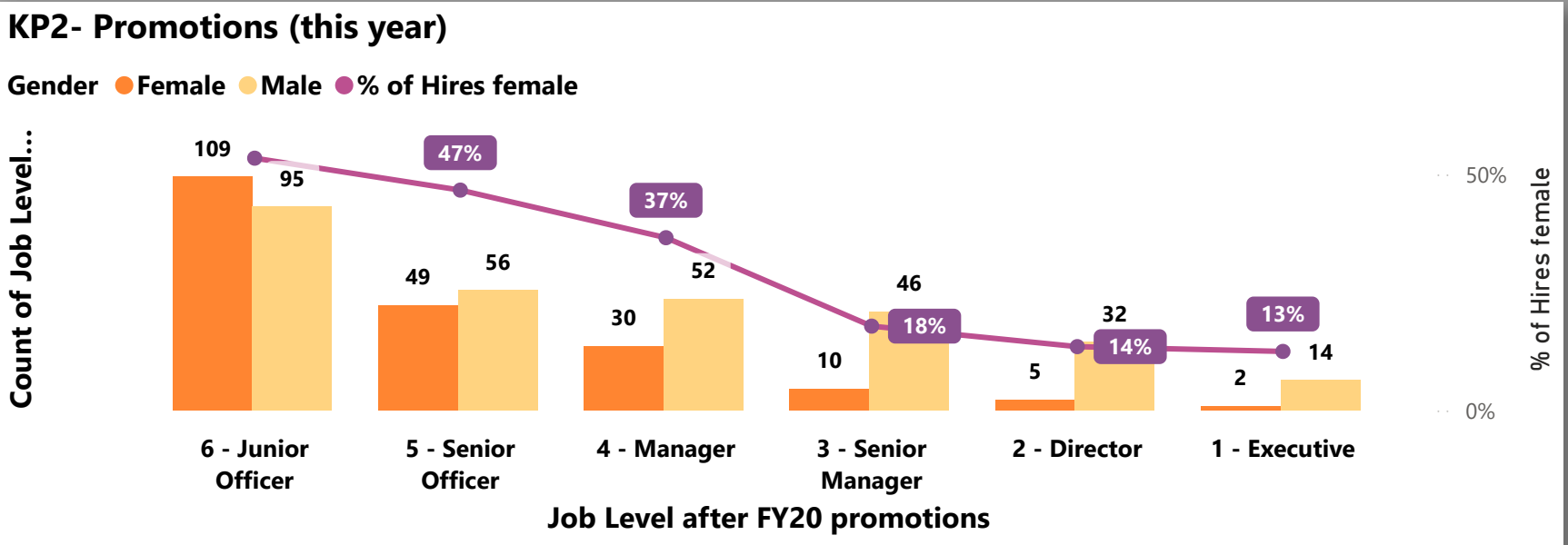
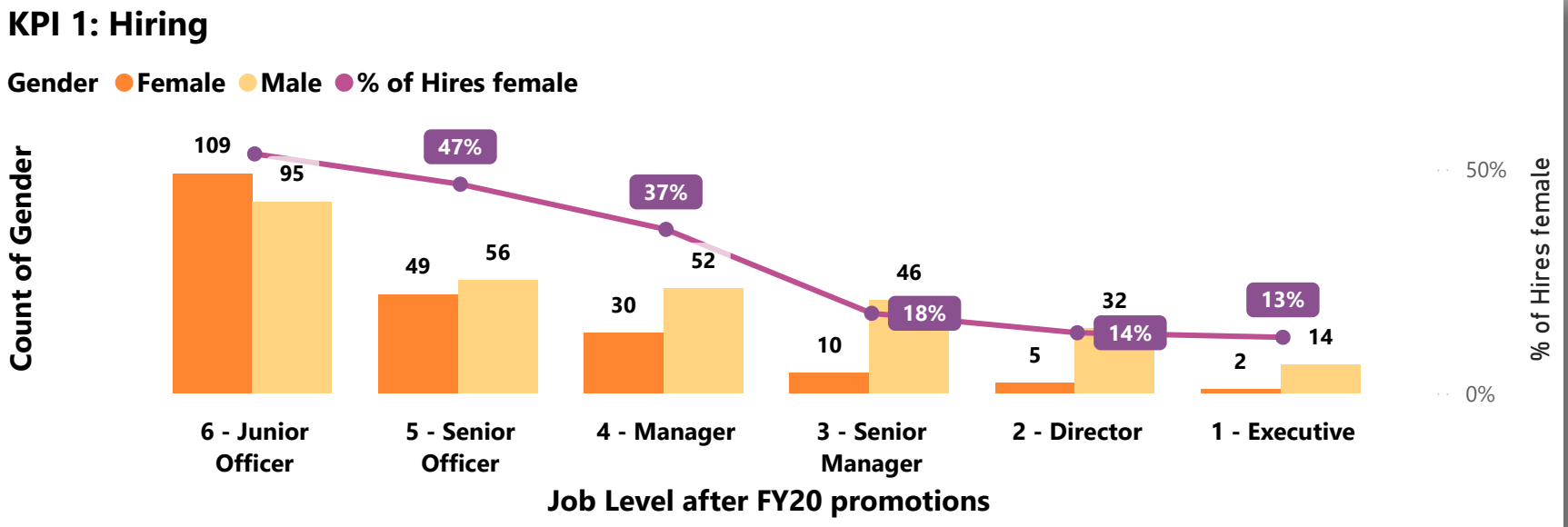
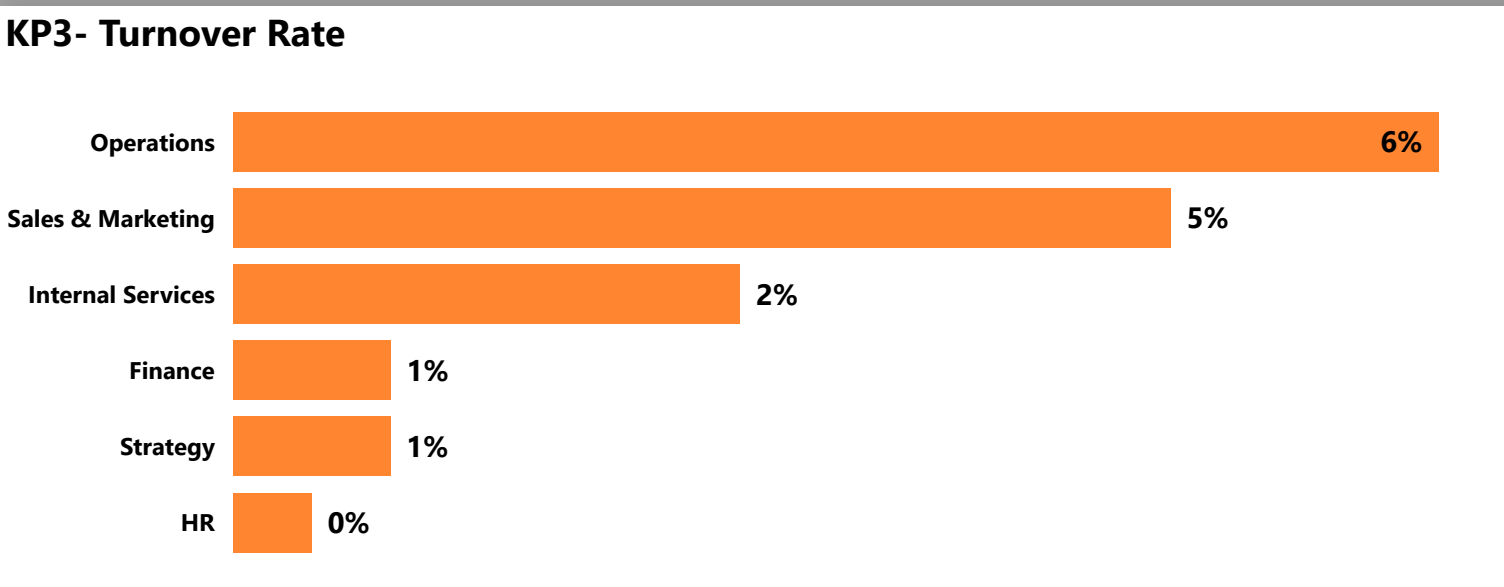
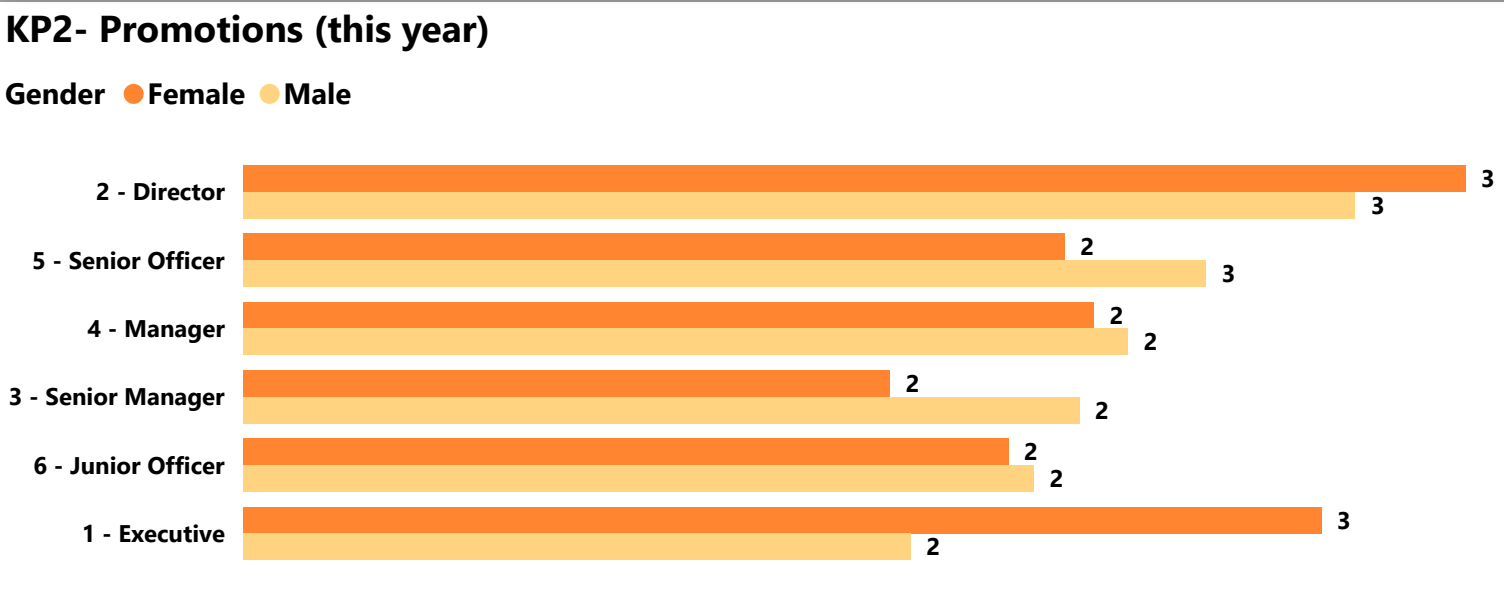
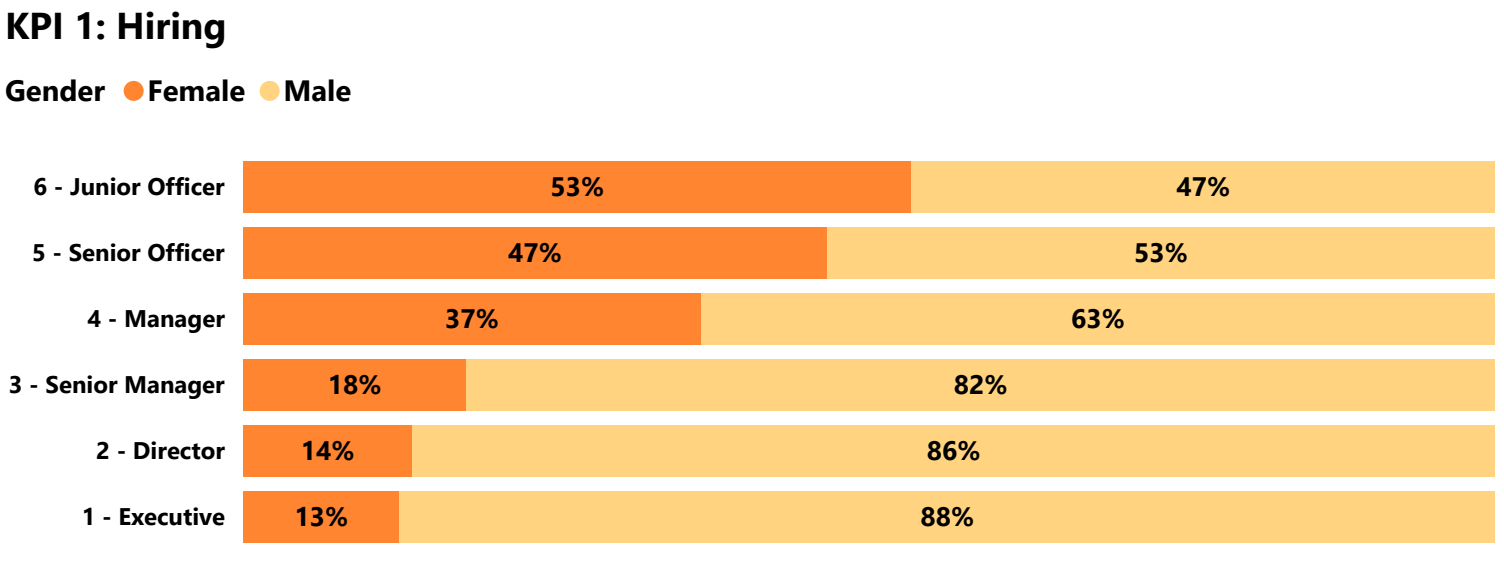
41%
% of Hires female

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%

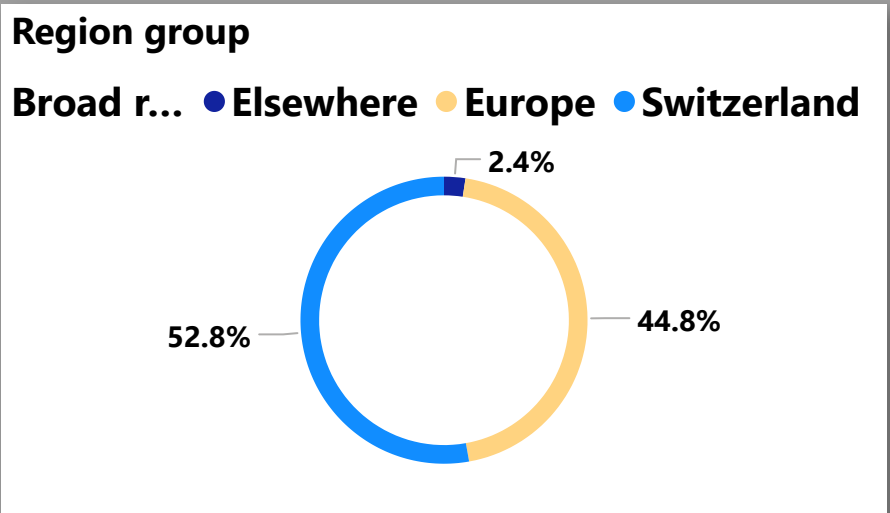
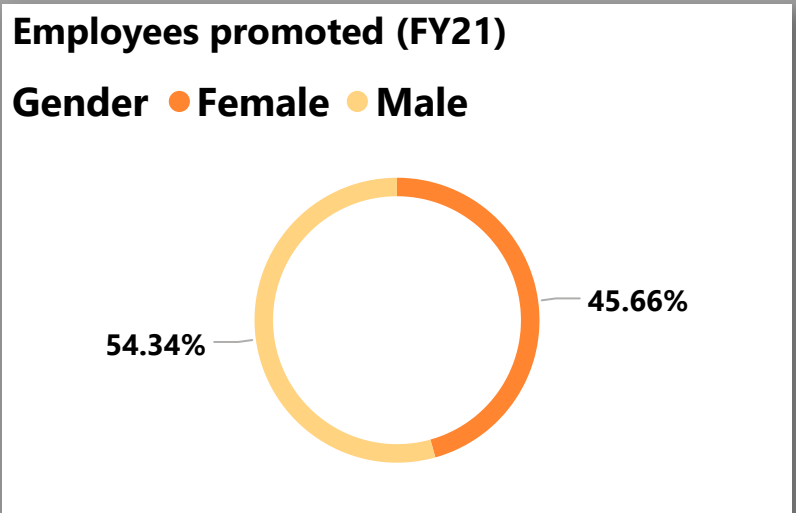
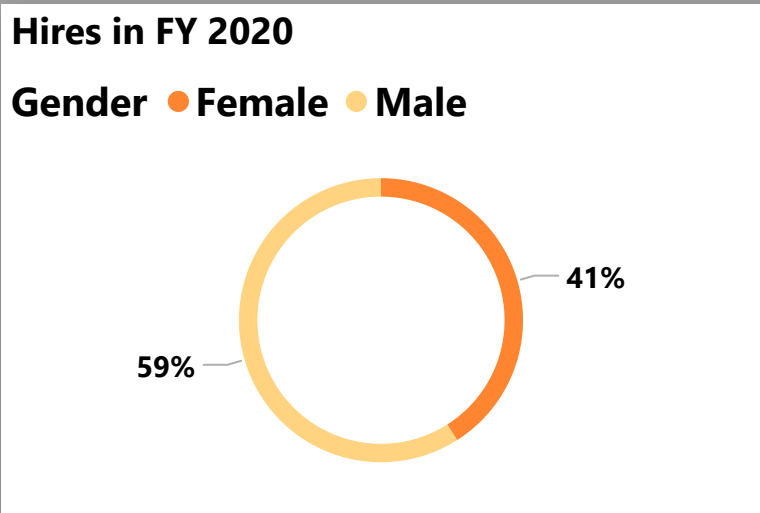
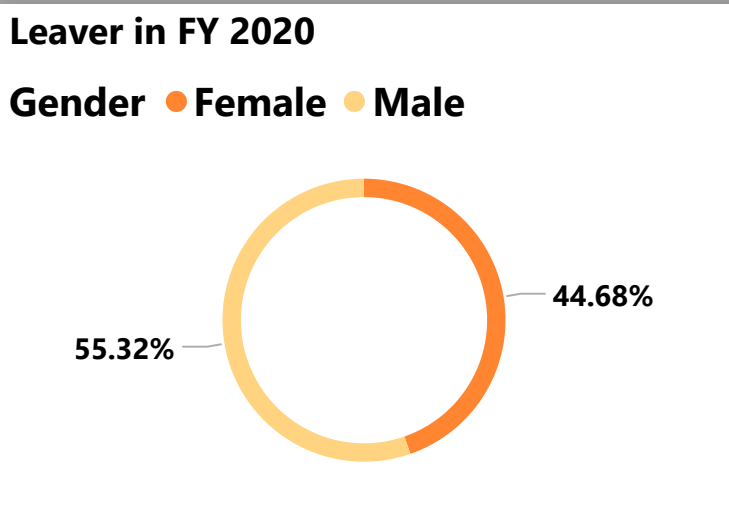
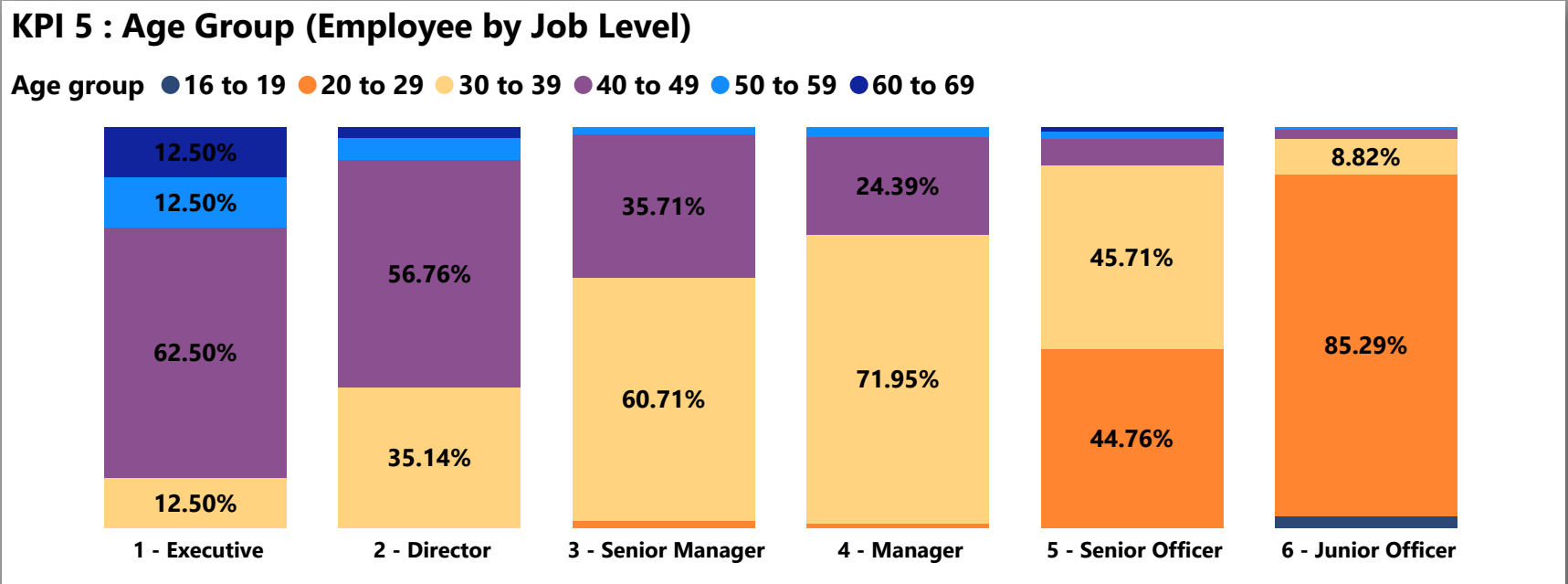
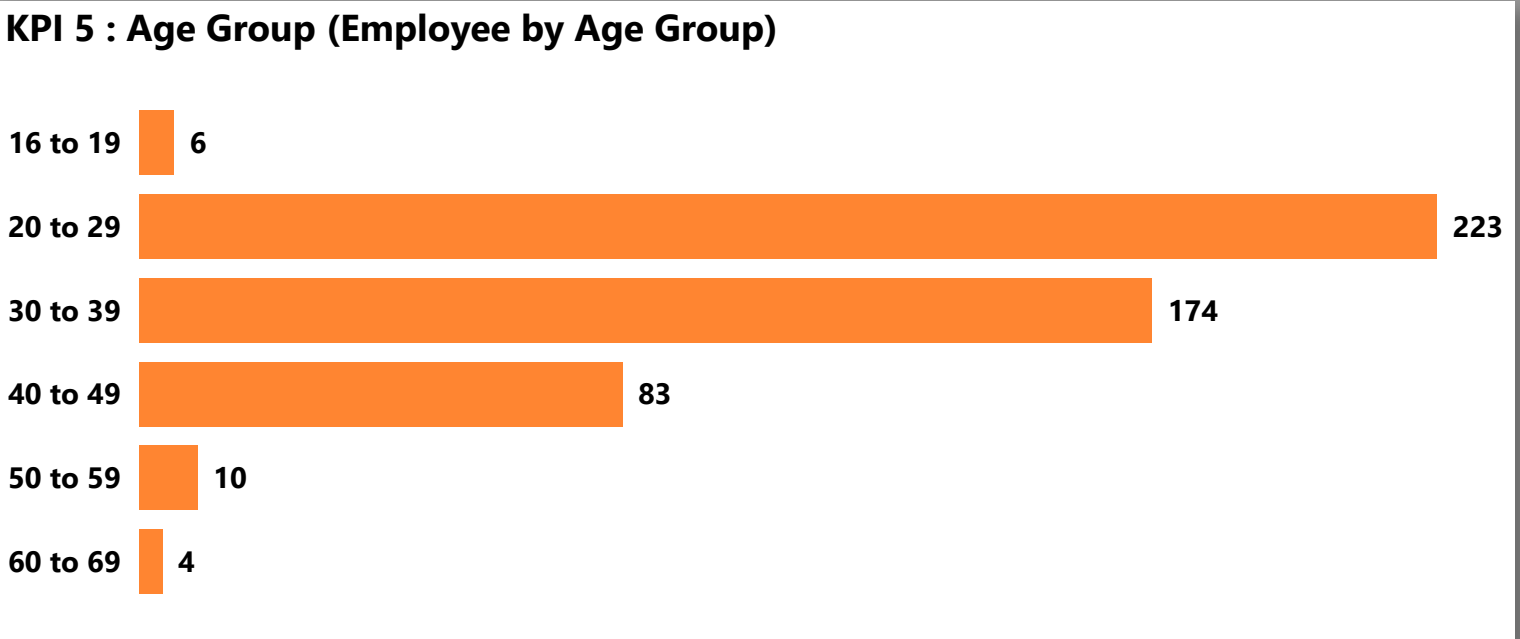
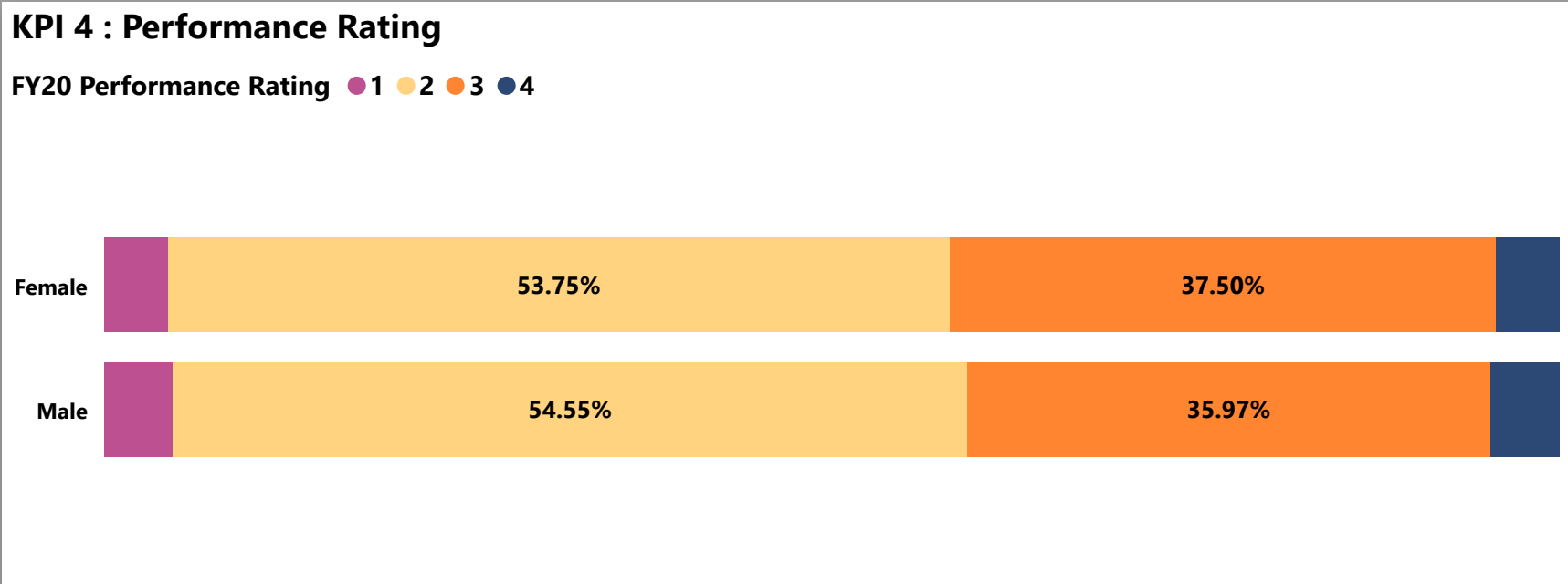
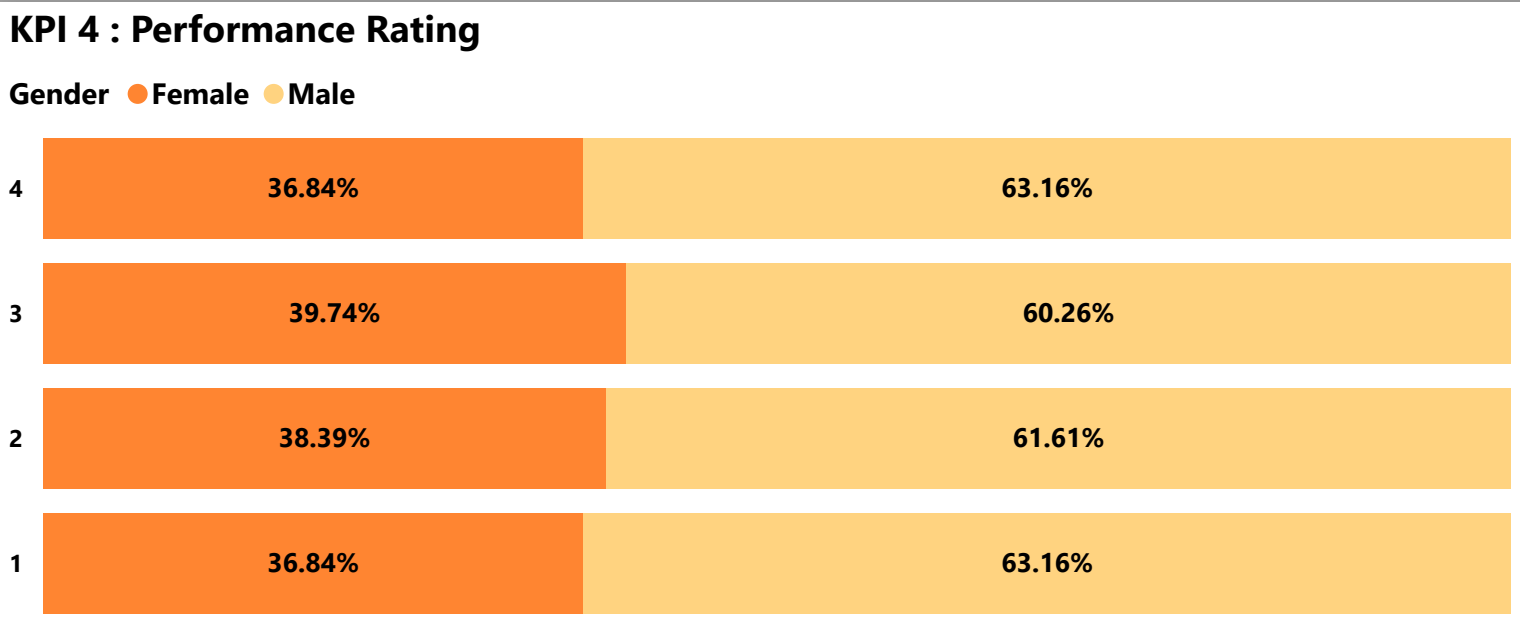
% of Hires Male

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.