

HR Analytics - Diversity and Inclusion

Country

All

Department

All

Job Level

All

Age group

All

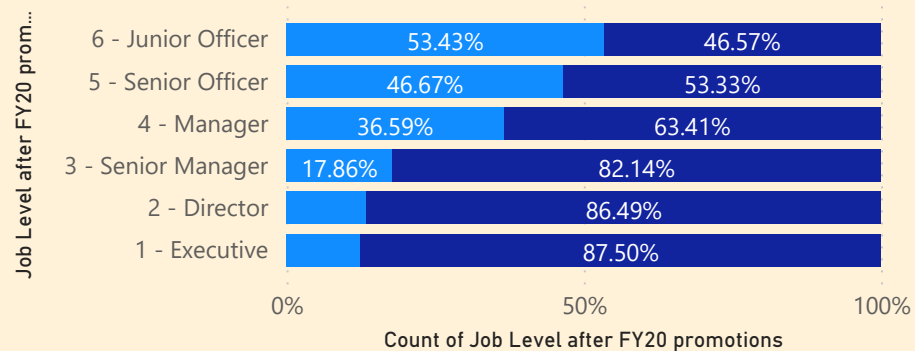
Work type

☐ Full Time

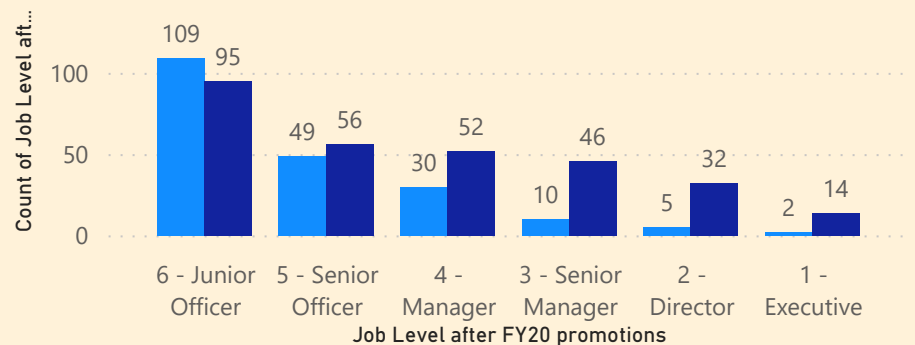
☐ Part Time

KPI 1 - Hiring

Gender ● Female ● Male

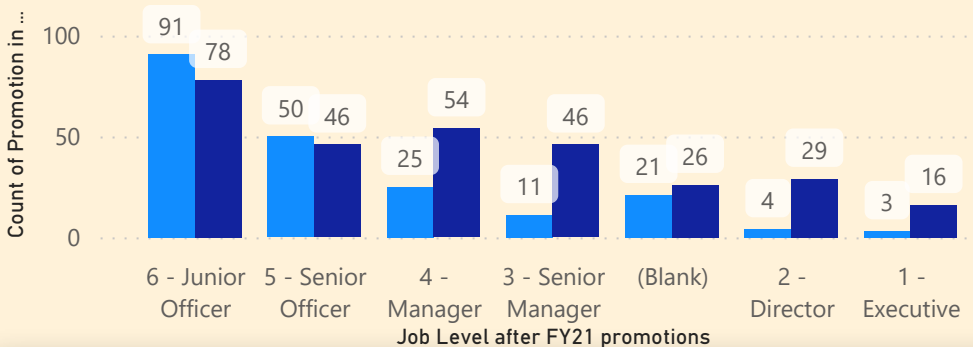


Gender ● Female ● Male



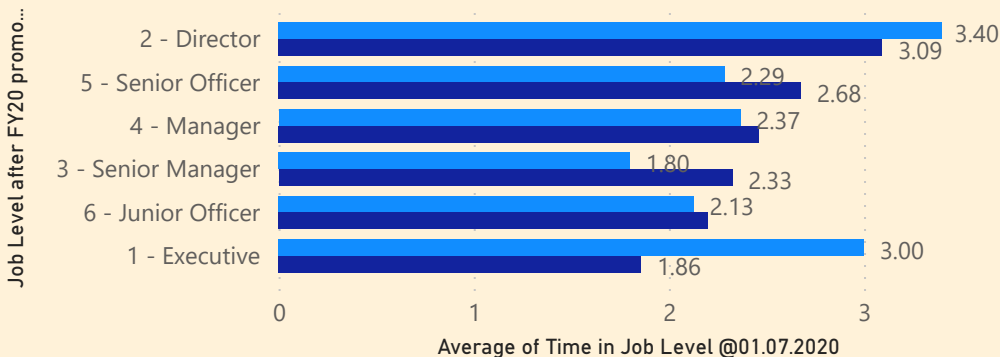
KPI 2 - Promotion

Gender ● Female ● Male



Average time in grade of employee promoted

Gender ● Female ● Male



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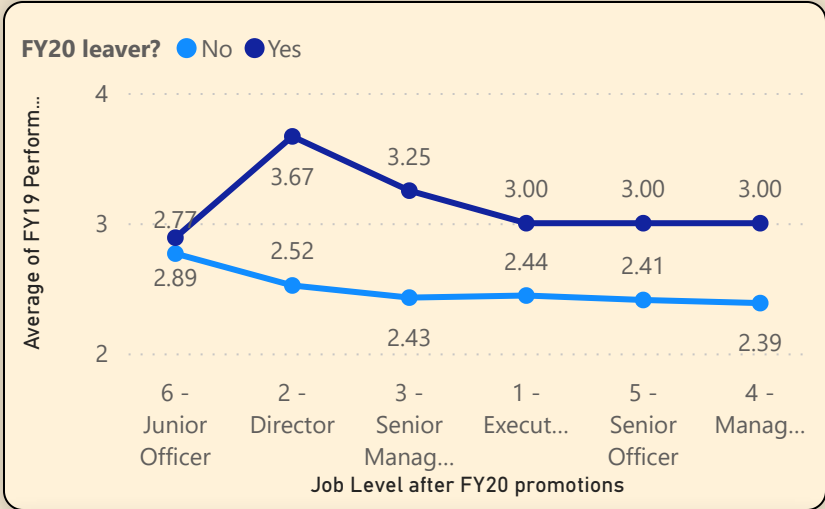
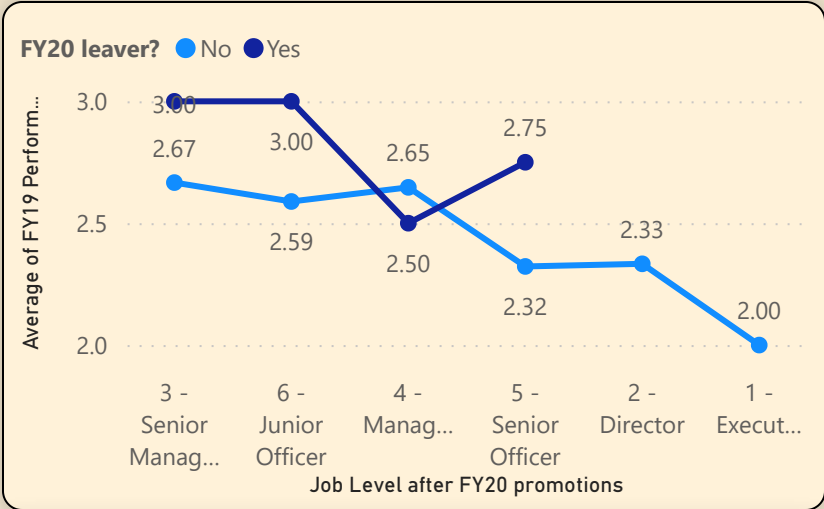
All

Work type

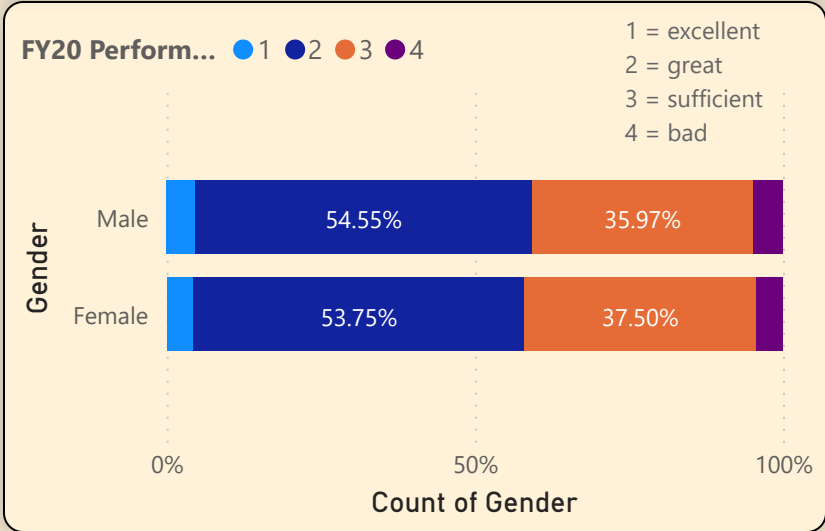
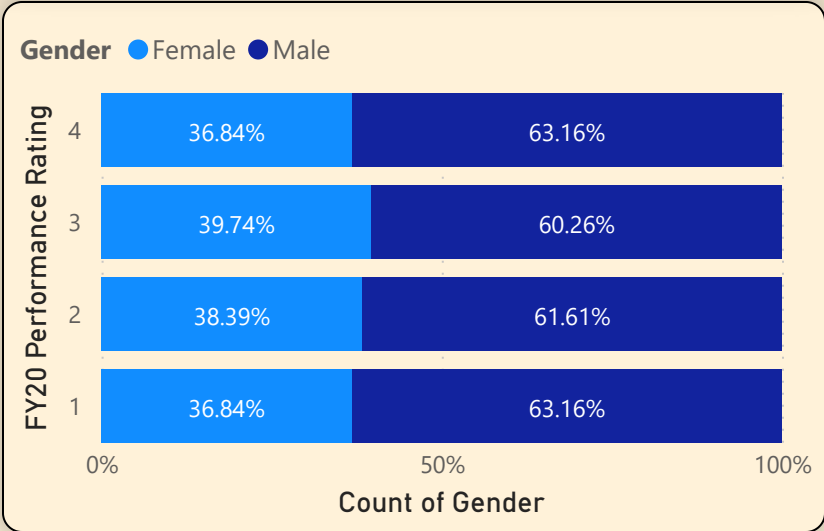
☐ Full Time

☐ Part Time

KPI 3 -
Turnover Rate



KPI 4 -
Performance Rating



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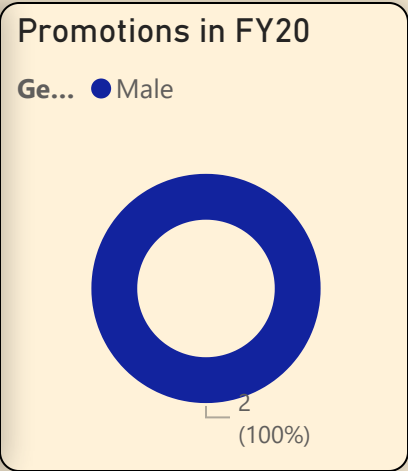
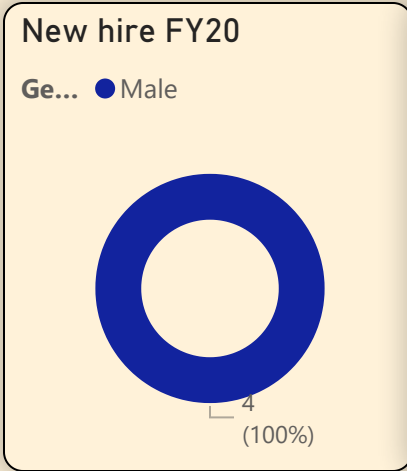
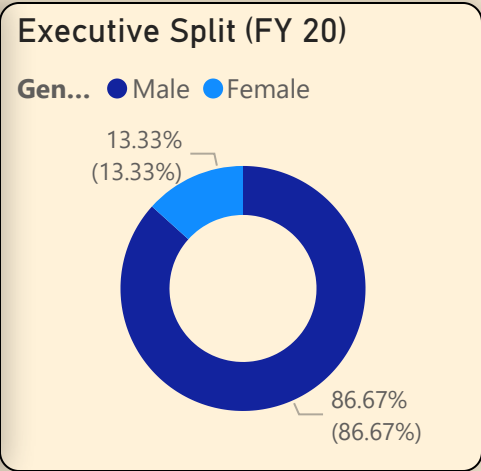
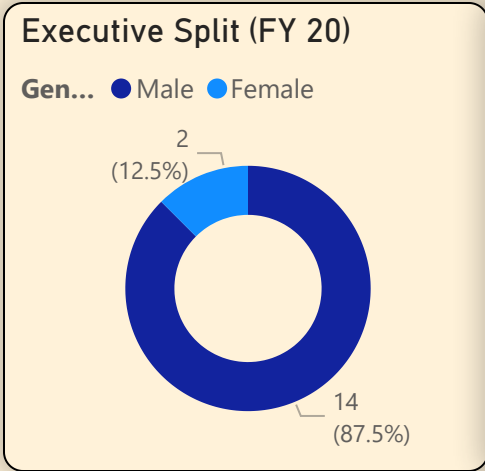
All

Work type

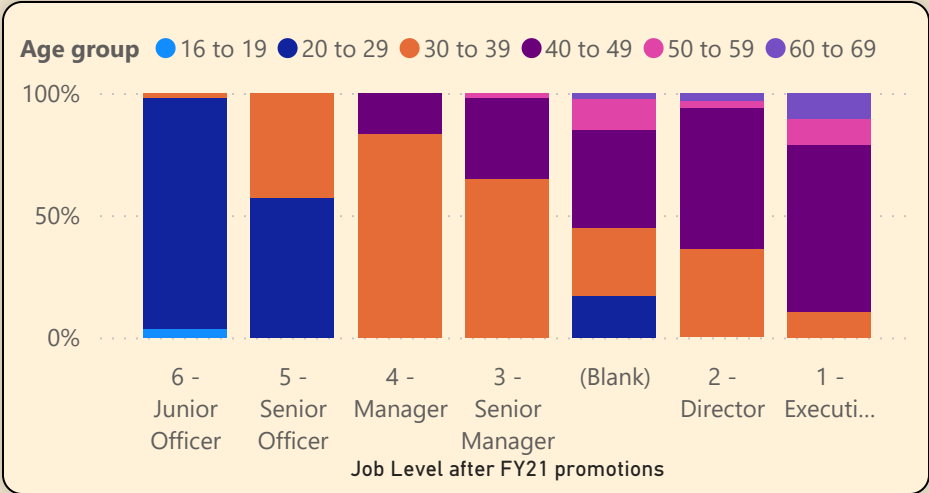
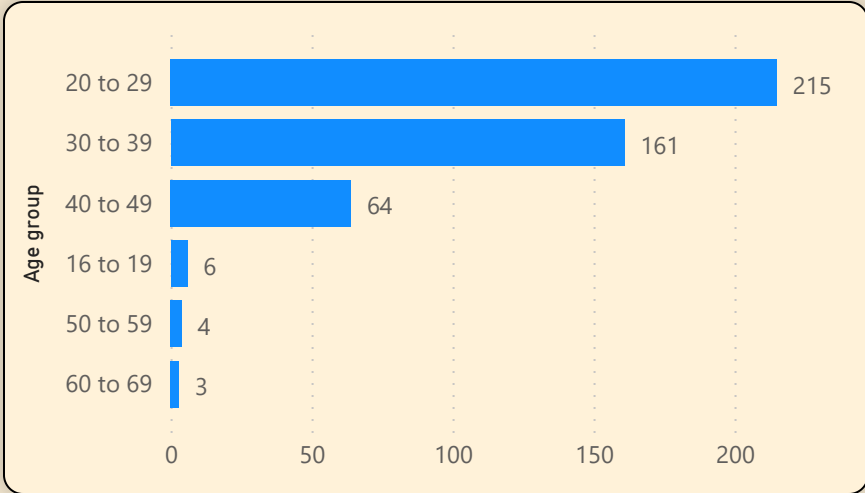
☐ Full Time

☐ Part Time

KPI 5 - Executive Gender Balance



KPI 6 - Age Group



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Work type

☐ Full Time

☐ Part Time

Total No. of Employees

500

No. of New Hires

66

No. of Employees Promoted

51

Total No. of Exits

47

% of Male Exits

55.32

% of Female Exits

44.68

% of Male Employees

59.00

% of Male Hires

48.48

% of Male Employees Promoted

64.71

Average Male Performance Rating

2.41

Average Female Performance Rating

2.42

% of Female Employees

41.00

% of Female Hires

51.52

% of Female Employees Promoted

35.29

Insights:

- The workforce needs a 50-50 balancing on the gender ratio.
- Increase of Female employees at senior roles is important.
- Female employees need good training and skill development programs to improve their expertise level.
- The organization needs to develop policies so that less number female employees leave the job.
- The HR need to consider the pain points of Female workforce and work on improving their performance ratings.