



Diversity and Inclusion Analysis

Dashboard 1

Dashboard 2

Insights

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Diversity and Inclusion - HR Dashboard

Dashboard 1

Dashboard 2

Insights

Department

All

Job Level

All

Age group

All

Region group

All

14%

% employees promoted (FY21)

59%

of hires Male

41%

of hires Female

295

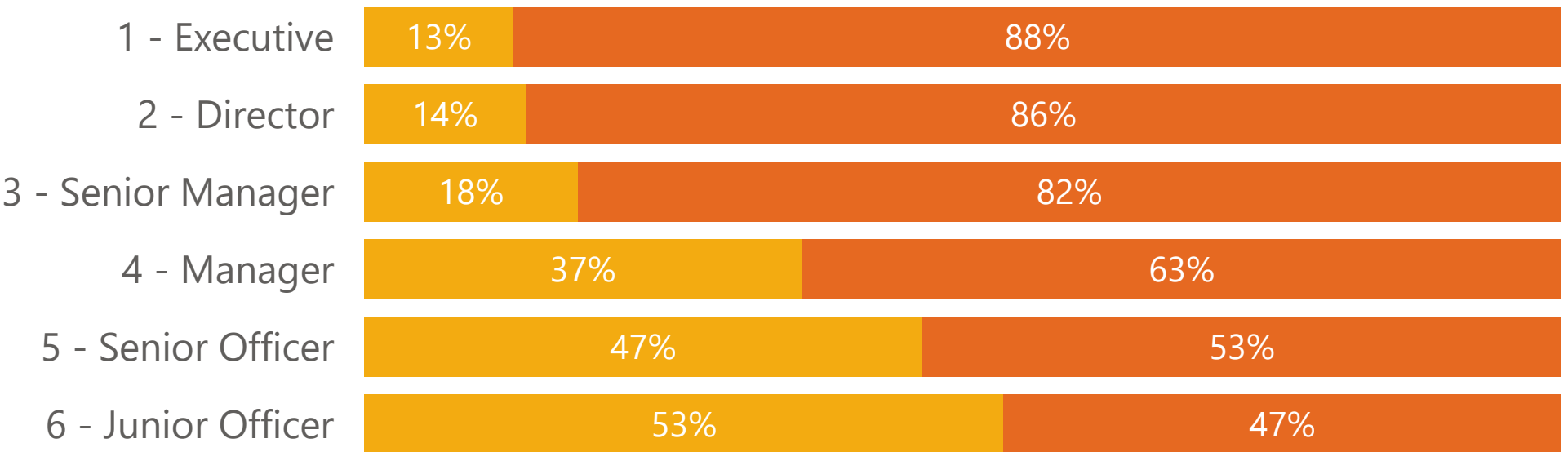
of male

205

of Female

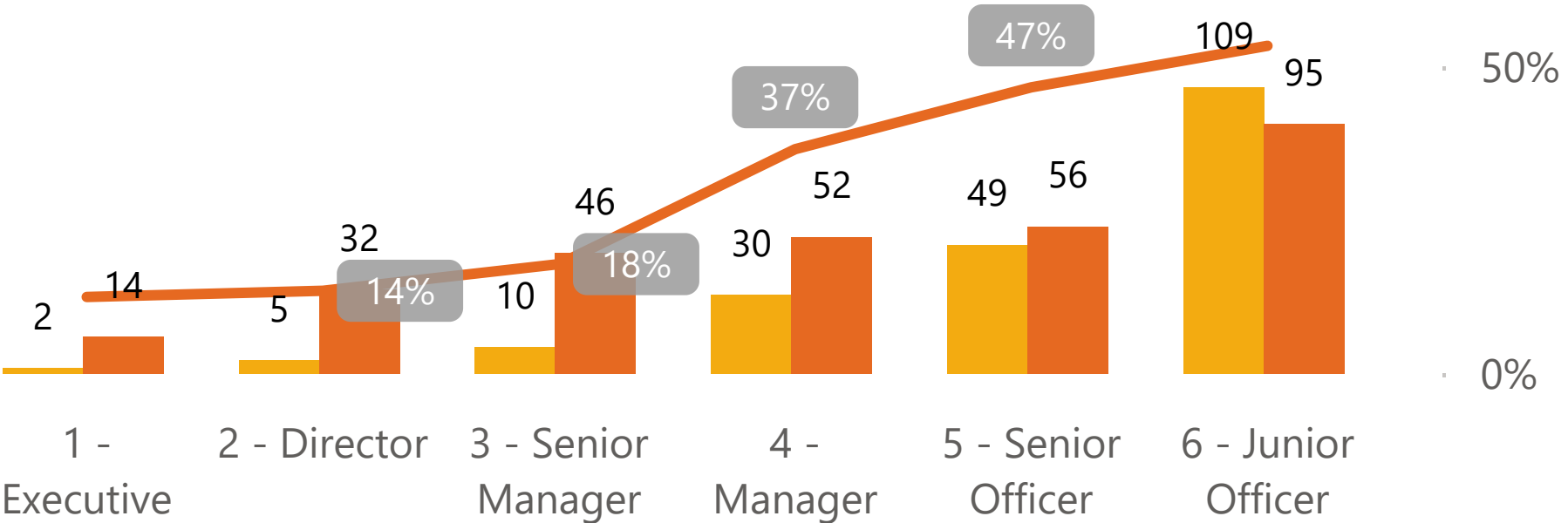
KPI 1: Hiring

Gender Female Male



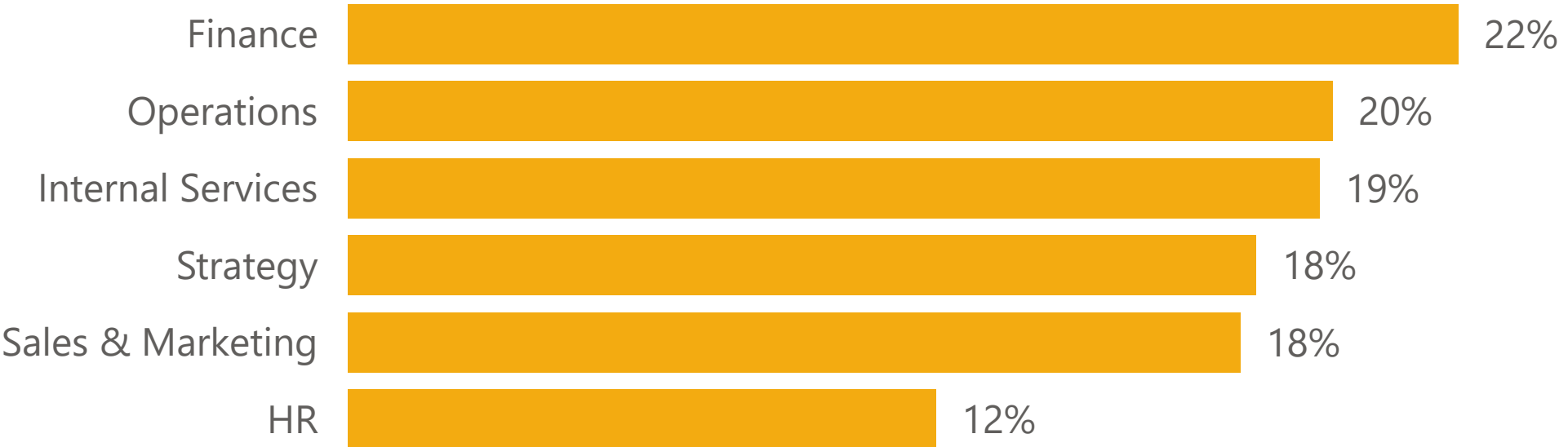
KPI 2 : Promotion

Gender Female Male % Promotees who women

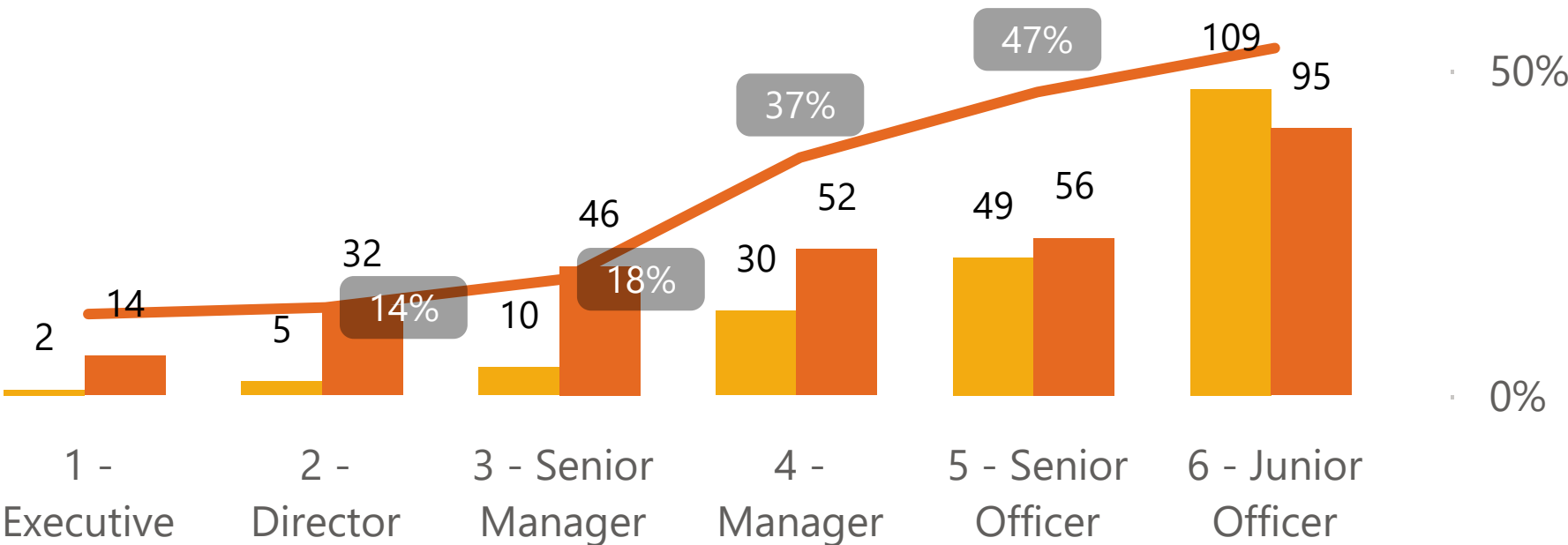


KPI 3 : Turnover Rate

Turnover by Department



Gender Female Male % of hires women

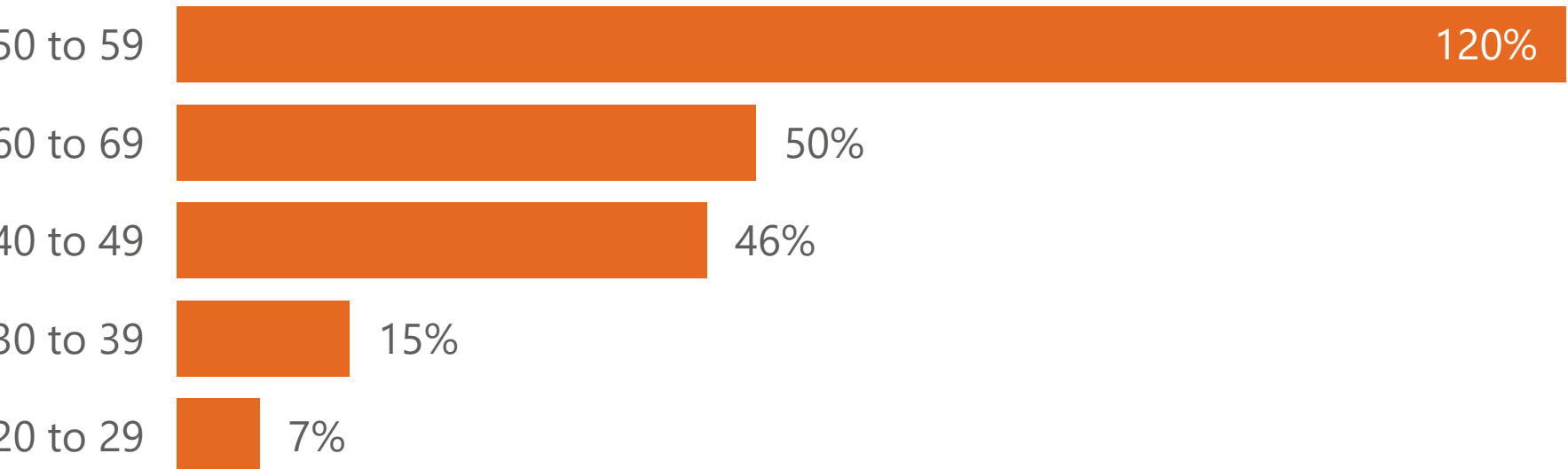


Avg. time of job level employee promoted in this year

Gender Female Male



Turnover by Age group





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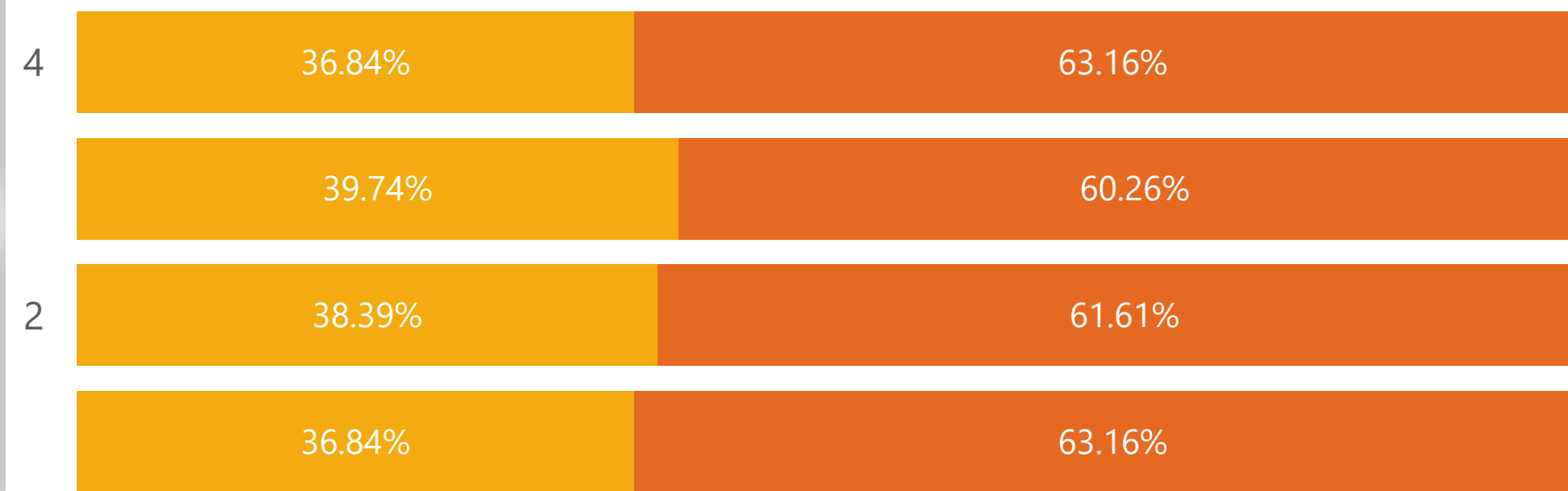
All

Region group

All

KPI 4 : Performance Rating

Gender ● Female ● Male

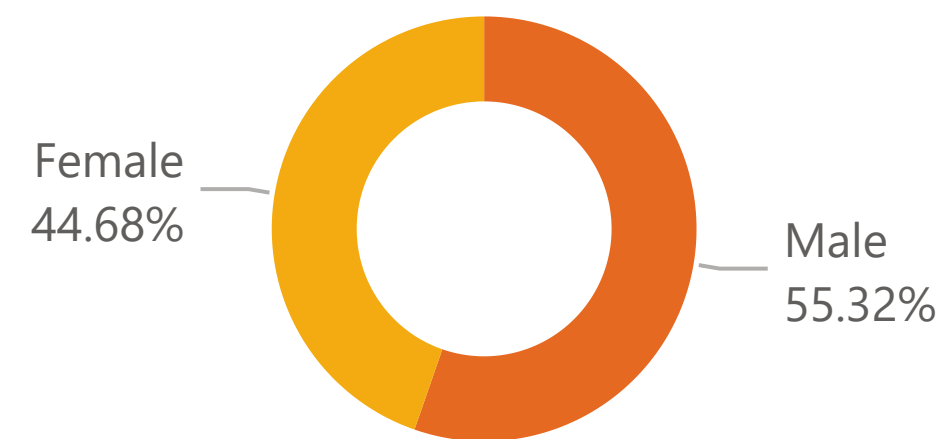


FY20 Perf. Rating: ● 1 ● 2 ● 3 ● 4



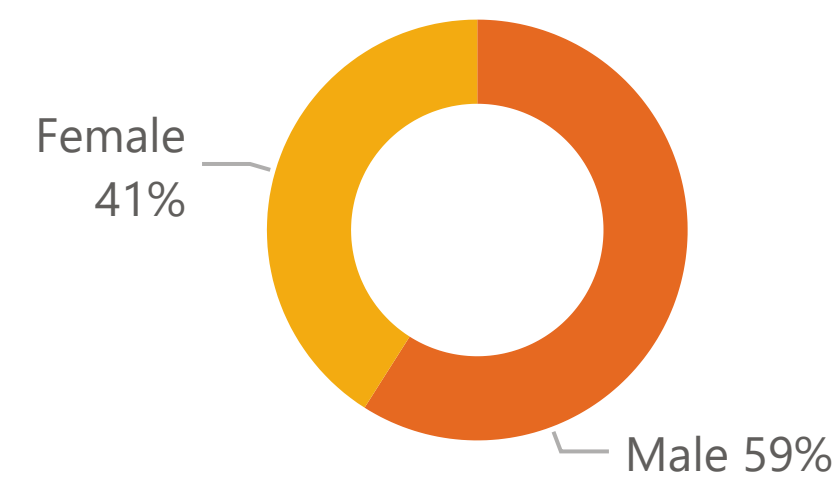
Leaver in FY 2020

Gender ● Male ● Female



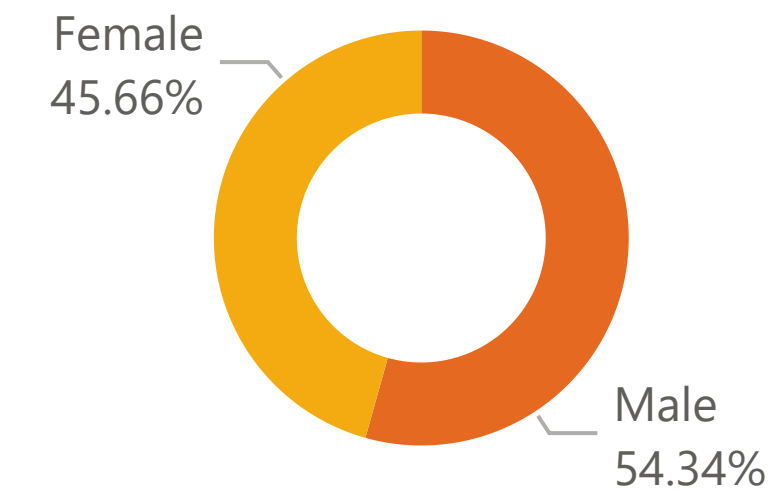
Hires in FY 2020

Gender ● Male ● Female



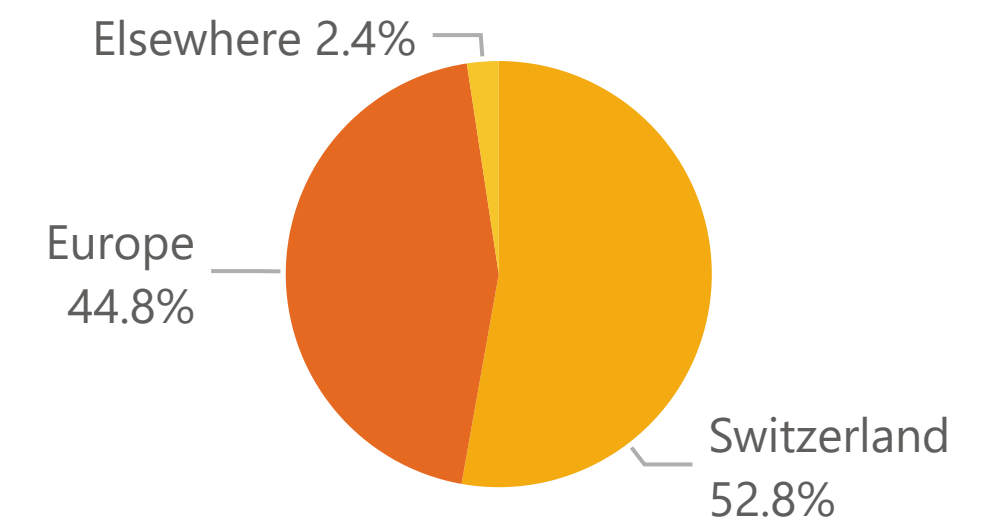
Employees promoted (FY21)

Gender ● Male ● Female



Region group

Broad region ● Switzerland ● Europe ● Elsewhere



59%
of hires Male

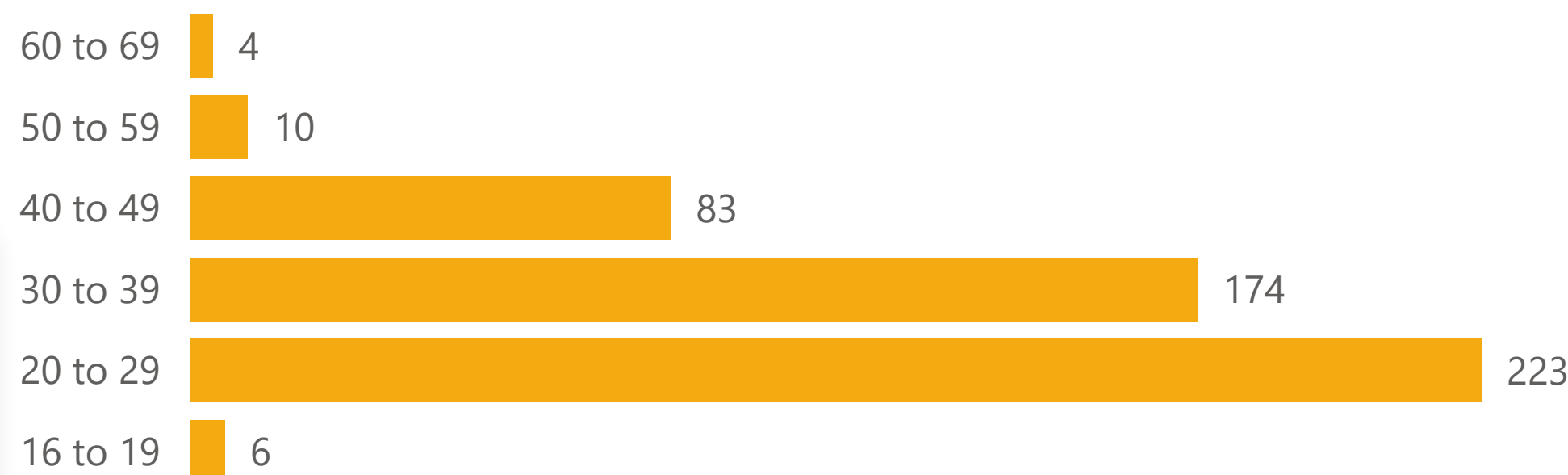
41%
of hires Female

2.41
Avg Rating Male

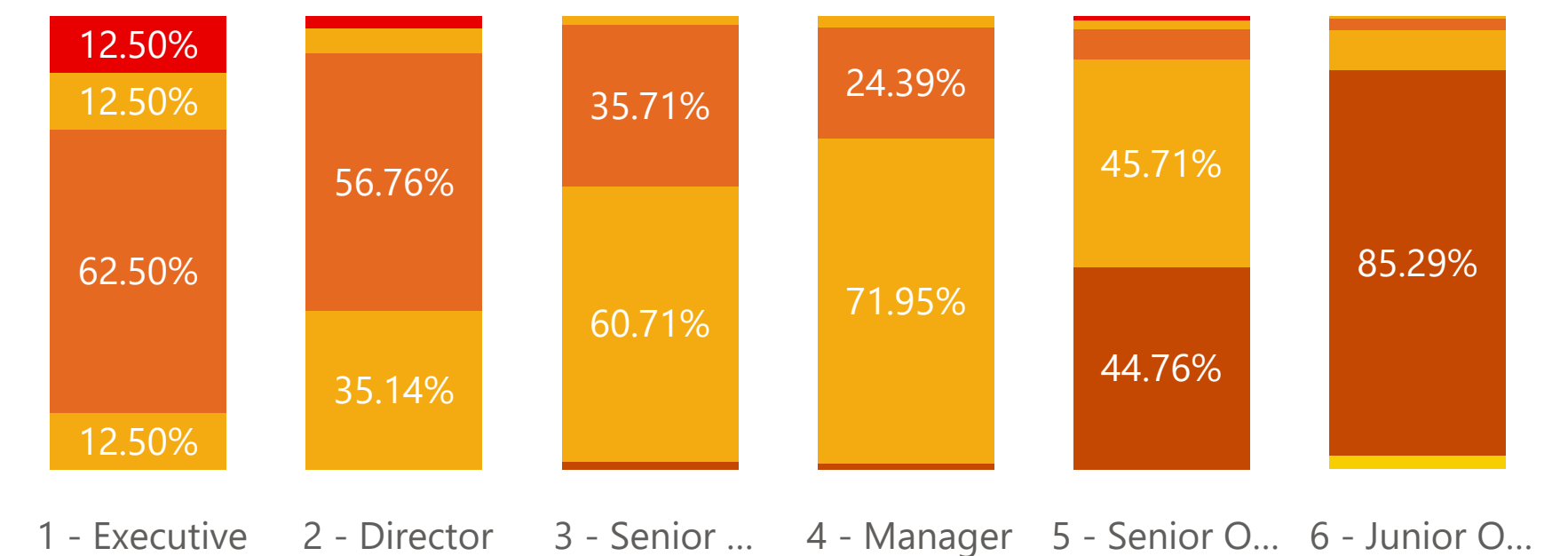
2.42
Avg Rating Female

KPI 5 : Age Group

Employee by Age Group



Age group ● 16 to 19 ● 20 to 29 ● 30 to 39 ● 40 to 49 ● 50 to 59 ● 60 to 69





Insights :

As shown by Data Visualization, It can be deduced that:

- **41 %** Female hires of the year and **59 %** Male hires of the years.
- **53.8%** of promoted were Female in the Junior Officer category, the highest for the year.
- **47%** of promoted were Male in the Junior Officer category, the lowest for the year.
- Director is the highest Average time of job level promoted in this year.
- Finance department **22%** highest turnover of the year.
- Average Rating Female **2.42%**
- Average Rating Male **2.41%**
- Employees promoted year of 2021 is **54.34%** Male and **45.66%** Female.
- The most common age group is 20-29 having **223** employees fall in this category.