



Diversity & Inclusion



Department

Job Level

Age group

Region group

All

All

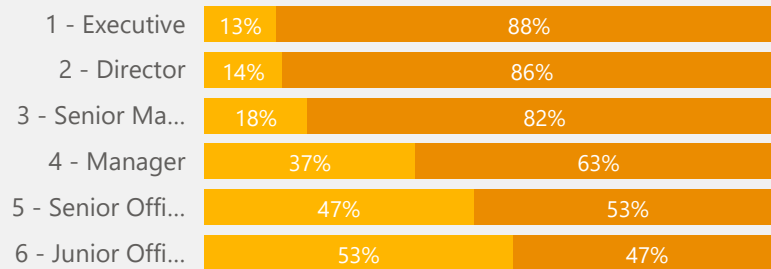
All

All



KPI 1 - Hiring

Gender ● Female ● Male



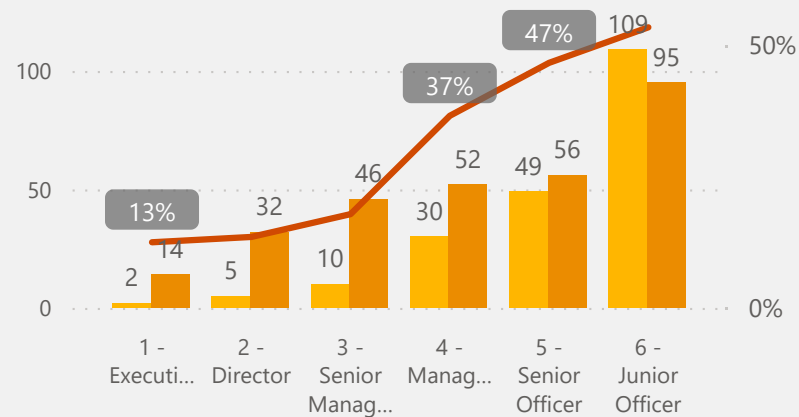
41%

of hires were female

59%

of hires were male

Gender ● Female ● Male ● % of hires women

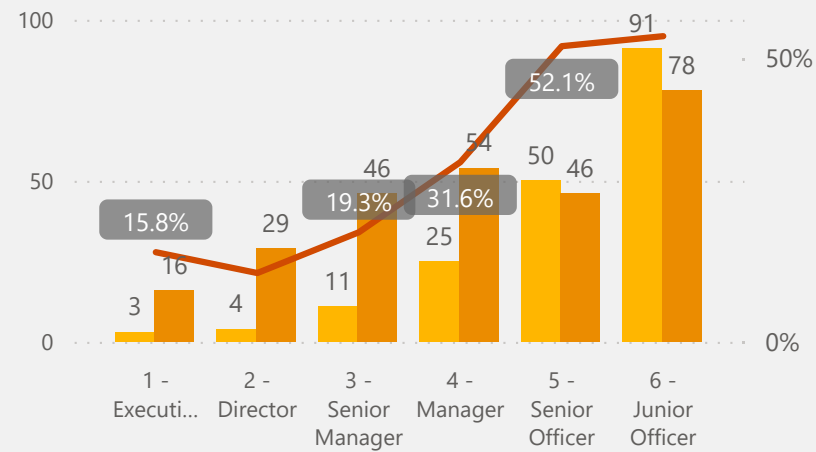


Date: June 2021 / Virtual Case Experience: Power BI - Task 3 - HR Manager

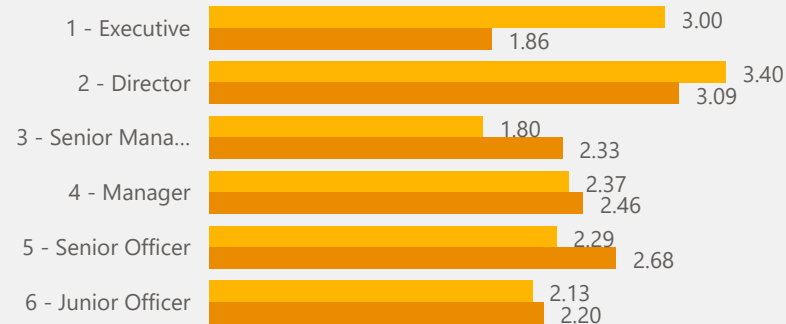


KPI 2 - Promotions (this year)

Gender ● Female ● Male ● % Promotees who were women



Avg. Time in Grade of employees promoted in FY21 (in years)



Gender ● Female ● Male

Avg time (in years) in job



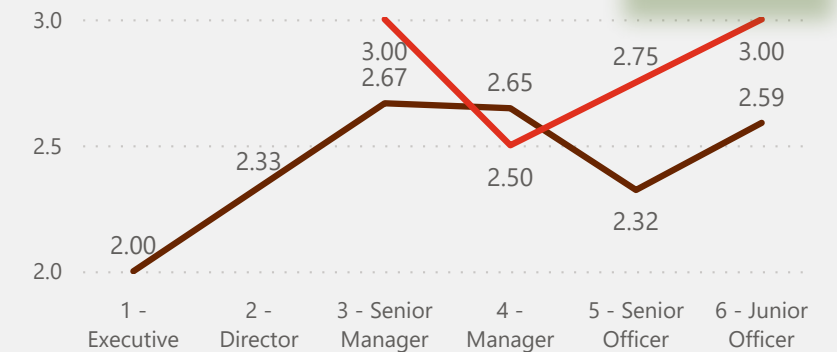
KPI 3 - Turnover Rate (FY20 leavers)

Average Performance Rating of Leavers vs non-Leavers (WOMEN)

Female

11%

Left this FY? ● No ● Yes

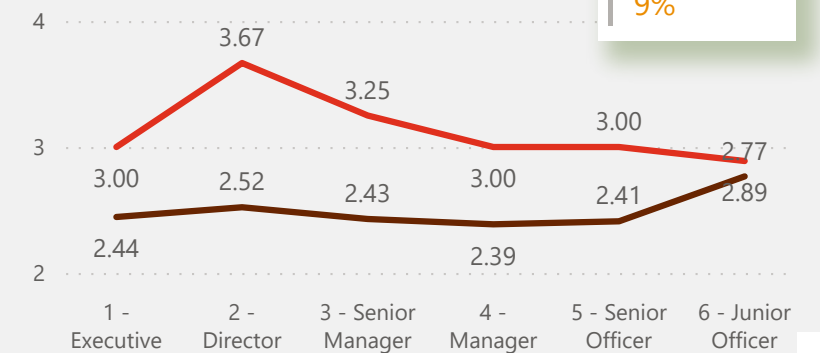


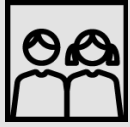
Average Performance Rating of Leavers vs non-Leavers (MEN)

Male

9%

Left this FY? ● No ● Yes





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Department ▼
All ▼

Job Level ▼
All ▼

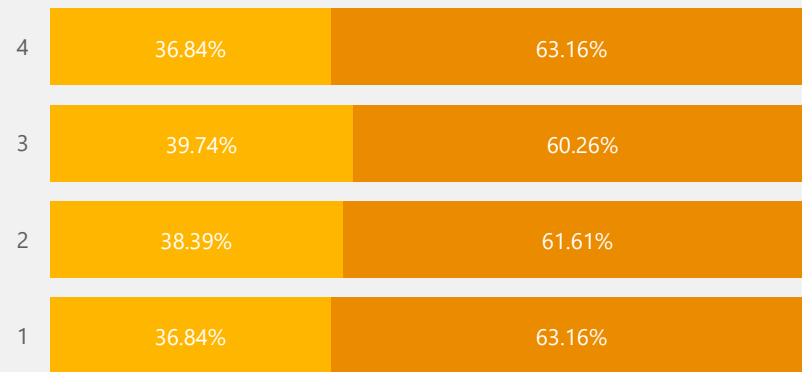
Age group ▼
All ▼

Region group ▼
All ▼



KPI 4 - Performance Rating

Gender ● Female ● Male



2.42

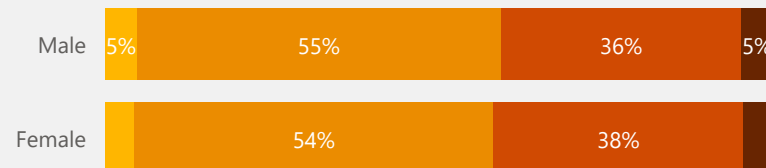
Avg Rating Women

2.41

Avg Rating Men

FY20 Perf. Rating ● 1 ● 2 ● 3 ● 4

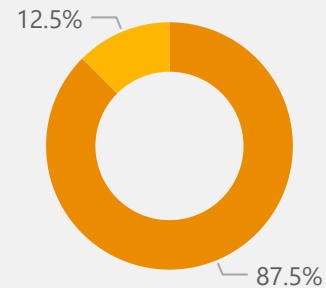
1 = excellent
2 = great
3 = sufficient
4 = bad



KPI 5 - Executive Gender Balance

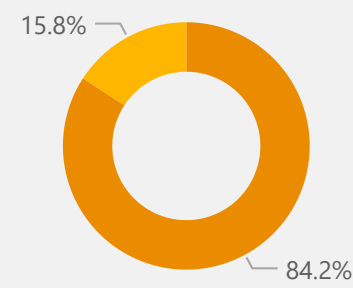
Executive split (FY20)

Gender ● Male ● Female



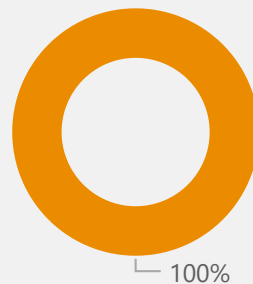
Executive split (FY21)

Gender ● Male ● Female



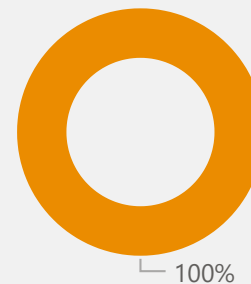
Executive Hires (FY20)

Gender ● Male



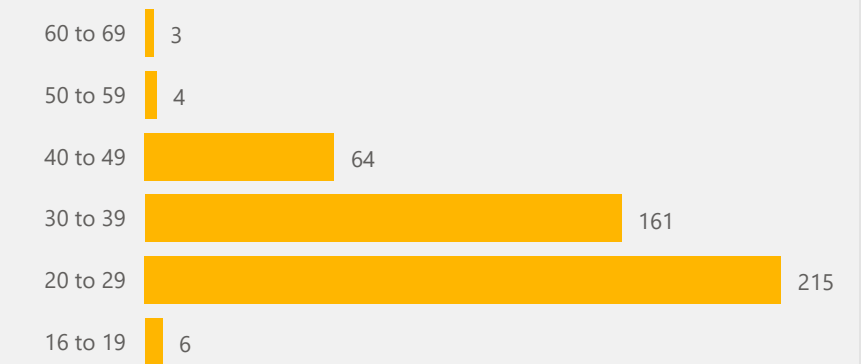
Promotion to Executive (FY20)

Gender ● Male



KPI 6 - Age group

Employees by Age group (end FY20)



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

