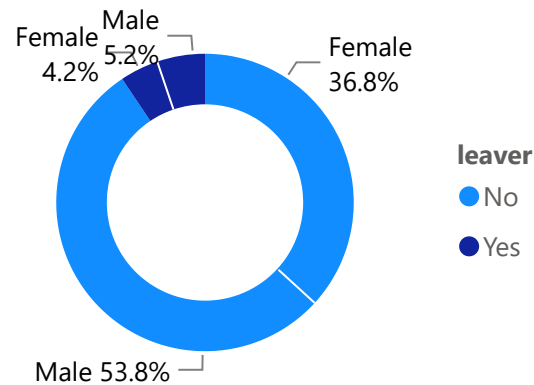


Analyses of the Root Cause of Slow Progress Over Time

Hiring New Employees in 2020

Current and Ex Employees over gender



Avg. Performance of Current and Ex Employees

FY20 leaver? ● No ● Yes



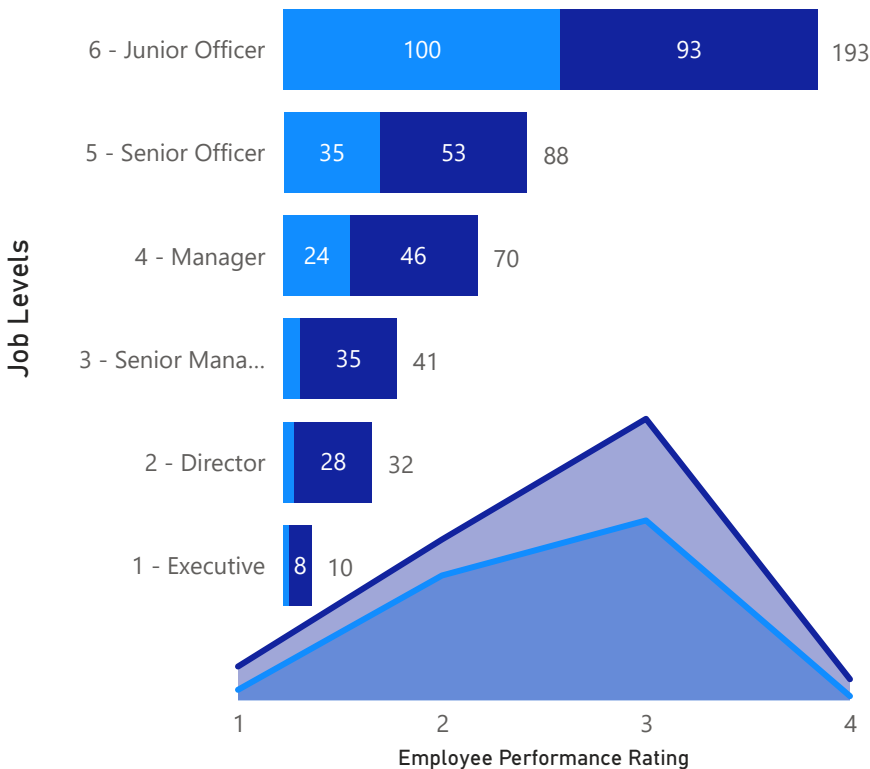
Key Points:

- 1) Distribution of Genders in different levels is unequal. Number of Male employees are higher in all Job levels except Junior Officers. Although, genders are independent of the cause of company's slow progress.
- 2) Root cause of slow progress is the firing those employees having good rating as compared to the current employees

Total Employees before 2020 : 434

of Employees Before 2020

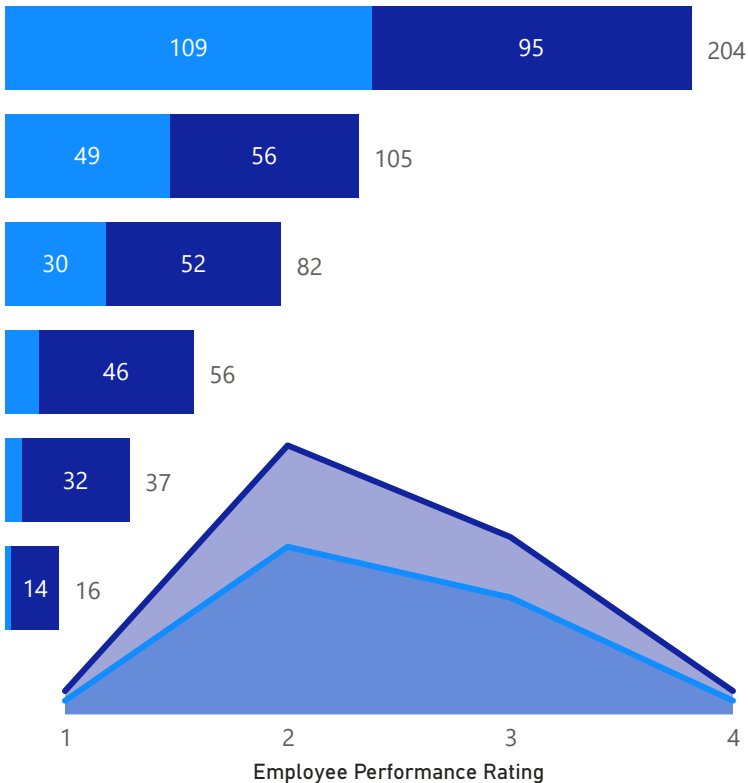
Gender ● Female ● Male



Total Employees after 2020 : 500

of Employees After 2020

Gender ● Female ● Male



Gender Avg. Rating Before 2020

Gender	Avg. Rating Before 2020	Avg. Rating After 2020
Female	2.56	2.42
Male	2.58	2.41
Total	2.57	2.41