Diversity and Inclusion Dashboard

→

Employee Type
- ☑ Select all
- ∨ ☑ Full Time
- ∧ ☑ Part Time

Gender
- ◼ Female
- ◼ Male

Department
- ☑ Select all
- ☑ Finance
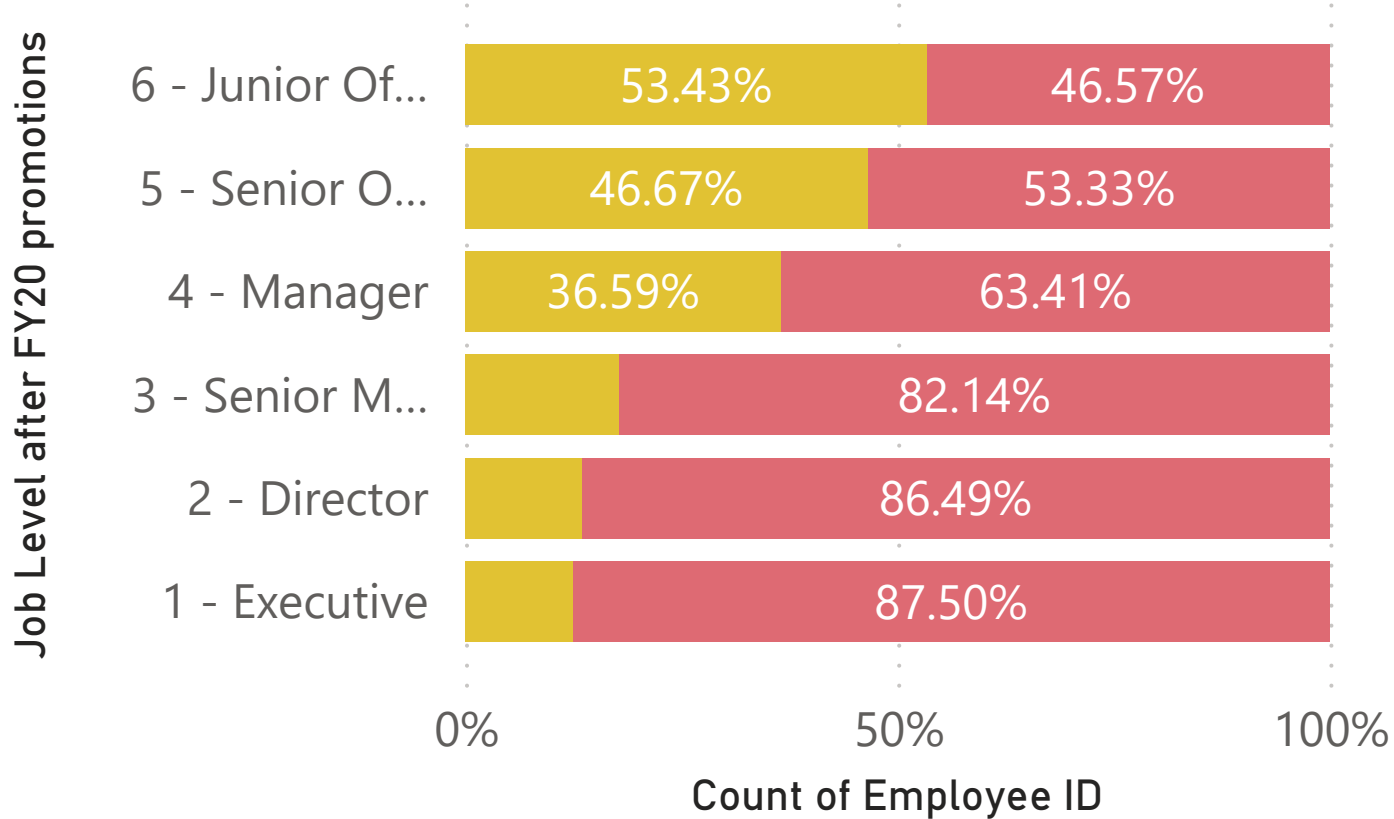- ☑ HR

Nationality
- ☑ Select all
- ☑ Austria
- ☑ Belgium

Job Level
- ☑ Select all
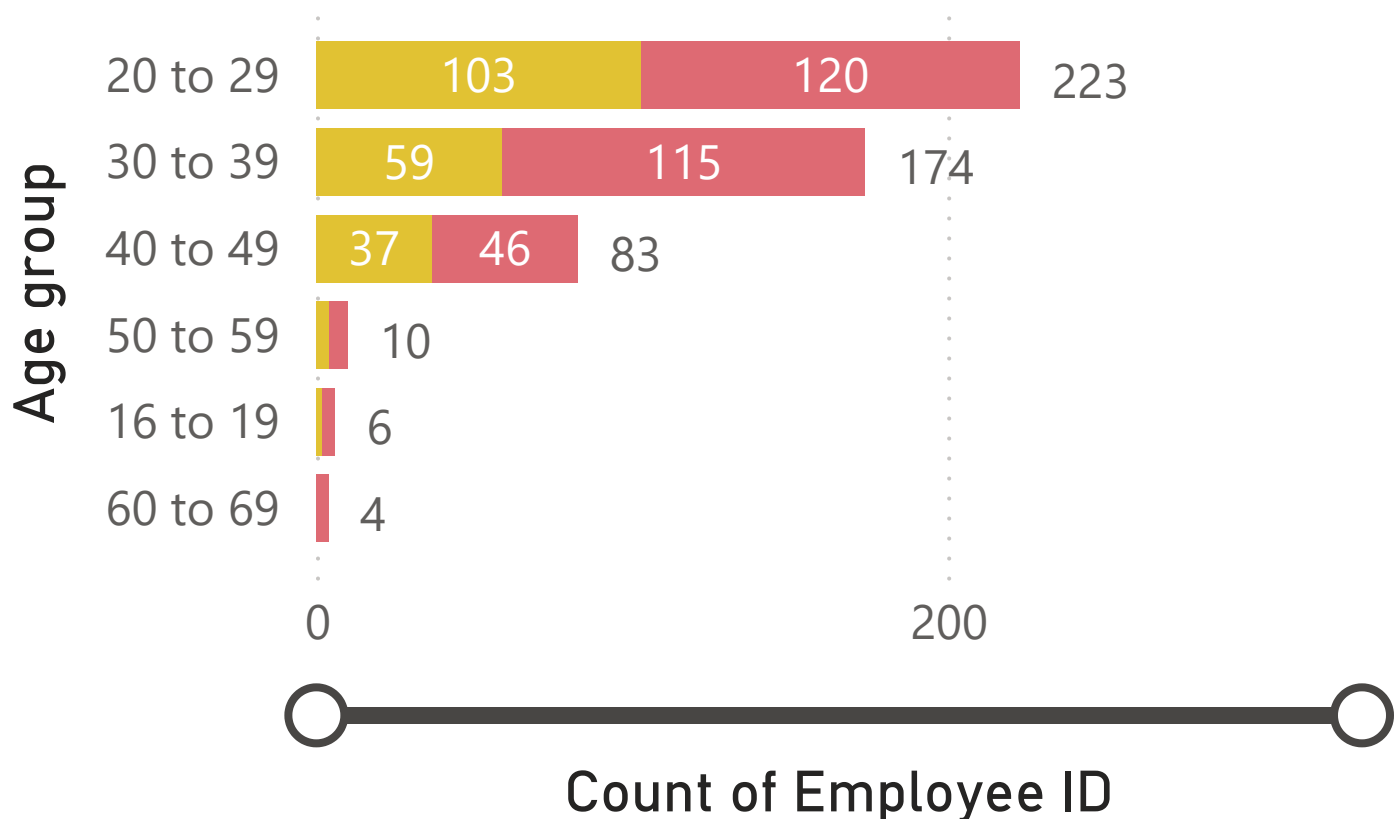- ☑ 1 - Executive
- ☑ 2 - Director

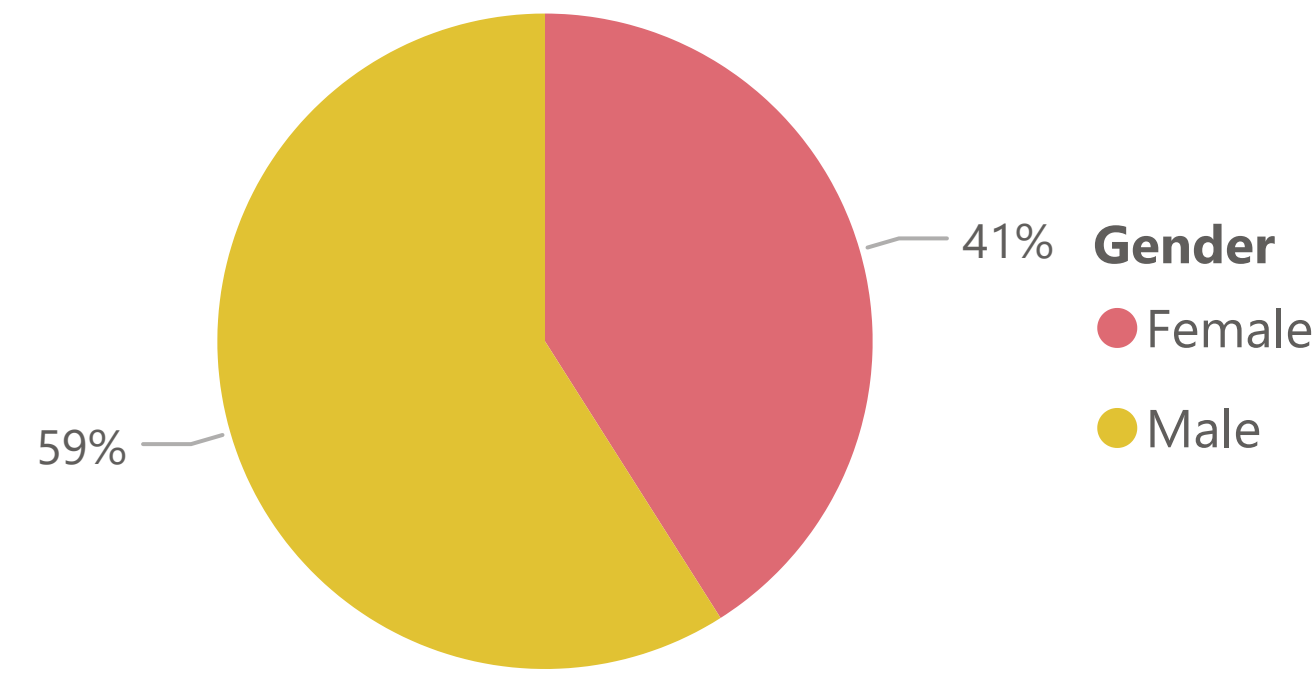## KPI 1 - Hiring

Job Type

Gender ● Female ● Male

Job Level after FY20 promotions

	Female	Male
6 - Junior Of...	53.43%	46.57%
5 - Senior O...	46.67%	53.33%
4 - Manager	36.59%	63.41%
3 - Senior M...		82.14%
2 - Director		86.49%
1 - Executive		87.50%

Count of Employee ID

Job Types

Gender ● Female ● Male ● NofWomen

- 53.43%
- 46.67%
- 36.59%
- 17.86%
- 13.51%
- 12.50%

Job Level after FY20 promoti...

KPI 2 - Age Group

Job by Age group

Gender ● Female ● Male

Age group	Female	Male	Total
20 to 29	103	120	223
30 to 39	59	115	174
40 to 49	37	46	83
50 to 59			10
16 to 19			6
60 to 69			4

Count of Employee ID
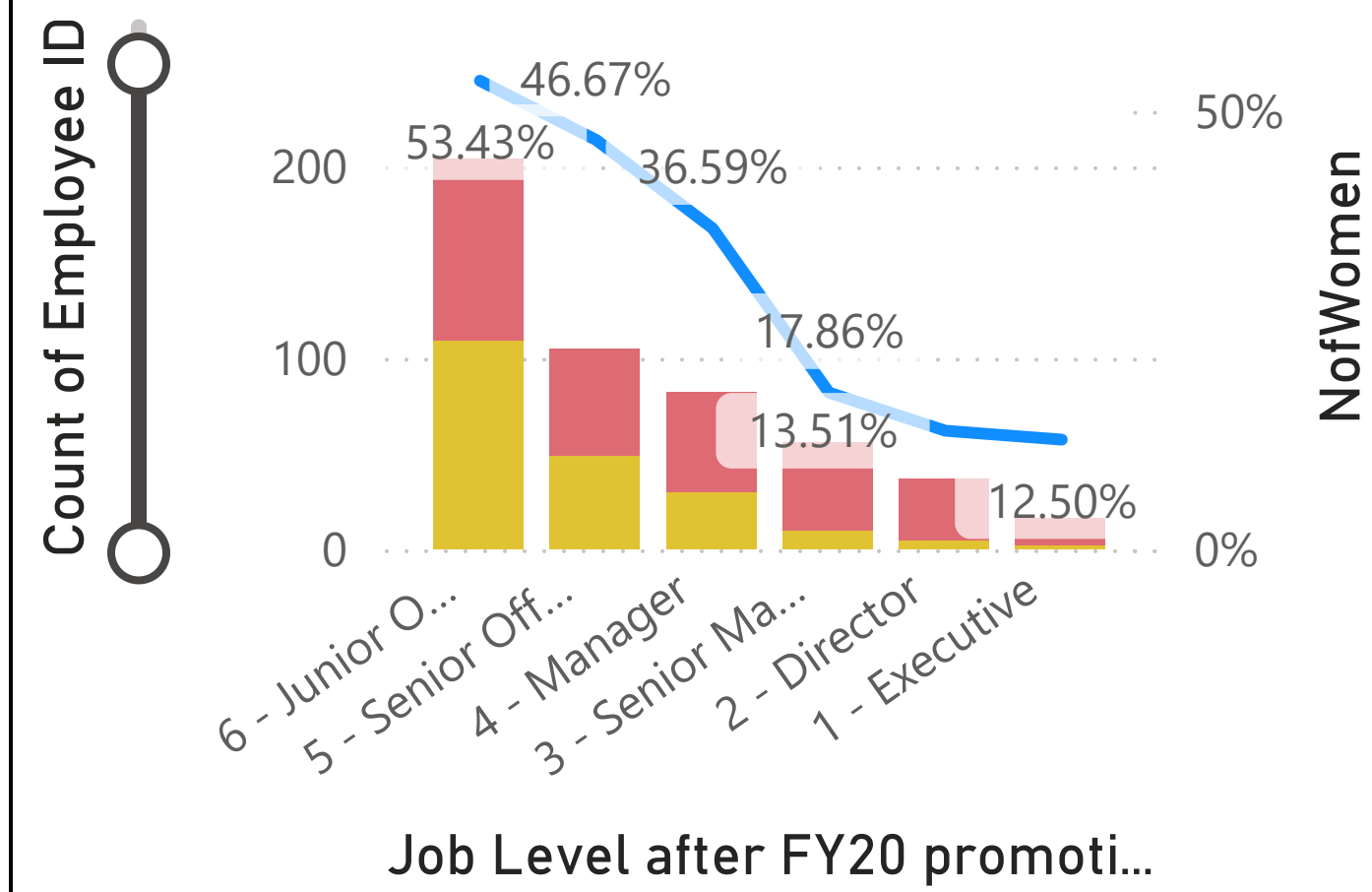
Job by Age group

Age group ● 16 to 19 ● 20 to 29 ● 30 to 39 ▶

6 - Junior Off...	94.67%
5 - Senior Off...	57.29% / 42.71%
4 - Manager	83.54%
3 - Senior M...	64.91%
(Blank)	40.43%
2 - Director	57.58% / 36.36%
1 - Executive	68.42%
	33.33%

Job Level after FY21 promotions

KPI 3 - Employee by Gender

Employee ID by Gender

Gender
● Female
● Male

41%
59%
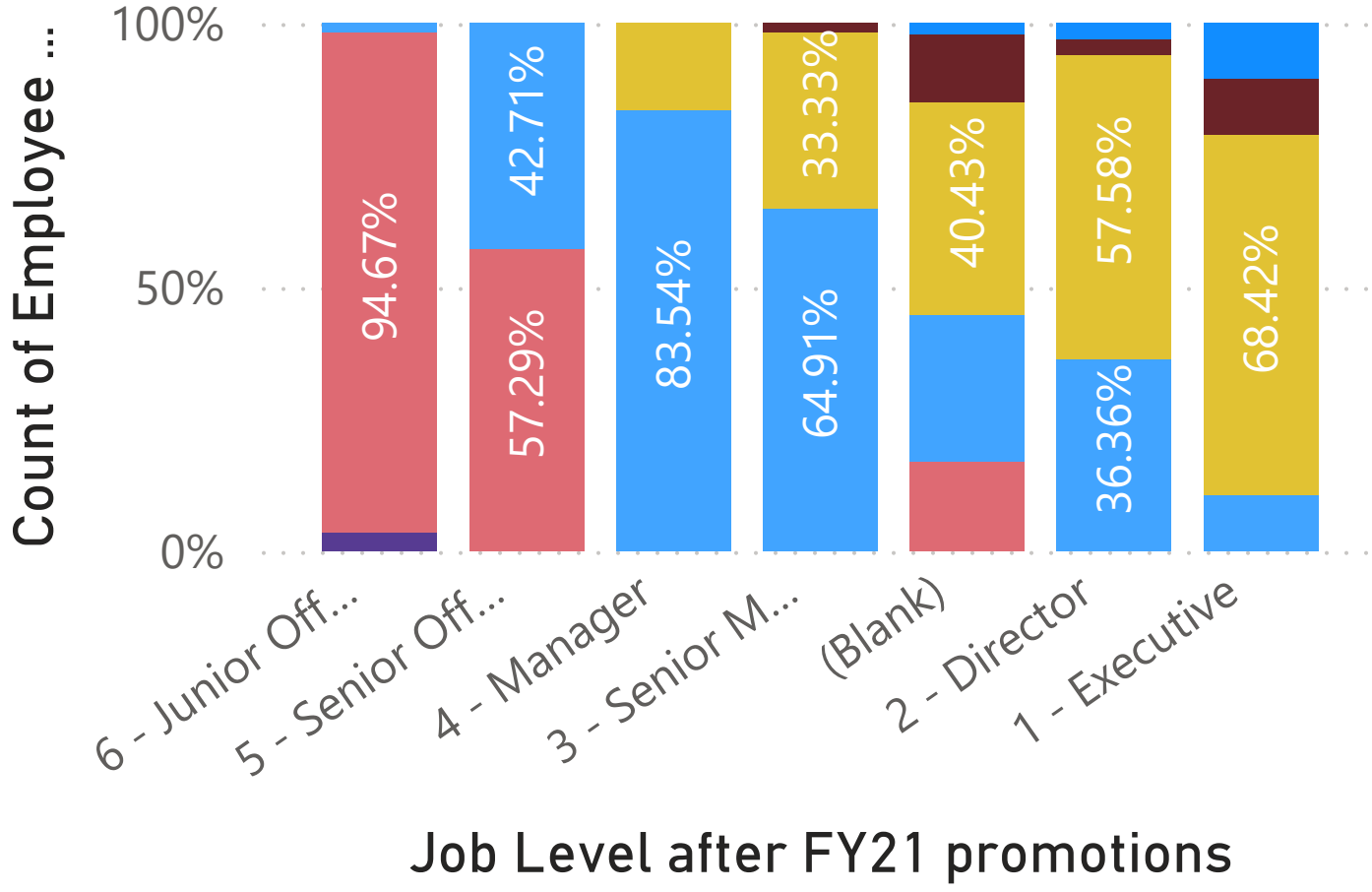
Average of Employee ID by Gender
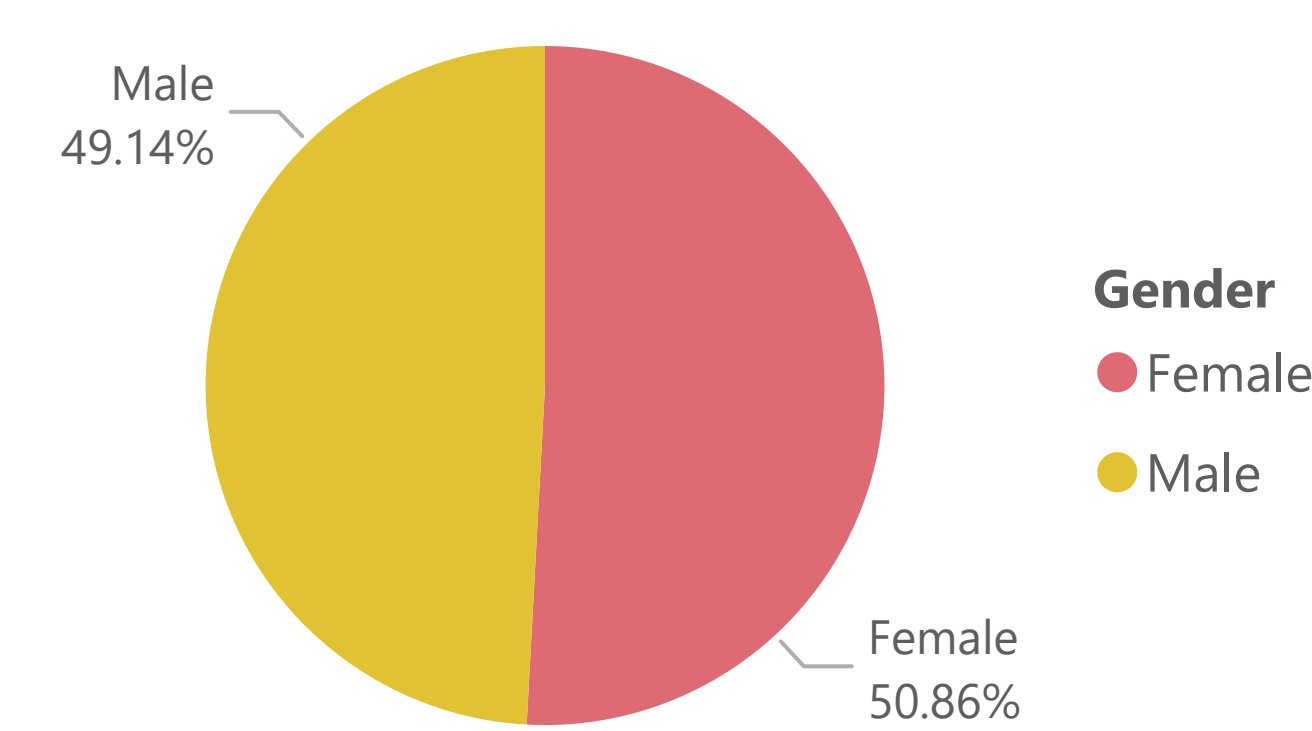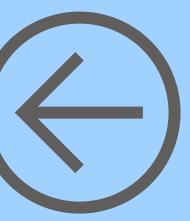
Male 49.14%
Female 50.86%

Gender
● Female
● Male

Diversity and Inclusion Dashboard

Employee Type

- ☑ Select all
- ⌄ ☑ Full Time
- ⌃ ☑ Part Time

Gender

- ◼ Female
- ◼ Male

Department

- ☑ Select all
- ☑ Finance
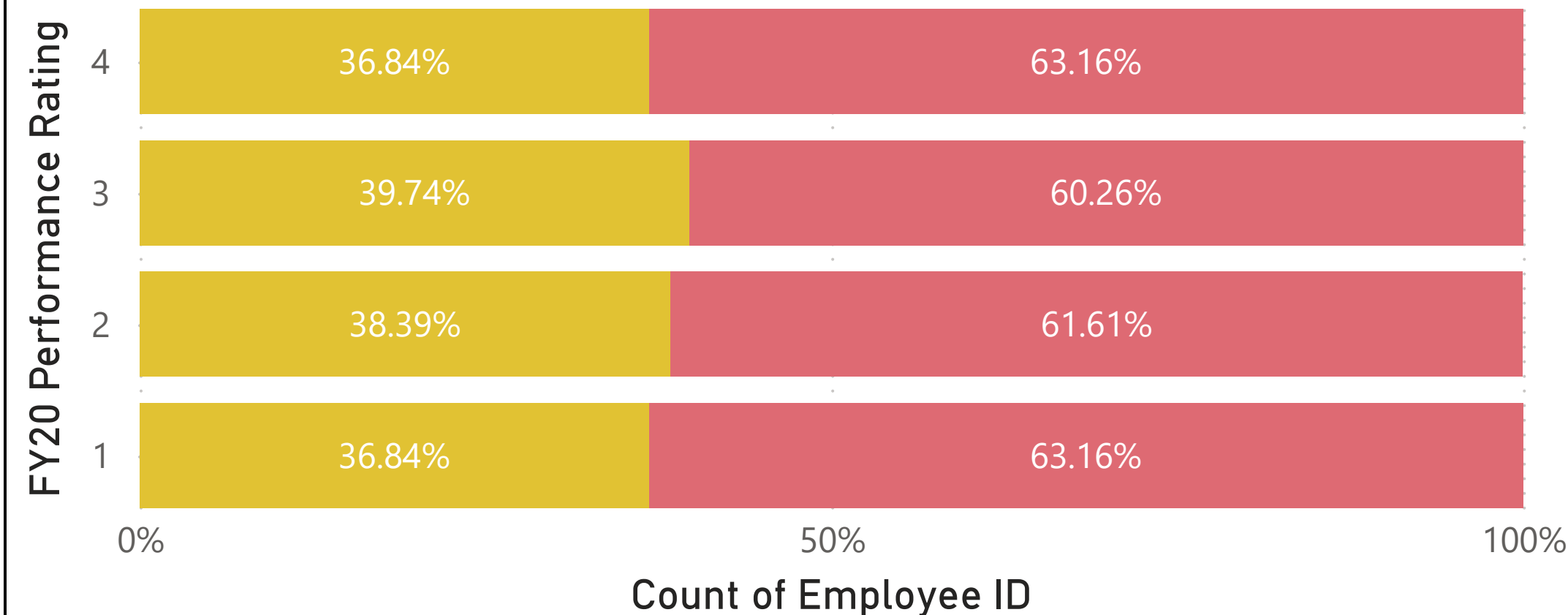- ☑ HR

Nationality

- ☑ Select all
- ☑ Austria
- ☑ Belgium

Job Level

- ☑ Select all
- ☑ 1 - Executive
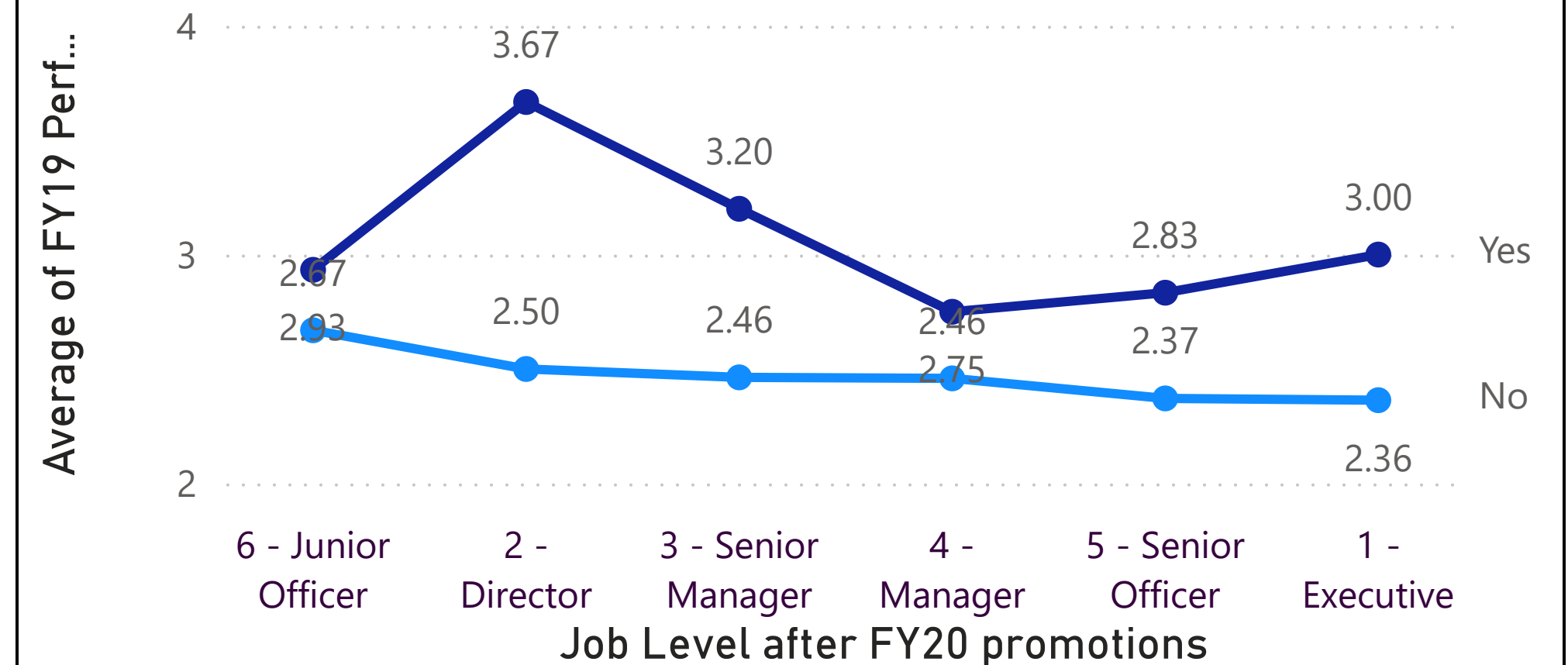- ☑ 2 - Director

KPI 4 - Performance Rating

Job Type

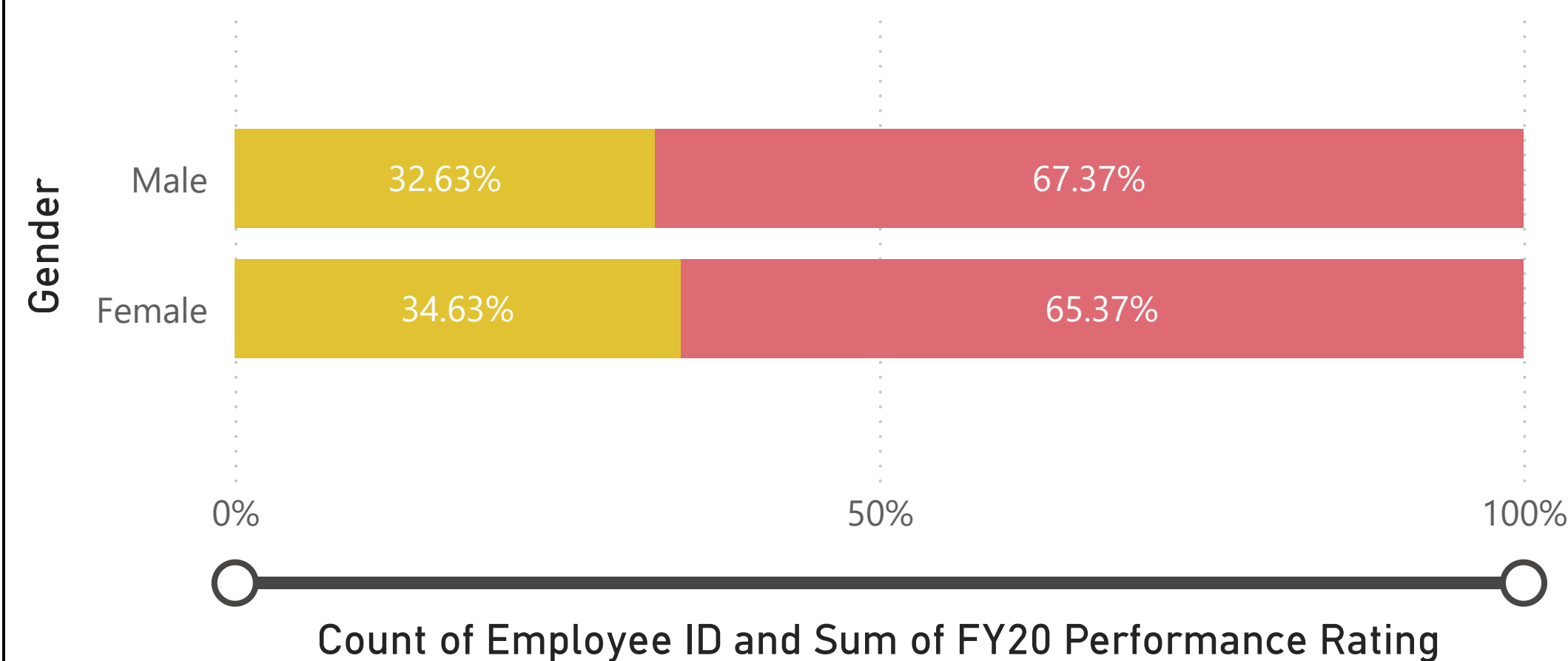**Gender** ● Female ● Male

100% stacked bar chart of FY20 Performance Rating by Gender:

FY20 Performance Rating	Female	Male
4	36.84%	63.16%
3	39.74%	60.26%
2	38.39%	61.61%
1	36.84%	63.16%

Count of Employee ID

Job Types

● Count of Employee ID ● Sum of FY20 Performance Rating

Gender	Count of Employee ID	Sum of FY20 Performance Rating
Male	32.63%	67.37%
Female	34.63%	65.37%

Count of Employee ID and Sum of FY20 Performance Rating

KPI 5 - Turnover Rate

Average Performance Rating

FY20 leaver? ● No ● Yes

Line chart — Average of FY19 Performance Rating by Job Level after FY20 promotions:

Job Level after FY20 promotions	Yes	No
6 - Junior Officer	2.67	2.63
2 - Director	3.67	2.50
3 - Senior Manager	3.20	2.46
4 - Manager	2.46	2.75
5 - Senior Officer	2.83	2.37
1 - Executive	3.00	2.36

Total Men

59.00%

NofMen

Total Women

41.00%

NofWomen