



Diversity & Inclusion



Employee Type

All

Nationality

All

Departments

All

Job Level

All

Total Employees

500

Men

59%

Women

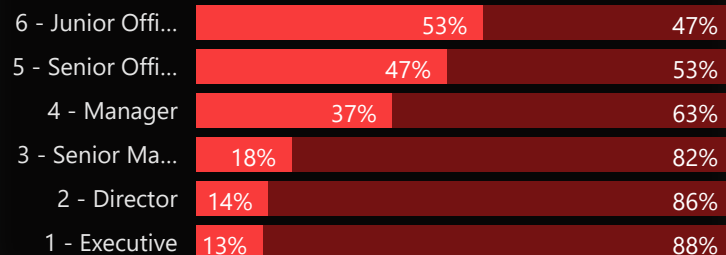
41%

86.80%

Hiring

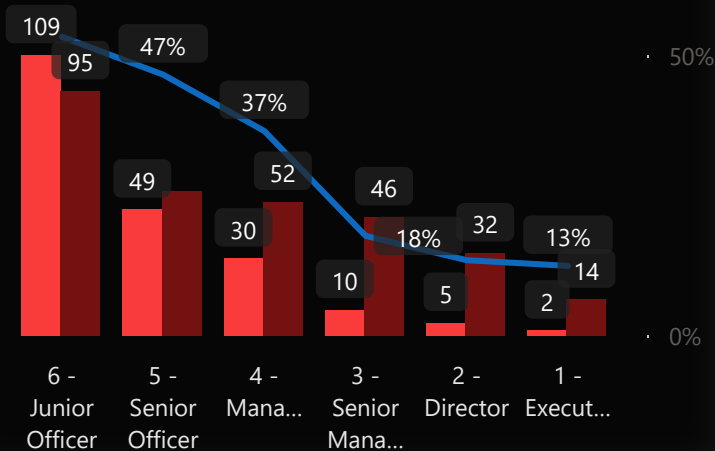
Employees By Job Type

Female Male



Employees By Job Type

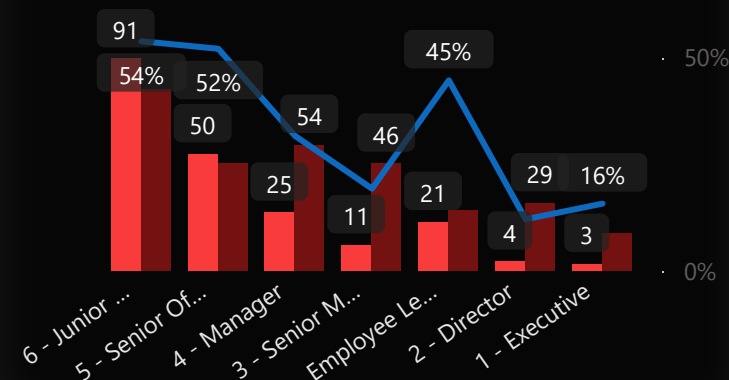
Female Male % of Women Hires



Promotions (This Year)

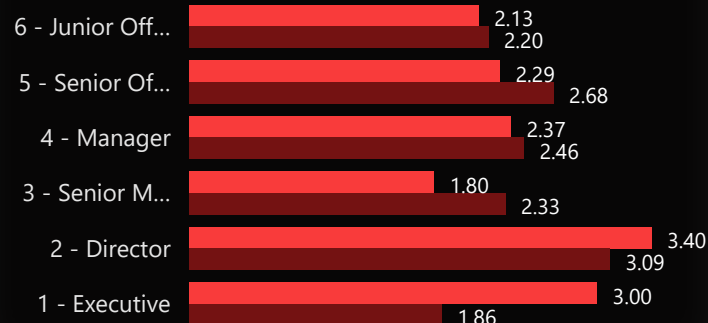
Job Role After FY21 Promotions

Female Male % of Women Hires



Avg Time In Previous Role

Female Male



Turnover Rate (Leavers)

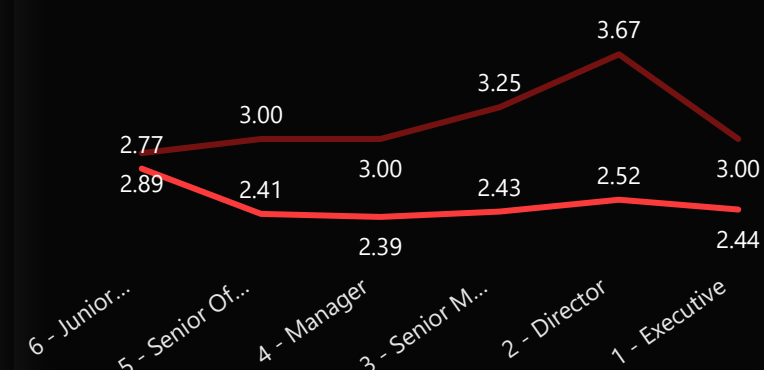
Performance Rating of Leavers vs Non-leavers (Women)

FY20 leaver? No Yes



Performance Rating of Leavers vs Non-leavers (Men)

FY20 leaver? No Yes





% Hires FY20

13.20%

% Leavers FY20

41%

% Promotions FY21

10.20%

Avg Rating Women

2.42

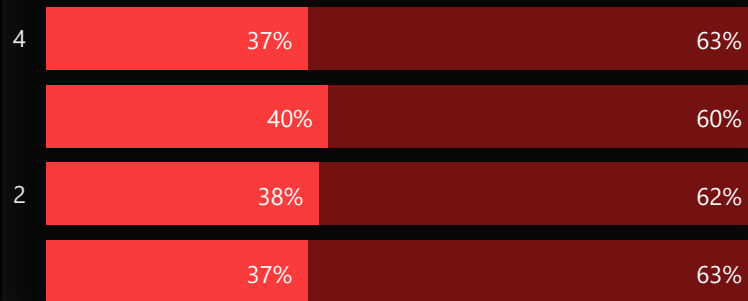
Avg Rating Men

2.41

Performance Rating

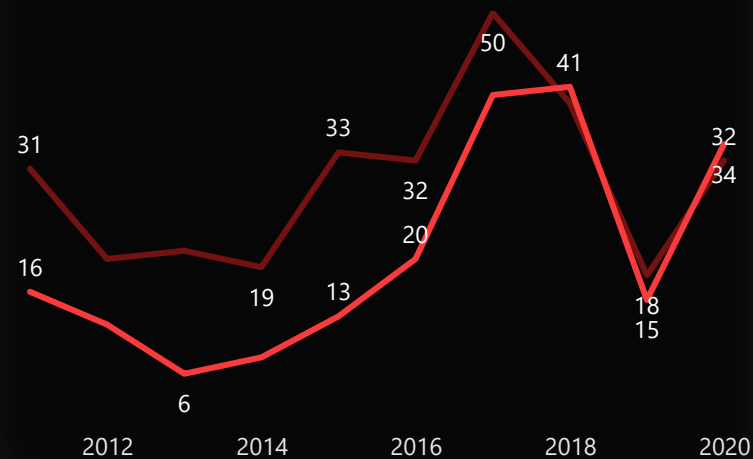
Employees By Performance Rating

Female Male



Gender by Year

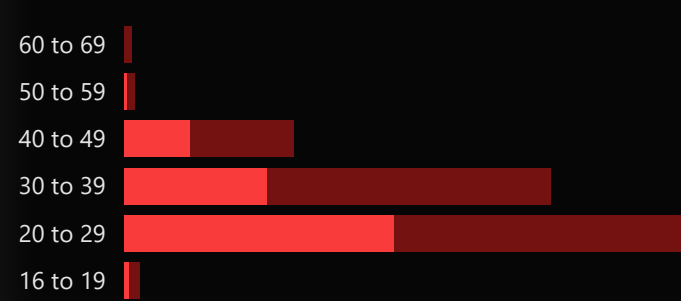
Male Female



Age Group

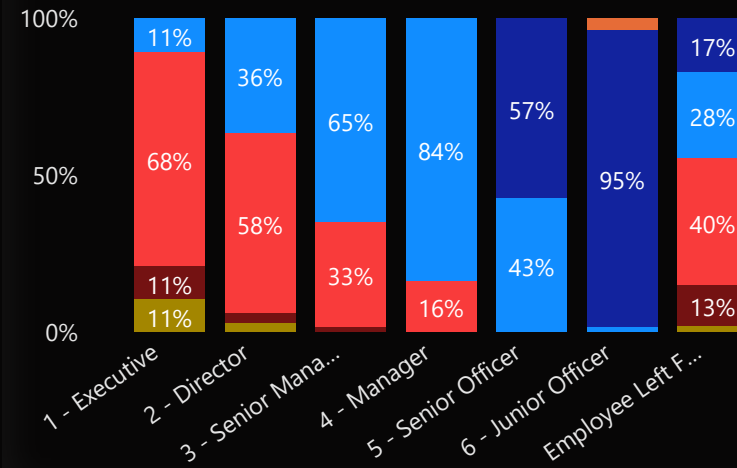
Employees by Age group (FY20)

Female Male



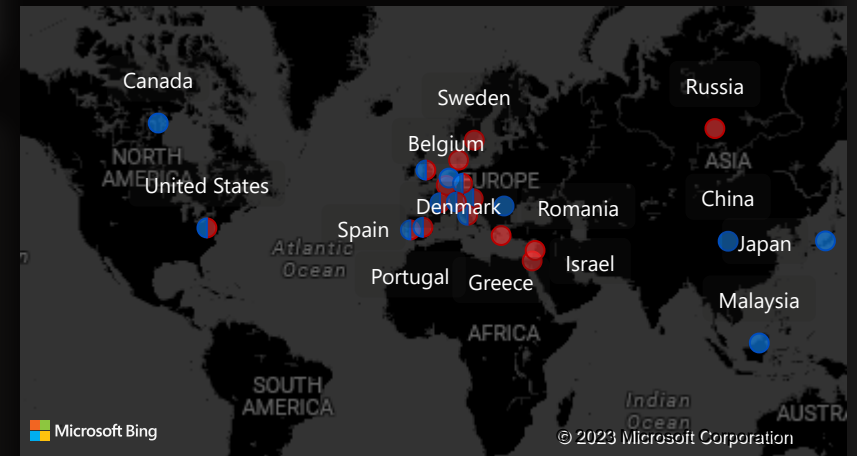
Job Level by Age group (FY21)

Age group 60 to 69 50 to 59 40 to 49 30 to 39



Gender Proportion by Nationality

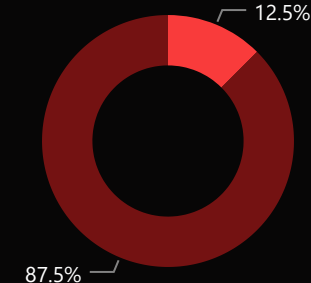
Female Male



Employee Breakdown FY20

Female

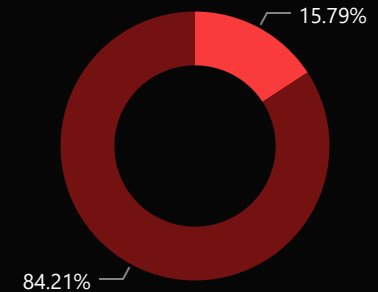
Male



Employee Breakdown FY21

Female

Male





Insights

Key Findings

- Women employees started trending up in 2014, rising by 26 in 6 years. Women jumped from 8 to 34 during its steepest incline between 2014 and 2020. From 2011 to 2017, the company has hired more male than female employees and this changed from 2018 to 2020 apart from 2019 where male employees were greater than female. Newly hired employees for Female (34) are higher than that of Male (32). This is a good trend because an organization with diverse teams has increased productivity.
- Switzerland had the highest New Hired Customers at 35 and Europe has 30 New employees while Asia Pacific, had the lowest New Hired employees at 1.
- Male had 2.41 Average of FY20 Performance Rating and 2.58 Average of FY19 Performance Rating. Female had 2.42 Average of FY20 Performance Rating and 2.56 Average of FY19 Performance Rating.
- Sales & Marketing department has the highest Men at 109 and HR department has the lowest Men at 5. Operations department has the highest Women at 100 and Strategy department has the lowest Women at 4. Men and Women employees are positively correlated with each other.
- Age group (20 to 29) and (30 to 39) has the highest number of newly hired employees while age group 50 to 59, had the lowest newly hired employees. Male employees are more likely to be promoted than female employees & they have higher turnover rate than female.

Recommendations

- There should be increased job satisfaction among employees that's why the average performance ratings are low. Having a diverse and inclusive team will lead to increased job satisfaction.
- The company should adopt inclusion and diversity by attracting more women to the organization and by retaining & developing diverse talents across different age group.
- I'd recommend that the company acknowledge the performance of its employees. This will serve as a means of motivation to them, knowing that they are not doing all the tremendous work in vain.
- Organization should provide training facilities to employees having low performance rating across different age group, this will increase problem solving strategies, cultural influences and generational diversity.
- The company should set up an evaluation team to investigate why the performance of some of its employees are very low & also why its employees are leaving.