

# Welcome to Pharma Group AG

## KPI's in Hiring

- **Gender Representation-** A total of 66 new employees were hired and out of which men are 32 and women are 34.
- **Departmental Distribution-** males and women work in approximately equal numbers in all areas, while women predominate in the HR department and males do so somewhat in the sales department.

## KPI's in Promotion

- **Overall Promotion Rate-** 10.2% promotion Rate.
- **Gender promotion Distribution-** Male 65% and female 35%.
- **Departmental Promotion Trends-** HR department receive the highest rates of promotion where as operations department receive the least promotion.

## KPI's in Performance

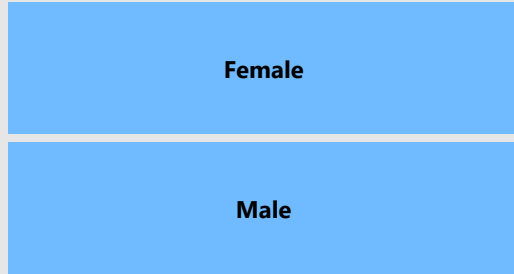
- **Average Performance Rating-** 2.412
- **High Performer Percentage-** 3.8%
- **Gender Performance Gap-** Despite women leading, there is very little performance difference between male and female employees.

## KPI's in Turnover

- **Overall Turnover Rate-** 10.24%
- **Men vs Women Turnover rate-** 53.75 : 46.25
- **Turnover Rate by Department-** Finance department with 16.67%

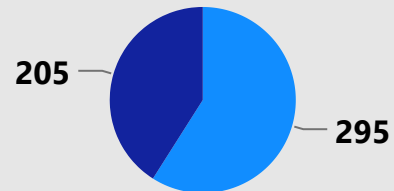
# Hiring Analysis Dashboard

Gender



Employee Count

● Men ● Women



66

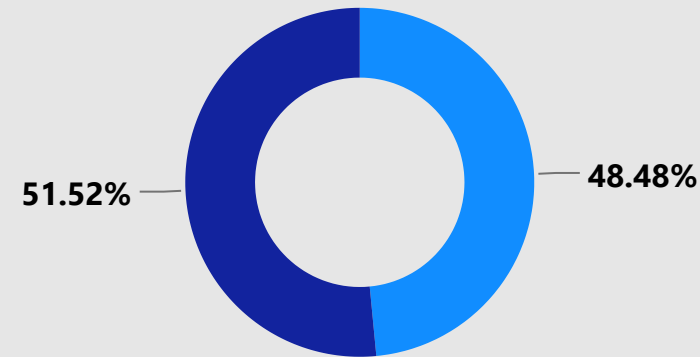
Total New Hires

500

Total Employees

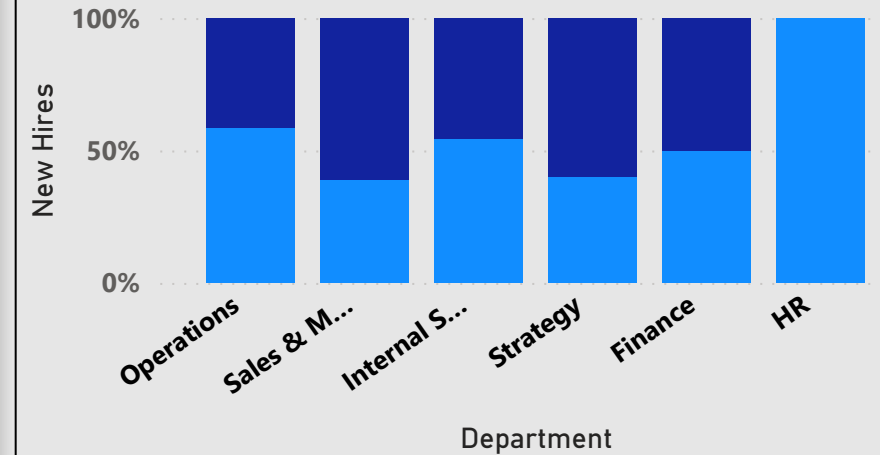
New Hires

● Men ● Women

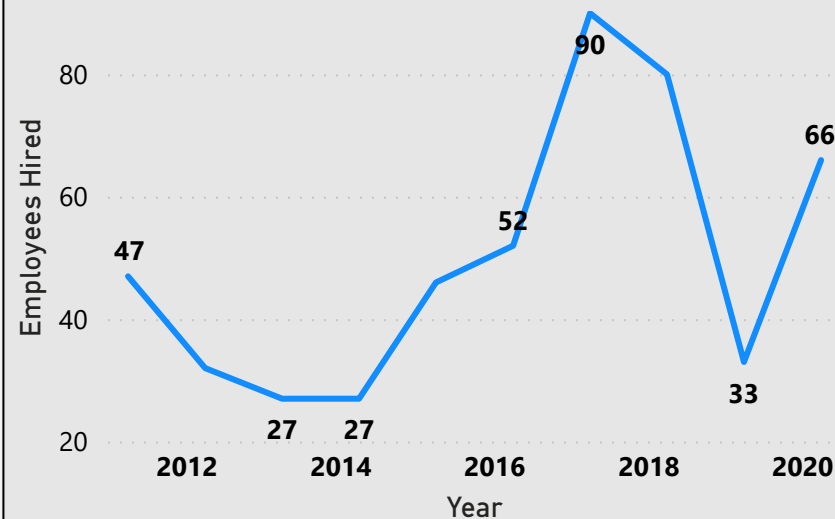


New Hires by Department

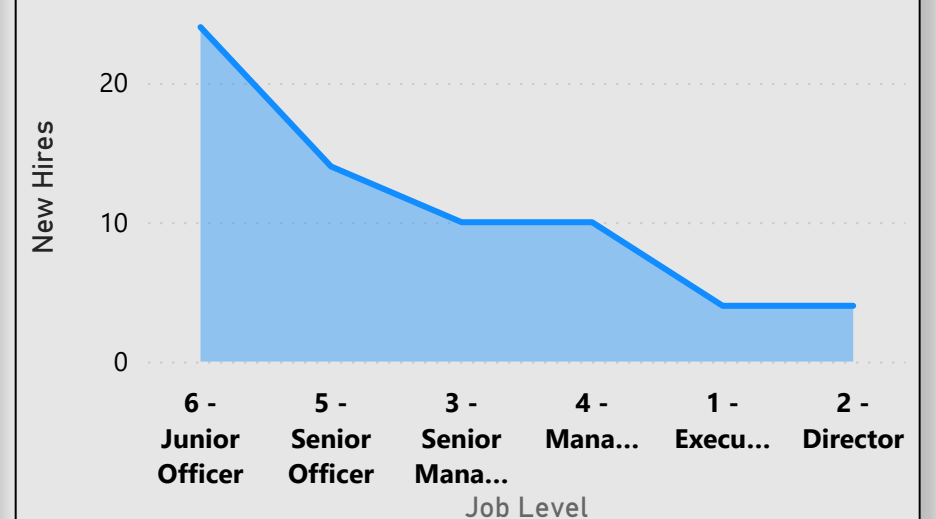
Gender ● Female ● Male



Hire Trend over the years



New Hires by Job Level



# Promotion Analysis Dashboard

Gender

All

Job Level

All

Department

All

51

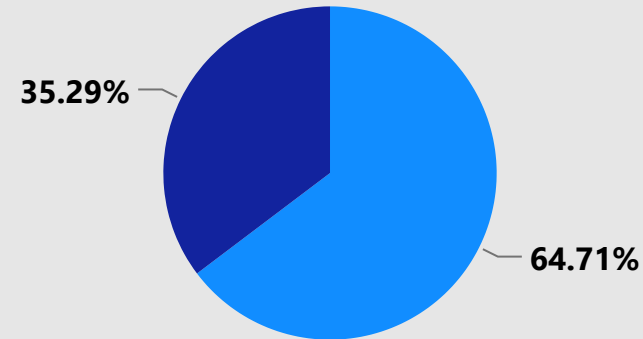
Total Promotions

10.2%

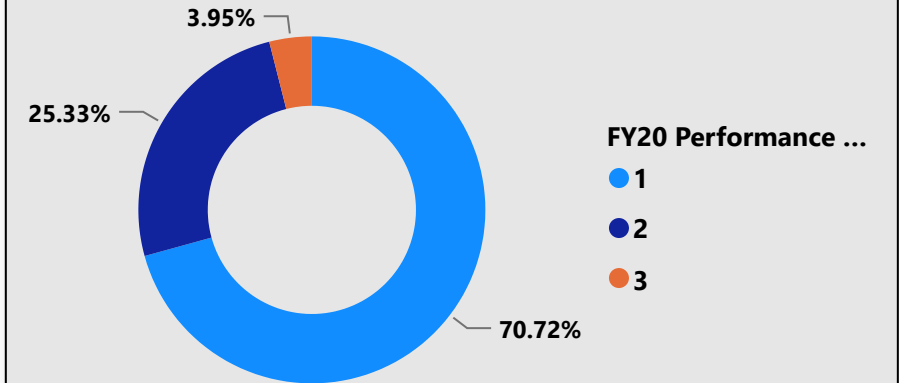
Total Promotion Rate

Promotion % by Gender

Male Female

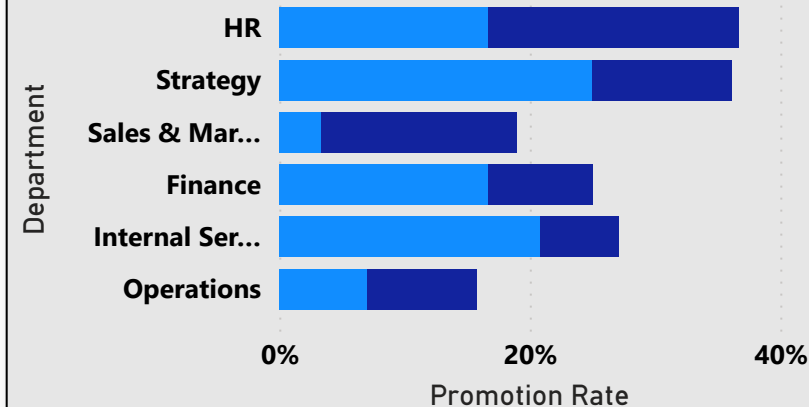


Promotion Rate by Performance Rating



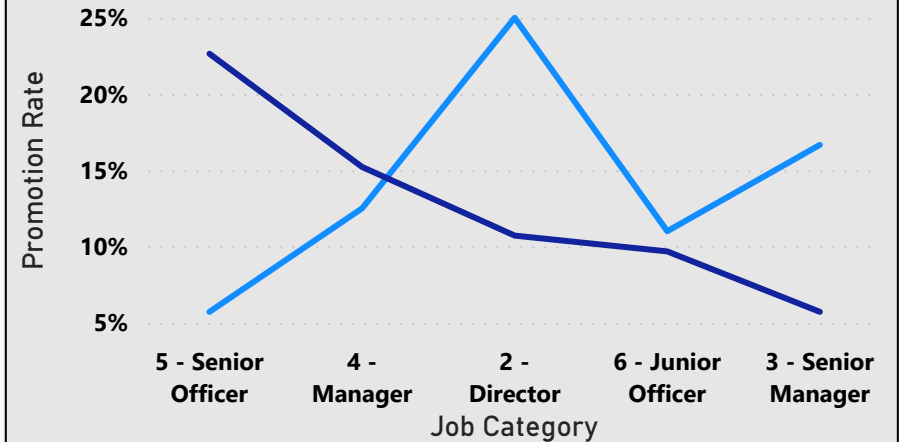
Promotion Rate by Department

Female Male



Promotion Rate by Job Level

Female Male



# Performance Analysis Dashboard

Gender



All



Job Level



All



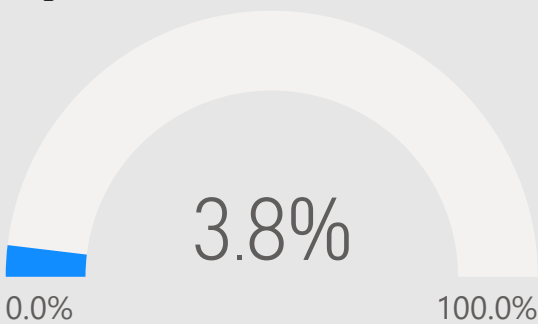
Rating



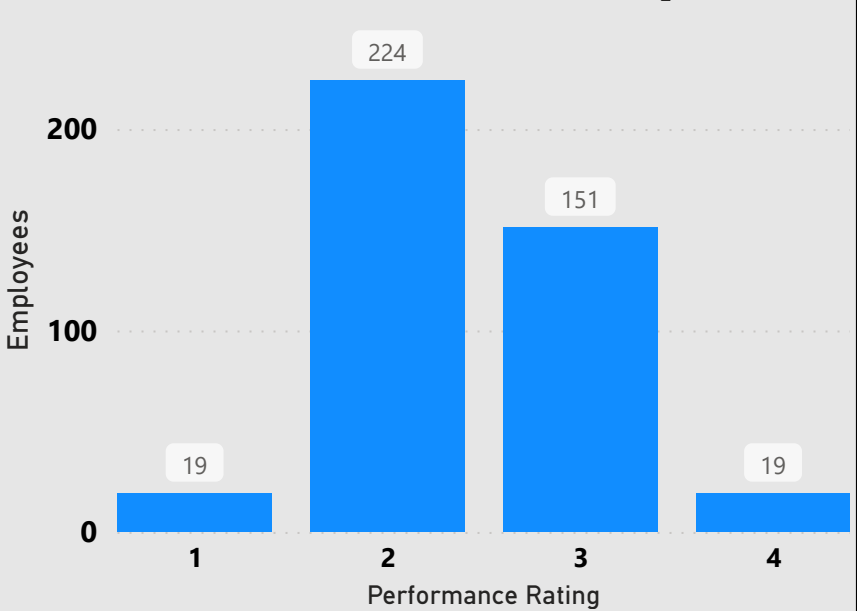
All



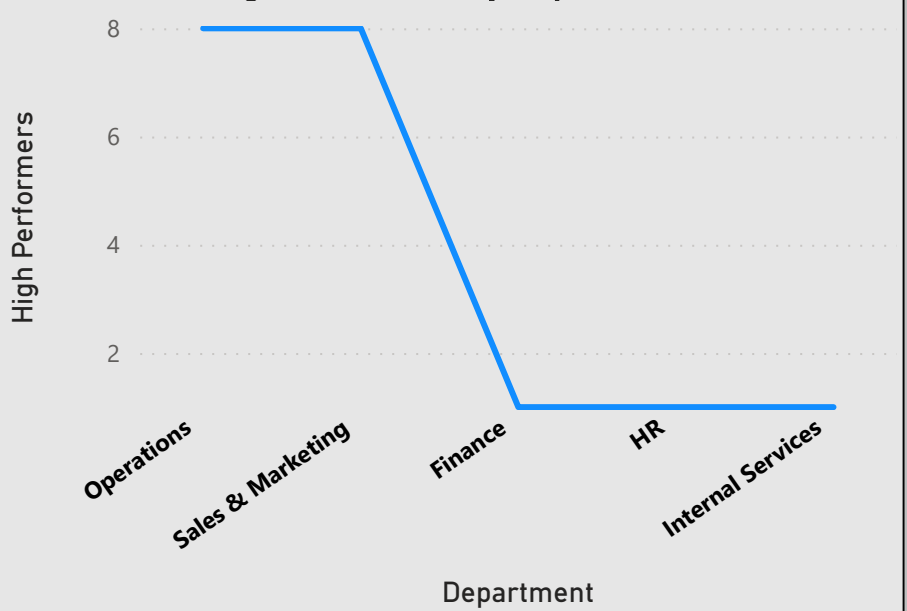
% High Performers



Distribution of Performance Ratings



High Performers by Department



2.412

Avg Performance Rating

Department	2 - Director	3 - Senior Manager	4 - Manager	5 - Senior Officer	6 -
Strategy	2.500	2.500	3.000	3.000	
Sales & Marketing	2.100	2.125	2.542	2.371	
Operations	2.750	2.786	2.458	2.400	
Internal Services	2.571	2.222	2.417	2.400	
HR	3.000	2.500	2.000	2.000	
Finance	2.500	2.500	2.667	2.250	
Total	2.485	2.400	2.464	2.384	

# Turnover Analysis Dashboard

Gender



Female

Male

Job Level



All



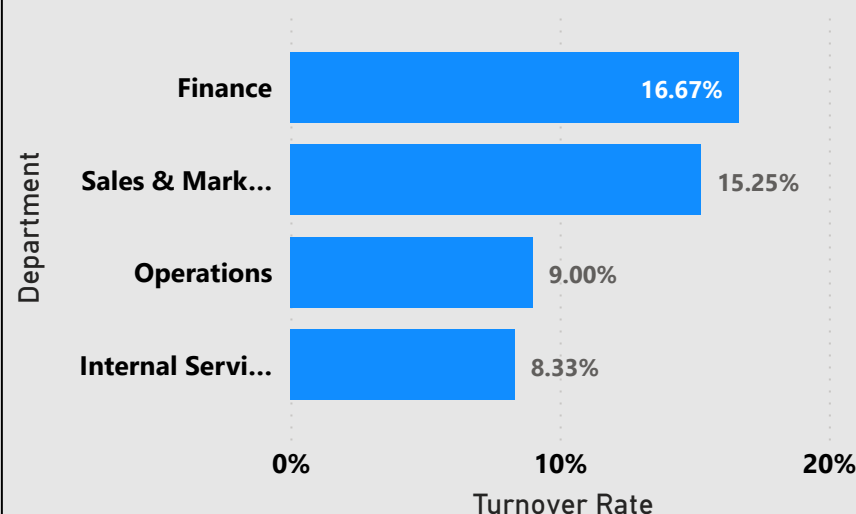
10.24%

Turnover Rate

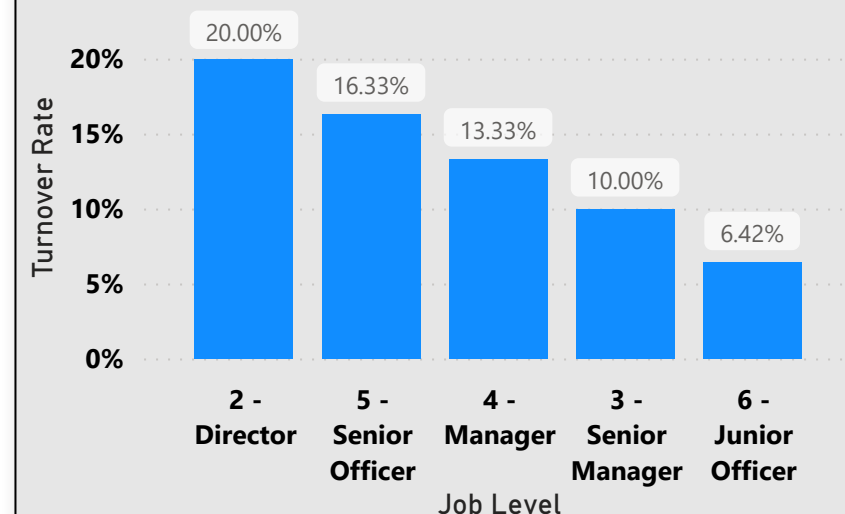
21

Total Leavers

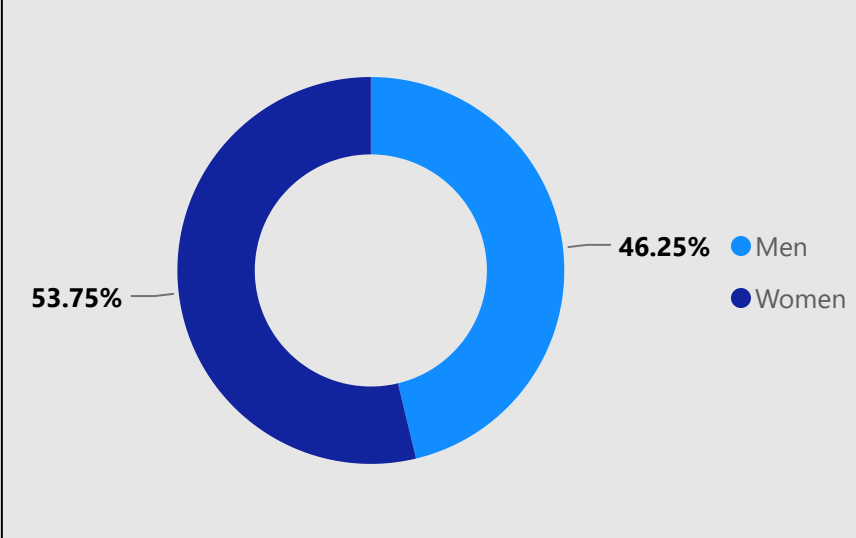
Turnover Rate by Department



Turnover Rate by Job Level



Men vs Women Turnover Rate



Turnover Rate vs Performance Rating by Department

