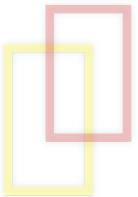


# DIVERSITY AND INCLUSION



Go to report



**500**

Total No of Employees

**47**

Resigned Employees ...

**66**

Total No of Hires FY20

**87**

Total Promotion

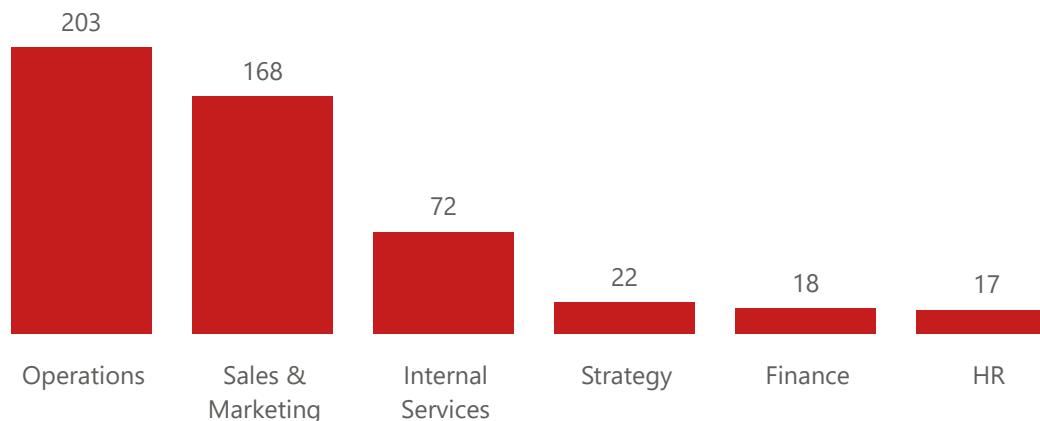
**6**

Total Departments @...

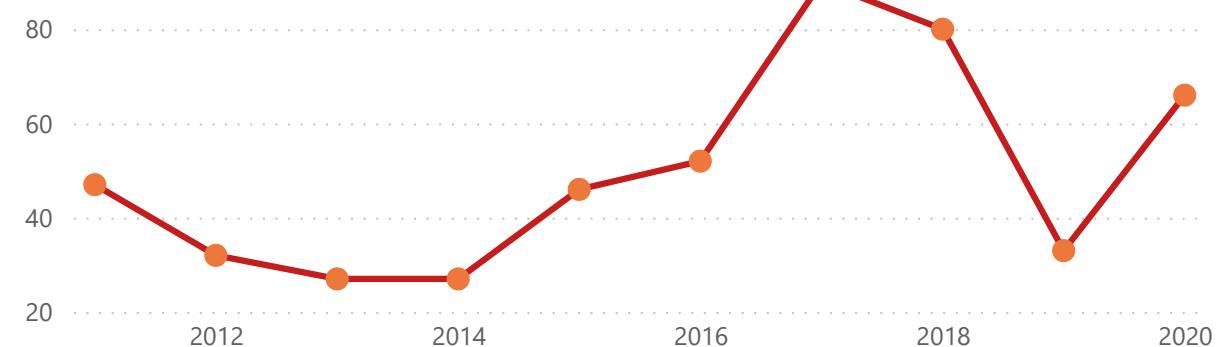
**6**

Total Job Levels

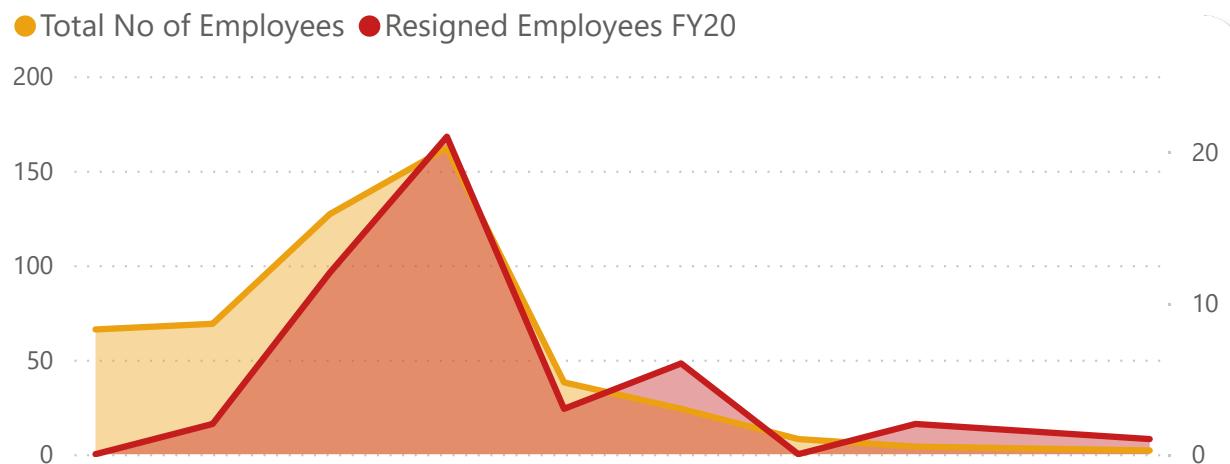
## Employees by Department



## Trend of Employees Hired (2011 - 2020)



## Trend Based on Time in Job



## Employees by Job Level (After 2021 Promotions)



**295**

Male Employees

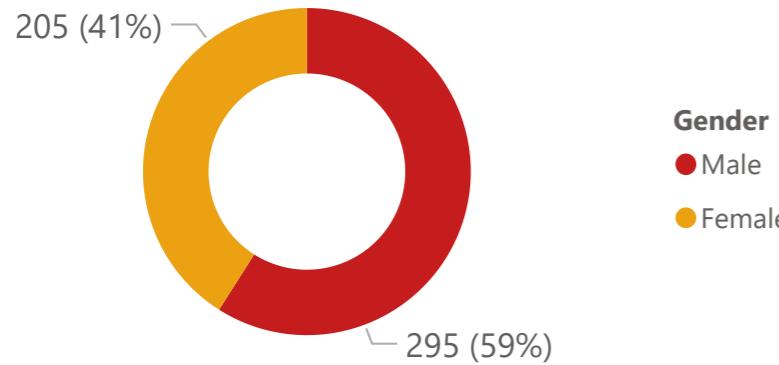
**205**

Female Employees

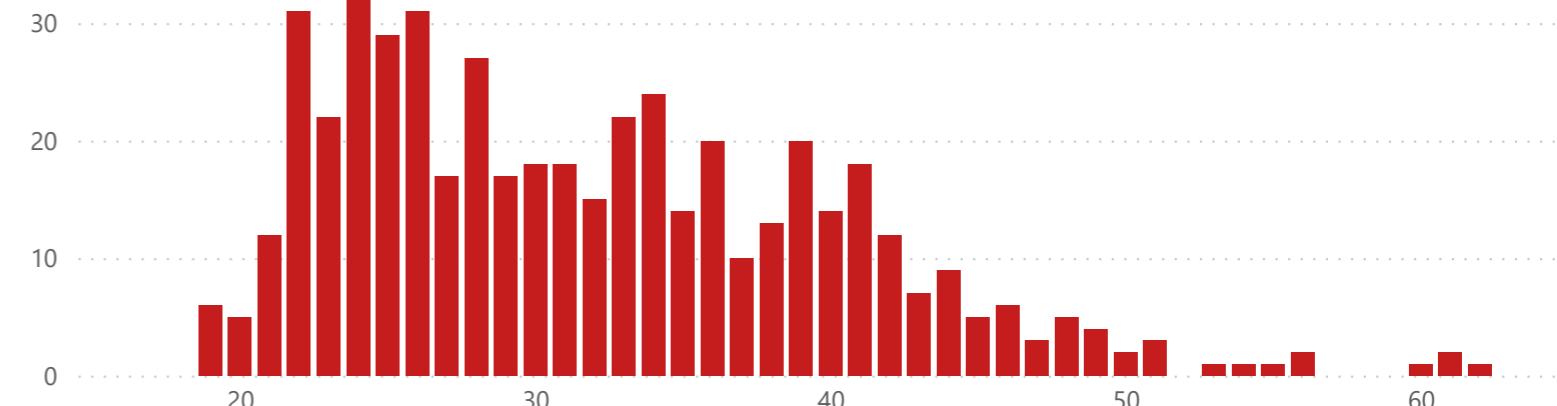
**47**

Resigned Employees ...

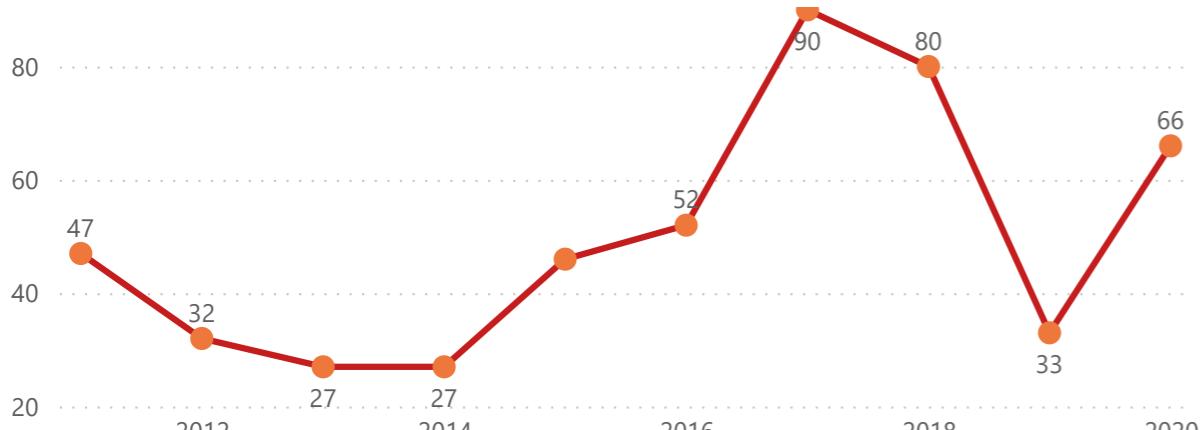
## Employees by Gender



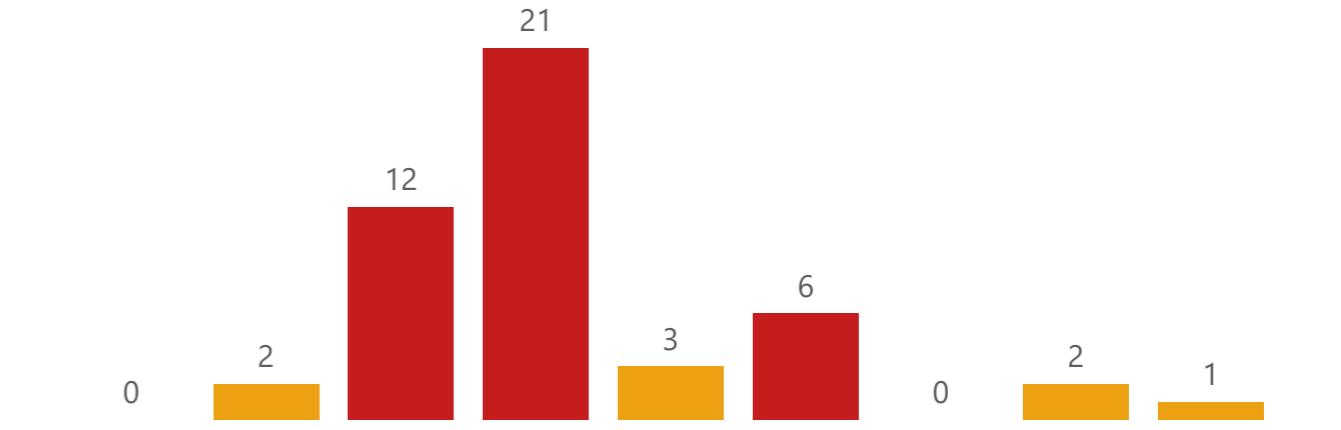
## Employees by Age



## Hire Trend (2011 - 2020)



## Employees by Time in Job





**500**

Total No of Employees

**66**

Total No of Hires FY20

**22**

Countries

**6**

Total Job Levels

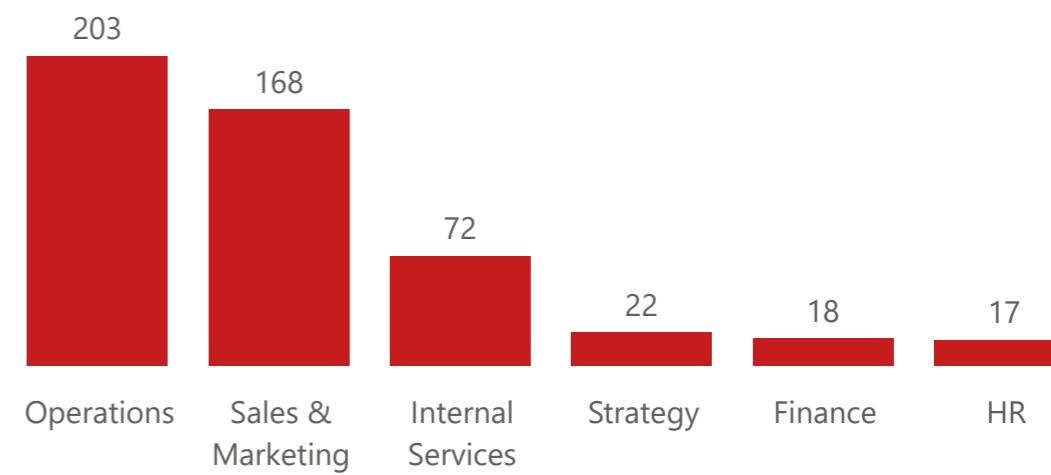
**6**

Total Departments @...

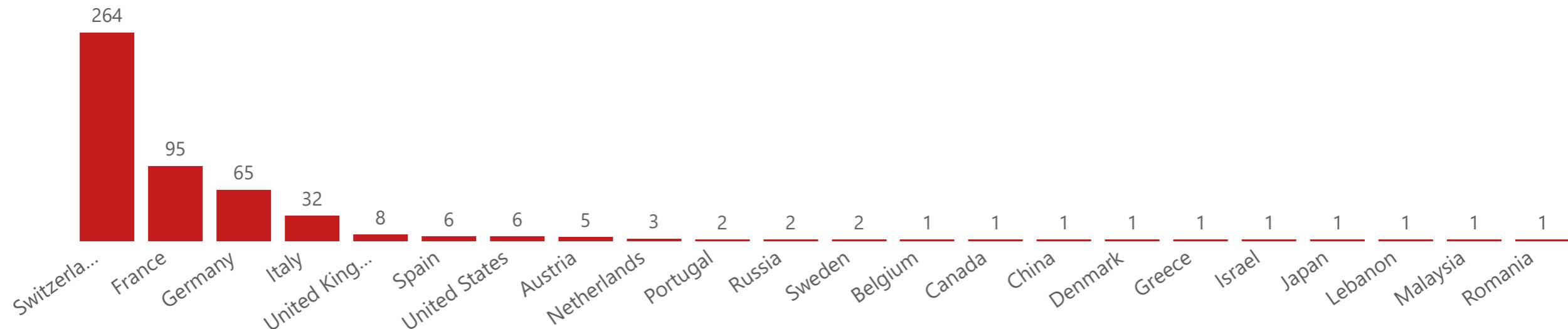
## Employees by Job Level (After 2021 Promotions)



## Employees by Department



## Employees by Nationality



**Junior Officer:** 29 employees were promoted from Junior Officers to Senior Officers, 2 promoted to Managers, while 17 resigned.

**Senior Officer:** 22 employees were promoted to Managers, 1 to Senior Manager, while 12 resigned.

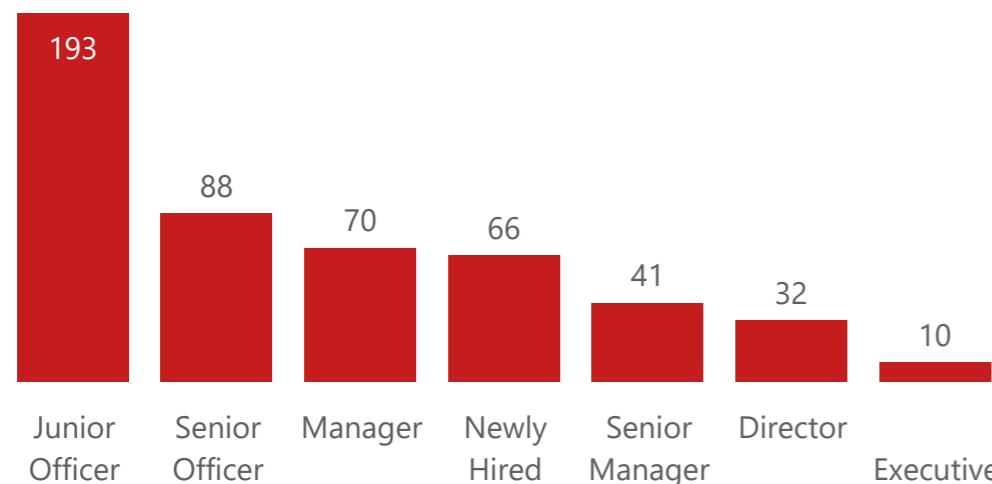
**Manager:** 16 employees were promoted to Senior Managers, 1 to Director, while 8 resigned.

**Senior Manager:** 6 employees were promoted to Directors, while 5 resigned.

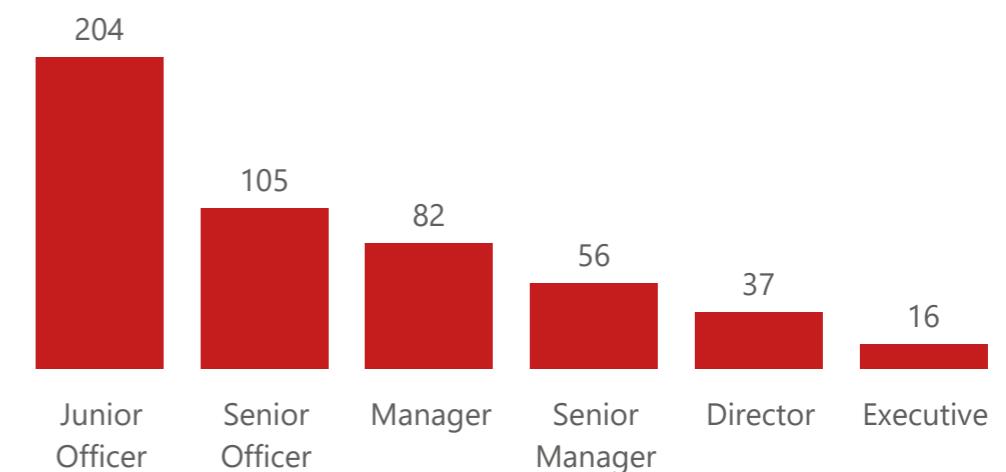
**Director:** 6 employees were promoted to Executives, while 4 resigned.

**Executive:** 1 employee resigned.

Employees by Job Level (Before 2020 Promotions)



Employees by Job Level (After 2020 Promotions)



Employees by Job Level (After 2021 Promotions)



Employee ID	Job Level before FY20 promotions	Job Level after FY20 promotions	Job Level after FY21 promotions	Total Promotion
91	Junior Officer	Senior Officer	Manager	2
175	Junior Officer	Senior Officer	Manager	2
324	Manager	Senior Manager	Director	2
440	Senior Officer	Manager	Senior Manager	2
12	Junior Officer	Junior Officer	Senior Officer	1
18	Junior Officer	Junior Officer	Senior Officer	1
<b>Total Promotions</b>				<b>87</b>

# PERFORMANCE

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We can filter this table by employees current job level/status to know how they have been performing (current year: 2021)

	Director	Executive	Junior Officer	Manager	Senior Manager	Senior Officer	Resigned
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Employee ID	Time in Job Level @01.07.2020	Job Level before FY20 promotions	Job Level after FY20 promotions	Job Level after FY21 promotions	Total Promotion	FY19 Performance Rating	FY20 Performance Rating
91	1	Junior Officer	Senior Officer	Manager	2	1	2
175	1	Junior Officer	Senior Officer	Manager	2	1	2
324	1	Manager	Senior Manager	Director	2	1	2
440	1	Senior Officer	Manager	Senior Manager	2	1	2
12	3	Junior Officer	Junior Officer	Senior Officer	1	3	2
18	4	Junior Officer	Junior Officer	Senior Officer	1	3	2
20	1	Junior Officer	Senior Officer	Senior Officer	1	1	2
31	3	Junior Officer	Junior Officer	Senior Officer	1	2	2
32	2	Manager	Manager	Senior Manager	1	2	1
33	1	Senior Officer	Manager	Manager	1	1	2
34	5	Senior Officer	Senior Officer	Manager	1	2	1
39	1	Junior Officer	Senior Officer	Senior Officer	1	2	3
51	6	Senior Officer	Senior Officer	Manager	1	3	2
54	7	Senior Officer	Senior Officer	Manager	1	3	2
58	2	Senior Officer	Senior Officer	Manager	1	3	2
66	1	Manager	Senior Manager	Senior Manager	1	2	3
67	1	Senior Manager	Director	Director	1	1	2
76	4	Manager	Manager	Senior Manager	1	3	2
88	3	Junior Officer	Junior Officer	Senior Officer	1	3	2
90	1	Junior Officer	Senior Officer	Senior Officer	1	1	2
117	1	Senior Officer	Manager	Manager	1	1	2
120	4	Senior Officer	Senior Officer	Manager	1	3	2
137	2	Senior Manager	Senior Manager	Director	1	3	2
138	6	Junior Officer	Junior Officer	Senior Officer	1	2	2
141	1	Manager	Senior Manager	Senior Manager	1	2	4

## INSIGHTS

- 1 Most of the employees who resigned were Junior Officers, and have been in that level for an average of 3 years.
- 2 Out of the total 87 promotions, 4 employees were promoted twice, and in the space of 2 years.
- 3 While analyzing employees promotion by performance, I discovered that employees who were promoted twice in the space of two years had very low performance rating, while those who left had higher performance rating. This leaves the question "**Why is it so?**" It's not really clear why 47 employees left the company, but from analysis, majority of them have been in the same job level for more than 2 years, working hard but no promotion

## RECOMMENDATIONS

- 1 If the company is going to promote its employees, then it should be based on the level of their individual performance.
- 2 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.
- 3 The company should set up an evaluation team to investigate why the performance of some of its employees are very low and also why its employees are leaving.