



Diversity and Inclusion Analysis

Dashboard 1

Dashboard 2

Insights

Presented By:
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Job Level

All

Age group

All

Region group

All

14%

% employees promoted (FY21)

59%

of hires Male

41%

of hires Female

295

of male

205

of Female

Diversity and Inclusion - HR Dashboard

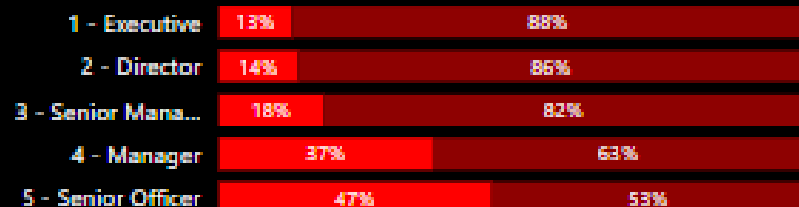
Overview

Dashboard 2

Insights

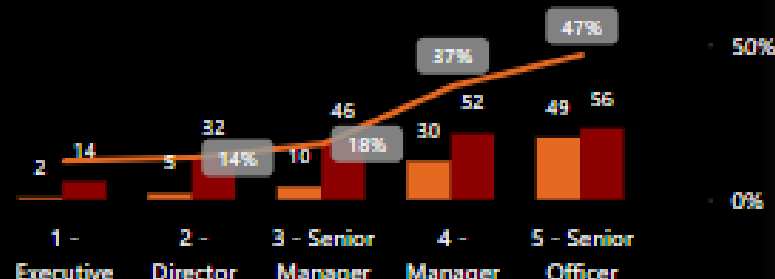
KPI 1: HIRING

Female Male



KPI 2: Promotions

Female Male % Promotees who women

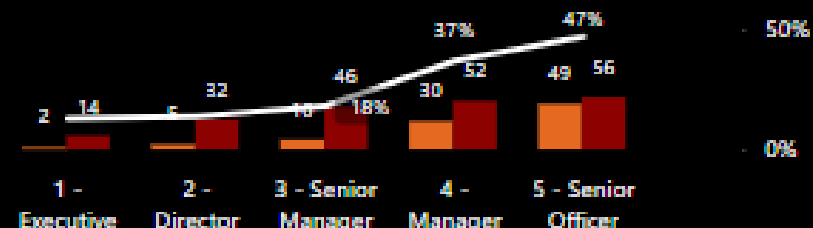


KPI 3: Turnover Rate by Department



Job Level after FY20 promotions and % of hires Women

Female Male % of hires women

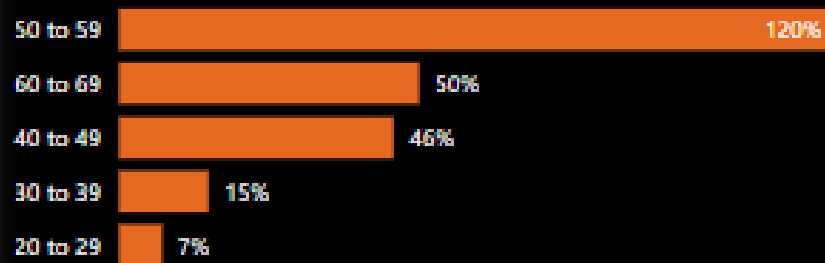


Avg. time of job level employee promoted in this year

Gender Female Male



Turnover by Age group





pwc

Department

All

Age group

All

Job Level

All

Region group

All

59%

of hires Male

41%

of hires Female

2.41

Avg Rating M...

2.42

Avg Rating Female

Diversity and Inclusion - HR Dashboard

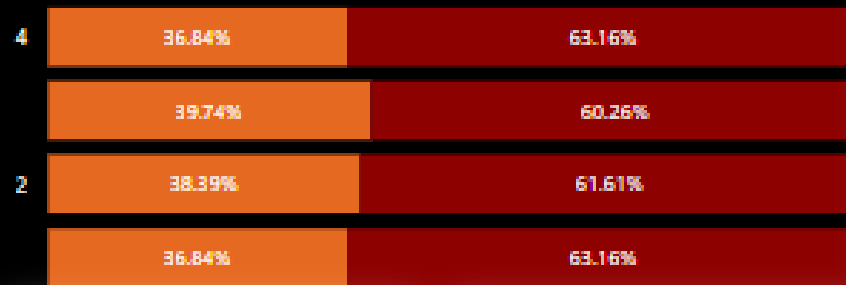
Overview

Dashboard 1

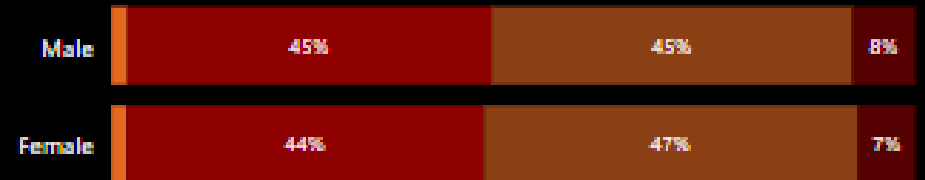
Insights

KPI 4: Performance Rating

Female Male

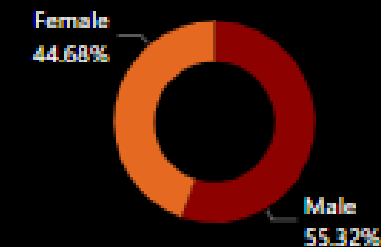


FY20 Perf. Ratings: 1 2 3 4



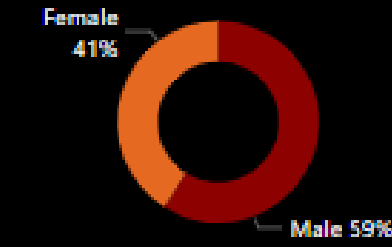
Leaver in FY 2020

Male Female



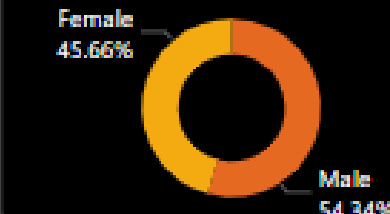
Hires in FY 2020

Male Female



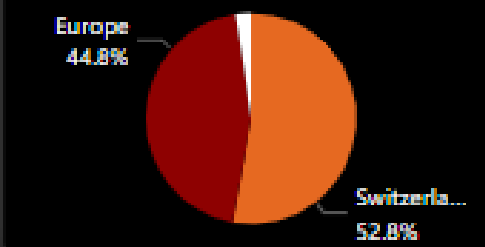
Employees promoted (FY21)

Male Female

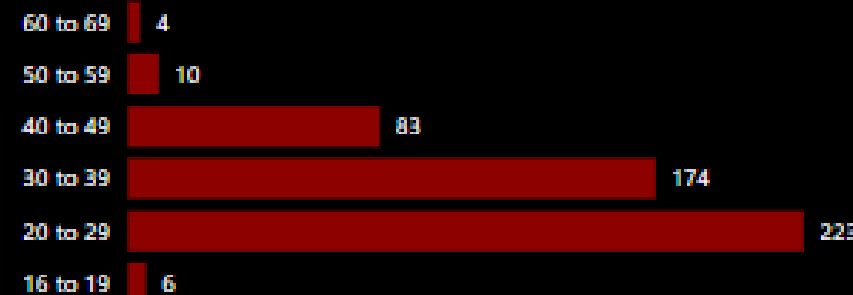


Region group

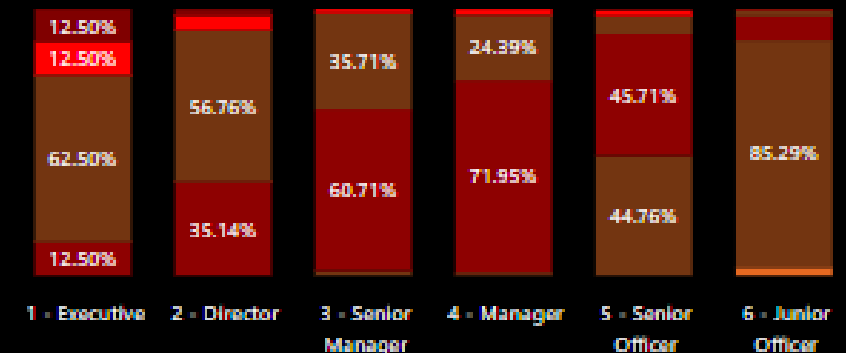
Switzerland Europe Elsewhere



KPI 5: Age Group



Age group 16 to 19 20 to 29 30 to 39 40 to 49 50 to 59 60 to 69





Diversity and Inclusion - HR Dashboard

[Overview](#)[Dashboard 1](#)[Dashboard 2](#)

Insights:

The Data Visualization indicates the following trends:

- **41%** of hires in the year were female, while 59% were male.
- In the Junior Officer category, **53.8%** of promotions were female, the highest proportion for the year.
- Conversely, only **47%** of promotions were male in the Junior Officer category, the lowest for the year.
- Directors experienced the longest average time to be promoted within their job level.
- The Finance department had the highest turnover rate at **22%** for the year.
- Female employees had an average rating of **2.42%**, slightly higher than male employees' average rating of **2.41%**.
- In **2021**, **54.34%** of promotions were male, and **45.66%** were female.
- The most prevalent age group was **20-29**, encompassing **223** employees.

Recommendations:

1. **Promotion Diversity:** Encourage a more balanced gender representation in promotions across all job levels to foster gender equality and diversity within the organization.
2. **Retention Strategies:** Implement measures to address the high turnover rate observed in the Finance department, such as enhancing employee engagement initiatives or conducting exit interviews to identify underlying issues.
3. **Performance Evaluation:** Conduct a comprehensive review of the performance evaluation process to ensure fairness and equity in ratings between male and female employees.
4. **Succession Planning:** Develop targeted succession plans to groom and promote talent from diverse age groups, ensuring a pipeline of skilled employees across all age brackets.
5. **Training and Development:** Offer tailored training and development programs to support career growth and advancement opportunities for employees in the Junior Officer category, aiming to improve gender balance in promotions.