

HR Analytics

Department

All

Job Level

All

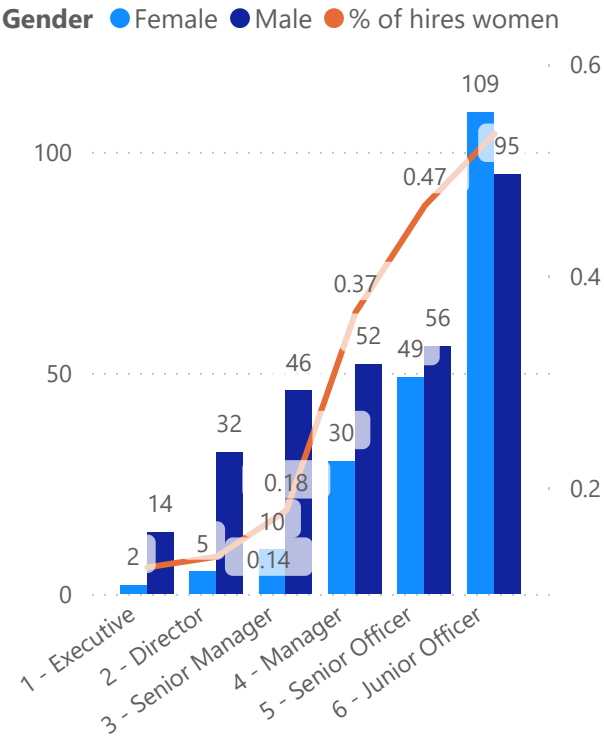
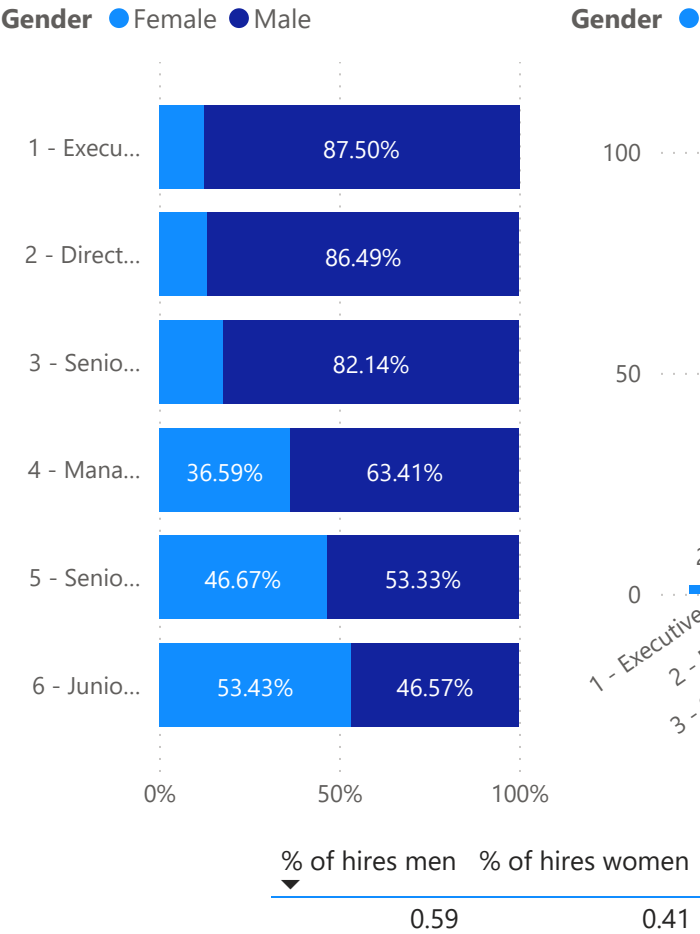
Age group

All

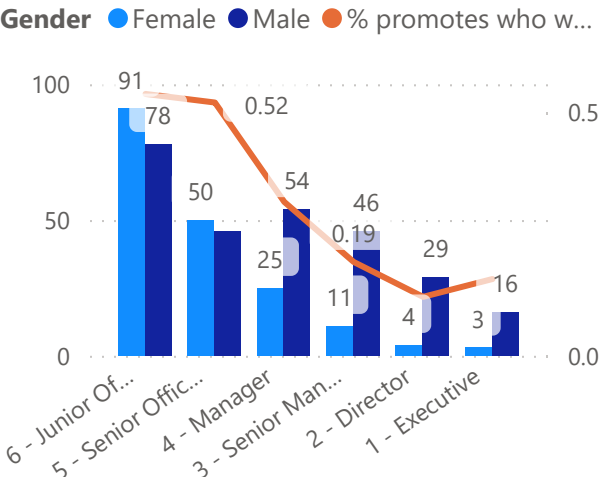
Region group

All

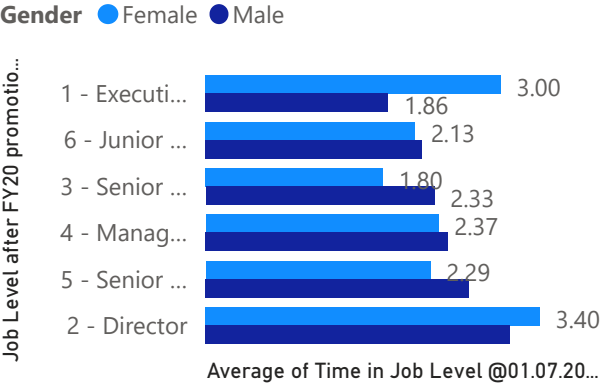
KPI 1 - Hiring



KPI 2 - Promotions (this year)

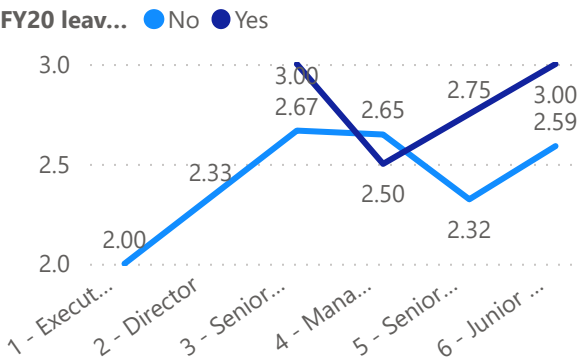


Avg. Time in Grade of employees promoted in FY-21 (in years)

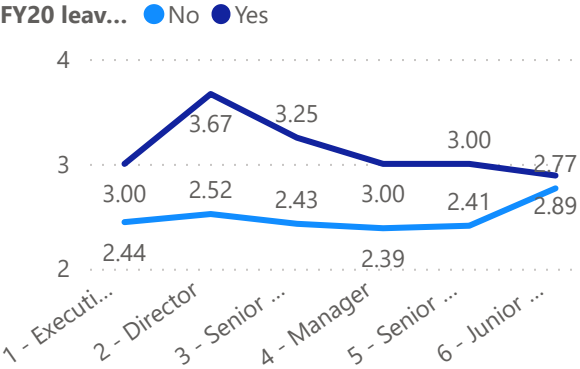


KPI 3 - Turnover Rate (FY20 Leavers)

Avg. Performance Rating of Leavers vs Non-Leavers (Women)



Avg. Performance Rating of Leavers vs Non-Leavers (Men)



HR Analytics

Department

All

Job Level after FY20 promotions

All

Age group

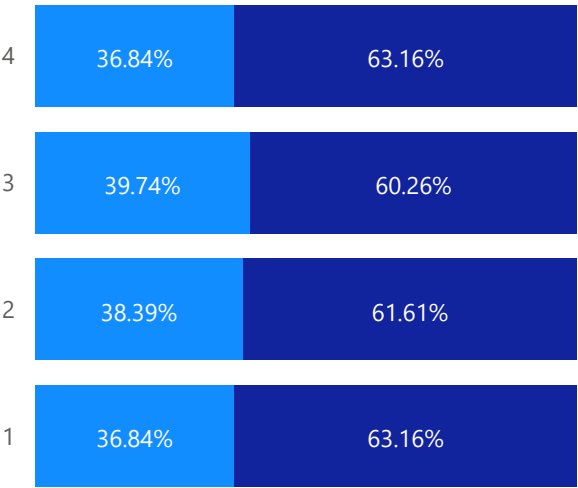
All

Broad region group: nationalit...

All

KPI 4 - Performance Rating

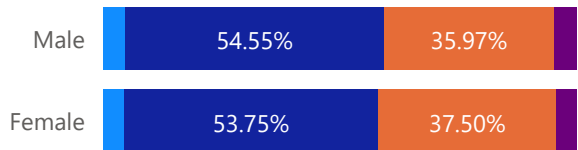
Gender ● Female ● Male



2.41 Avg Rating Men

2.42 Avg Rating Women

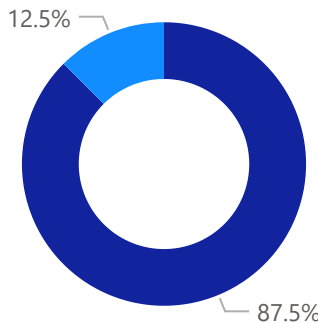
FY20 Perf... ● 1 ● 2 ● 3 ● 4



KPI 5 - Executive Gender Balance

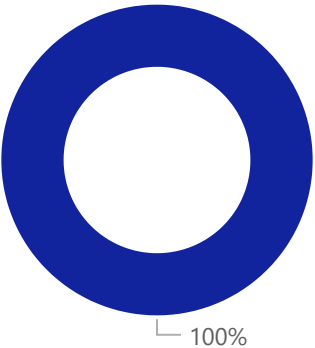
Executive Split (FY20)

Gender ● Male ● Female



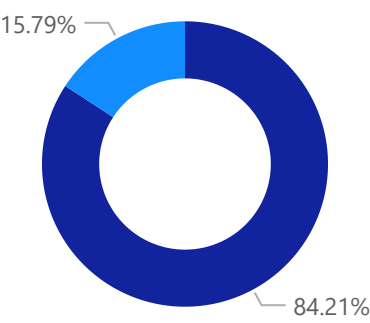
Executives Hires (FY20)

Gender ● Male



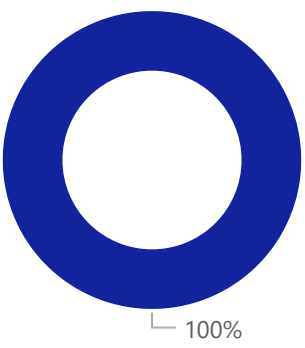
Executive Split (FY21)

Gender ● Male ● Female



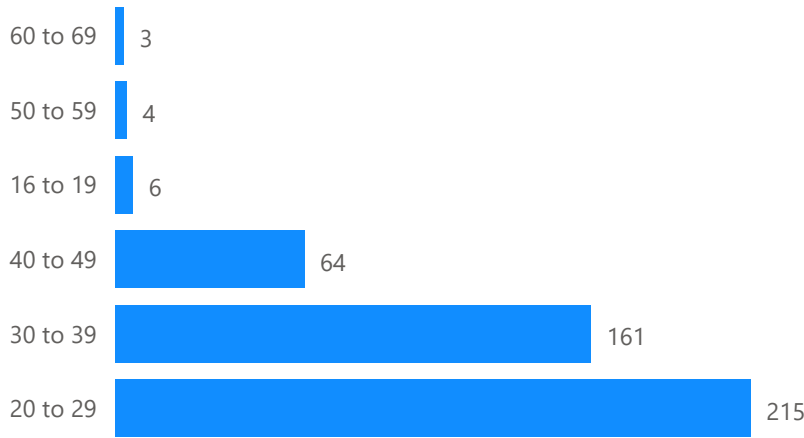
Promotions to Executives

Gender ● Male



KPI 6 - Age Group

Employees by Age group (end FY20)



Age group ● 16 to 19 ● 20 to 29 ● 30 to 39 ● 40 to 49

