



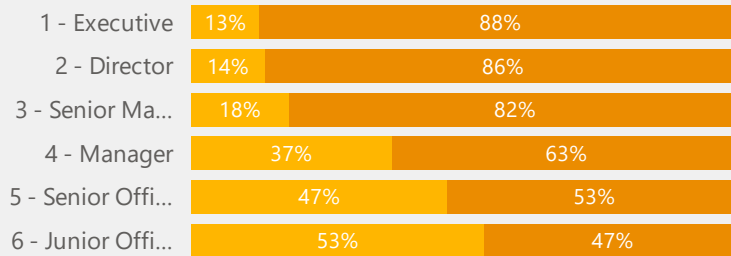
Diversity & Inclusion

Department ▼ Job Level ▼ Age group ▼ Region group ▼

All ▼ All ▼ All ▼ All ▼

KPI 1 - Hiring

Gender ● Female ● Male



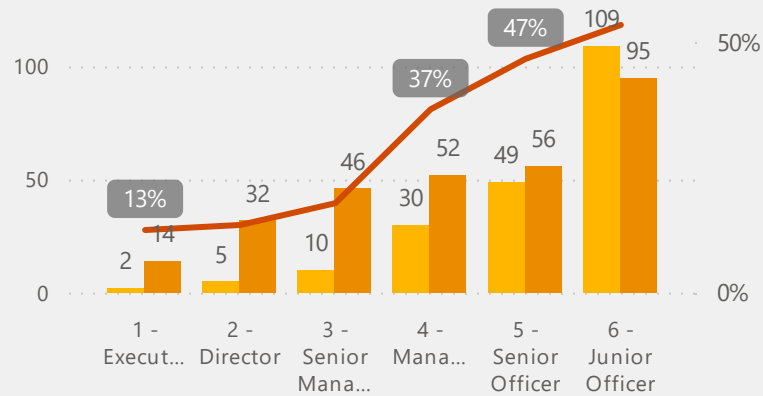
41%

of hires were female

59%

of hires were male

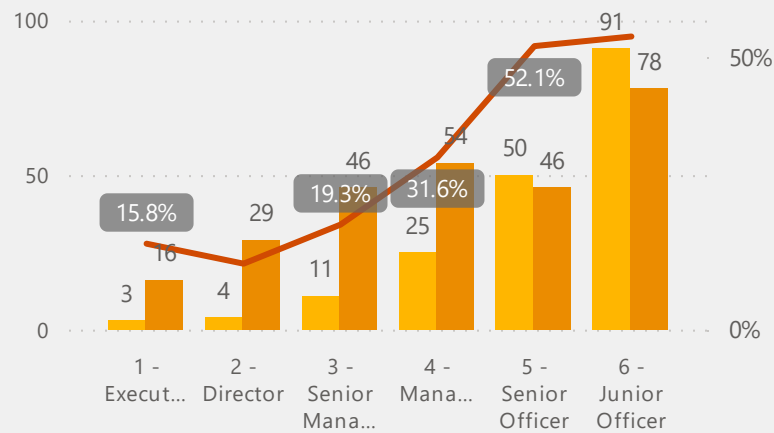
Gender ● Female ● Male ● % of hires women



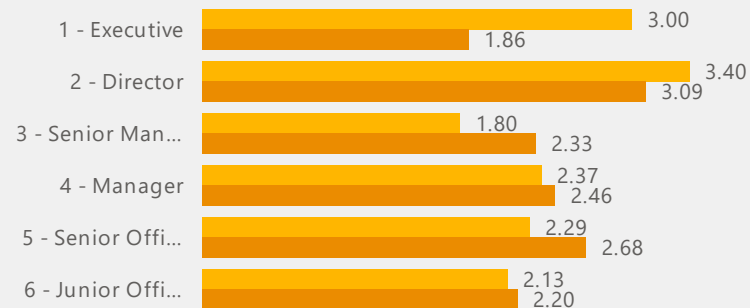
Date: June 2021 / Virtual Case Experience: Power BI - Task 3 - HR Manager

KPI 2 - Promotions (this year)

Gender ● Female ● Male ● % Promotees who were women



Avg. Time in Grade of employees promoted in FY21 (in years)



Gender ● Female ● Male

Avg time (in years) in job

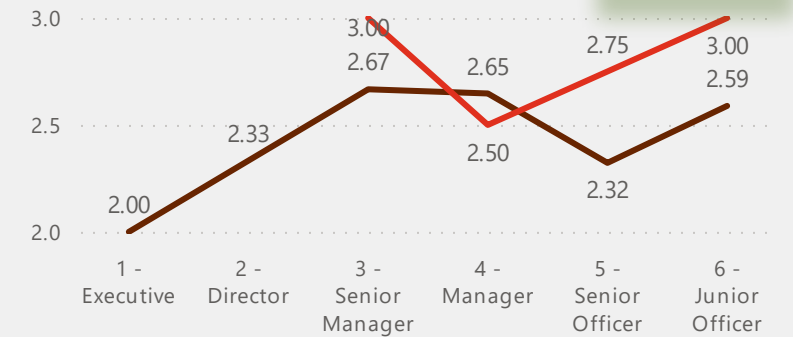
KPI 3 - Turnover Rate (FY20 leavers)

Average Performance Rating of Leavers vs non-Leavers (WOMEN)

Female

11%

Left this FY? ● No ● Yes



Average Performance Rating of Leavers vs non-Leavers (MEN)

Male

9%

Left this FY? ● No ● Yes



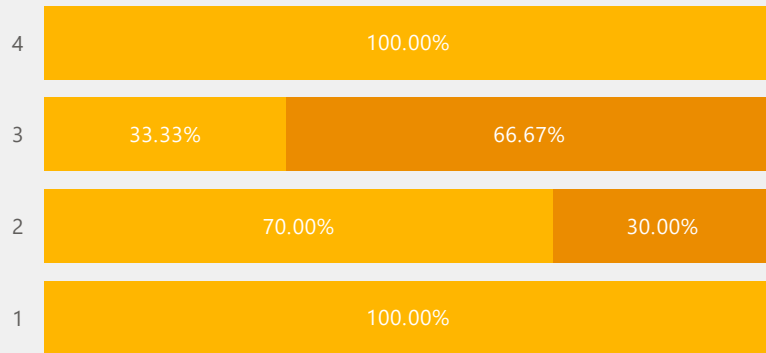


Diversity & Inclusion

Department: HR Job Level: All Age group: All Region group: All

KPI 4 - Performance Rating

Gender ● Female ● Male



2.20

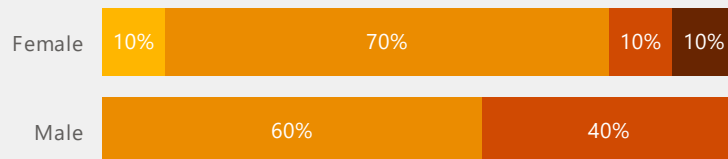
Avg Rating Women

2.40

Avg Rating Men

FY20 Perf. Rati... ● 1 ● 2 ● 3 ● 4

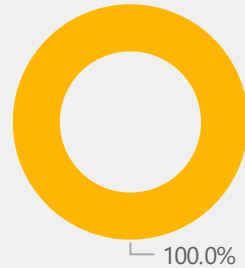
1 = excellent
2 = great
3 = sufficient
4 = bad



KPI 5 - Executive Gender Balance

Executive split (FY20)

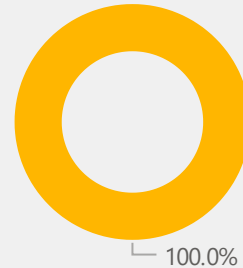
Gen... ● Female



Executive Hires (FY20)

Executive split (FY21)

Gen... ● Female

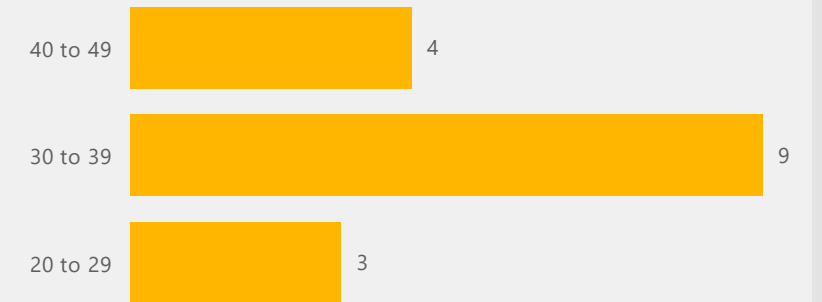


Promotion to Executive (FY20)



KPI 6 - Age group

Employees by Age group (end FY20)



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

