



Forage

Inspiring and empowering
future professionals

Muhammad Amif

Power BI Virtual Case Experience

Certificate of Completion
September 29th, 2023

Over the period of September 2023, Muhammad Amif has completed practical tasks in:

Introduction
Call Centre Trends
Customer Retention
Diversity & Inclusion

**Natalie Vogel |
Elisabeth Ziller**
HC Marketing &
Recruitment Leaders

Tom Brunskill
CEO, Co-Founder of
Forage

Pharma Group AG

Diversity And Inclusion Dashboard

Key Suggetions

There is a notable disparity in senior-level hiring based on gender, where male employees tend to receive preferential treatment for promotions, regardless of their tenure in their previous roles.

Despite nearly equal average performance ratings between male and female employees, high-performing male employees frequently opt to leave the company.

This situation could be better elucidated by implementing incentives for top-rated employees.

Dashboard 1

This dashboard contains trends and visualizations showing that can be filtered by Employee Type, Nationality, Job Level and Departement

- Hiring
- Promotions
- Turnover Rate

Dashboard 2

This dashboard contains trends and visualizations showing that can be filtered by Employee Type, Nationality, Job Level and Departement

- Performance Rating
- Executive Split
- Age Group



DIVERSITY AND INCLUSION DASHBOARD

Employee Type

All

Nationality

All

Department

All

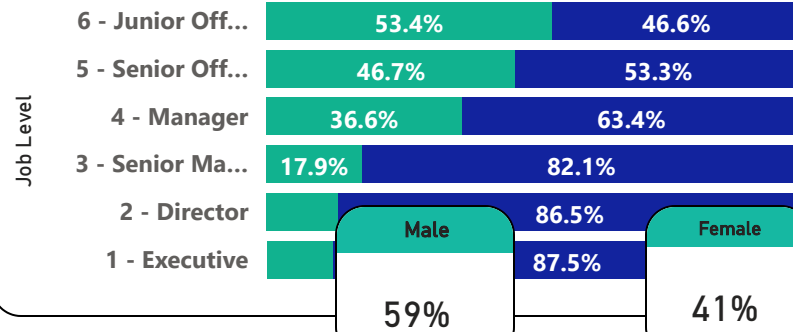
Job Level

All

KPI #1 - Hiring

Employees by Job Type

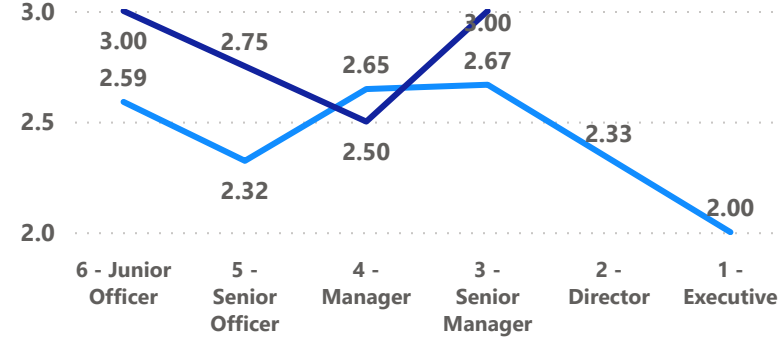
Gender ● Female ● Male



KPI #2 - Turnovers Rate (Leavers)

Performance Rating of Leavers vs Non-Leavers (Women)

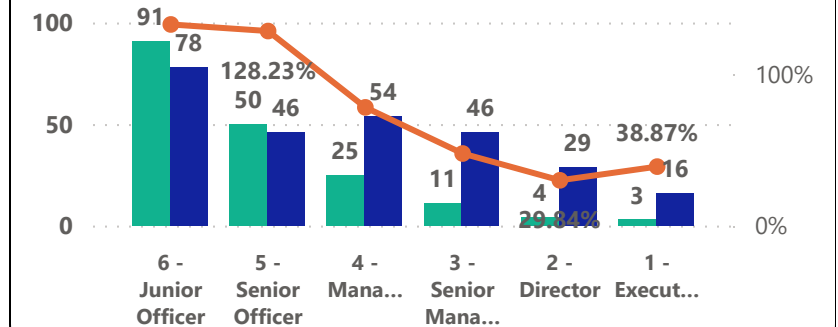
FY20 leaver? ● No ● Yes



KPI #3 - Promotions (this year)

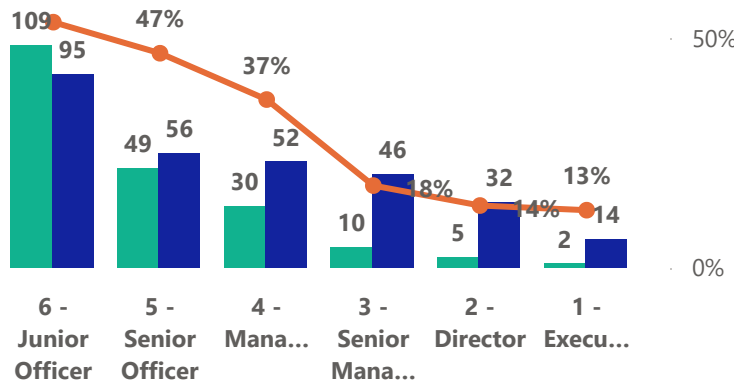
Job Role after Promotions FY21

Gender ● Female ● Male ● % of Women Hires



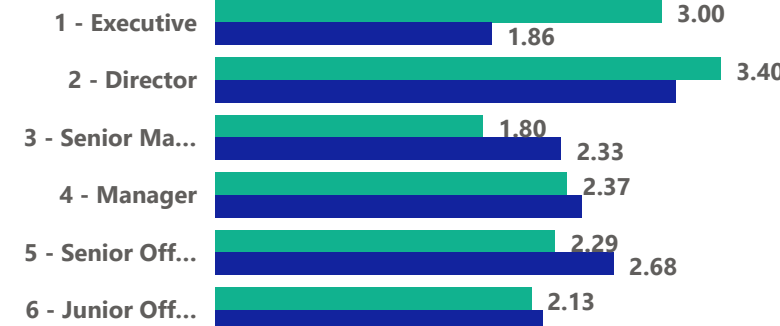
Employees by Job Type

Gender ● Female ● Male ● % of Women Hires



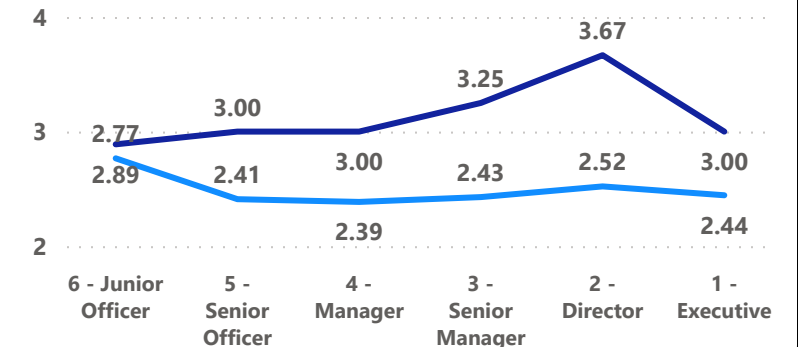
Avg. Time in Previous Role

Gender ● Female ● Male



Performance Rating of Leavers vs Non-Leavers (Men)

FY20 leaver? ● No ● Yes





DIVERSITY AND INCLUSION DASHBOARD

Employee Type

All

Nationality

All

Department

All

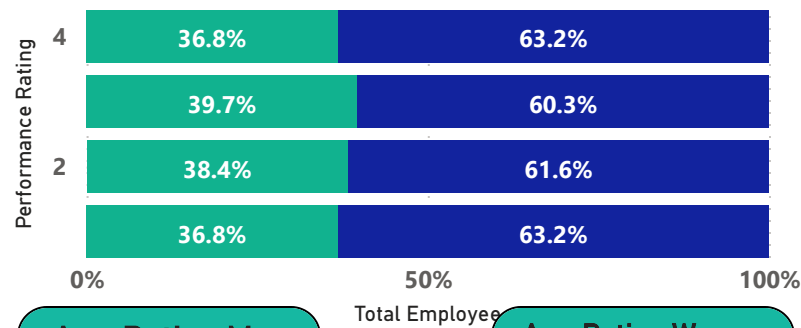
Job Level

All

KPI #4 - Performance Rating

Employees by Performance Rating

Gender ● Female ● Male



Avg. Rating Men

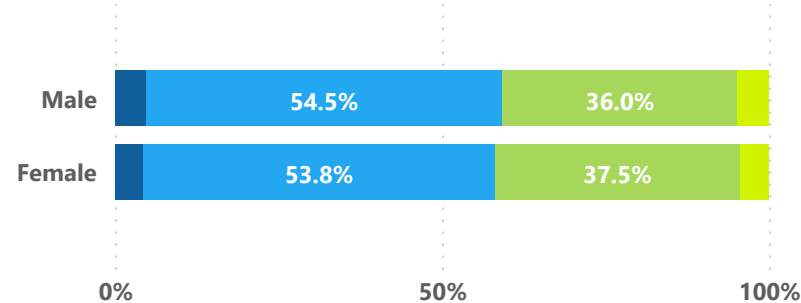
2.41

Avg. Rating Women

2.42

Employees by Performance Rating

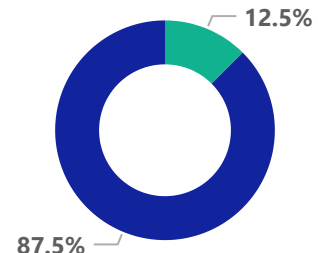
● 1 ● 2 ● 3 ● 4



KPI #5 - Executives Diversity

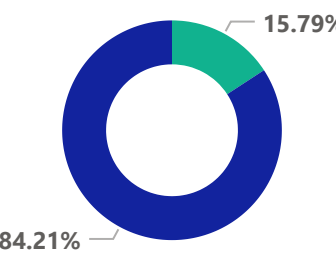
Employees by Performance Rating

● Female ● Male



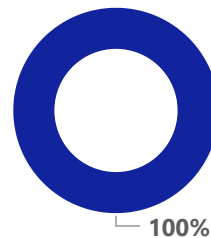
Employees by Performance Rating

● Female ● Male



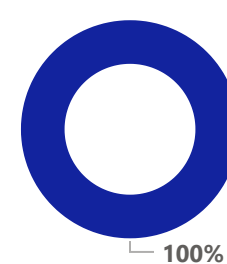
Executive Hires (FY20)

● Male



Promotion to Executive (FY20)

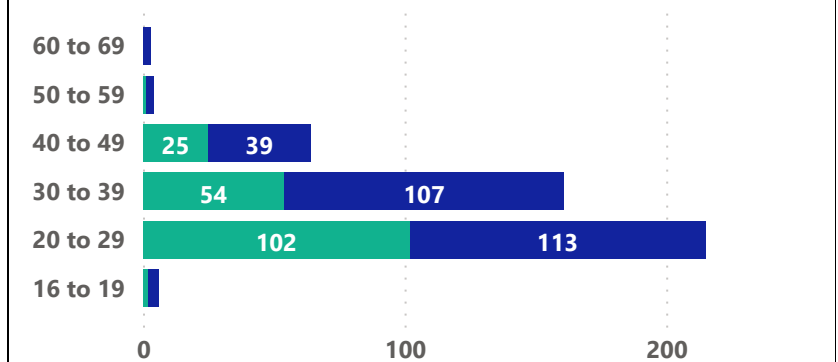
● Male



KPI #6 - Age Group

Employees By Age Group (end FY20)

● Female ● Male



Employees by Performance Rating

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

