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DIVERSITY AND INCLUSION

OVERVIEW

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500

Total Employees

6

Total Departments

7

of Job Level FY21

47

Resigned Employees FY20

66

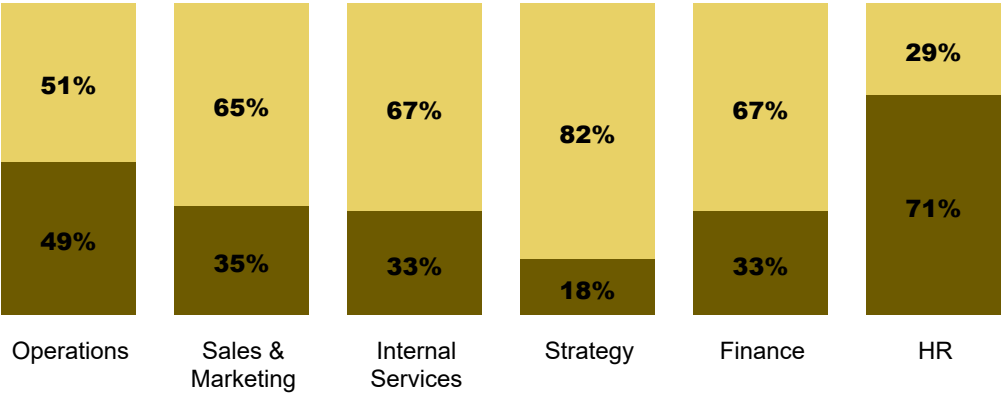
New Hire FY20

87%

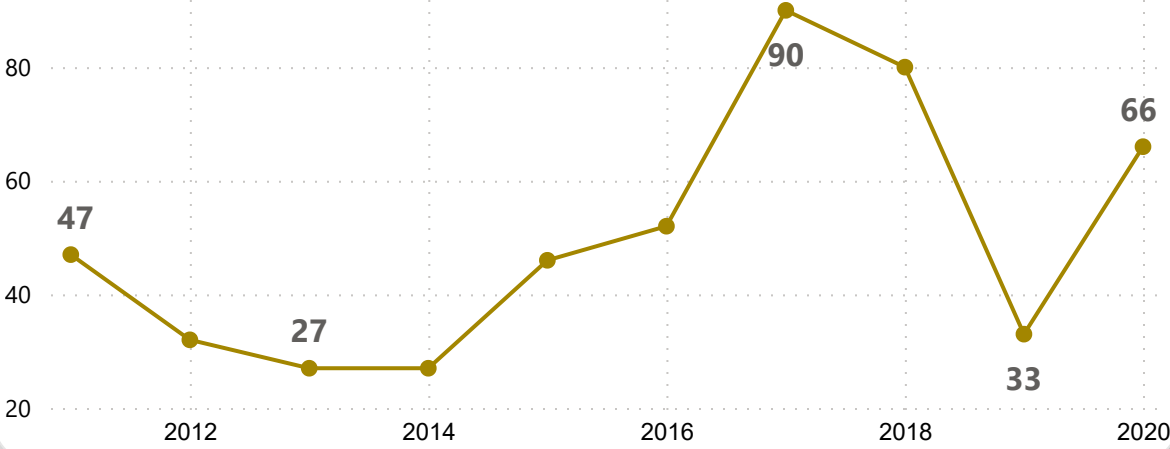
% Turnover

Employee by Department

Gender ● Female ● Male

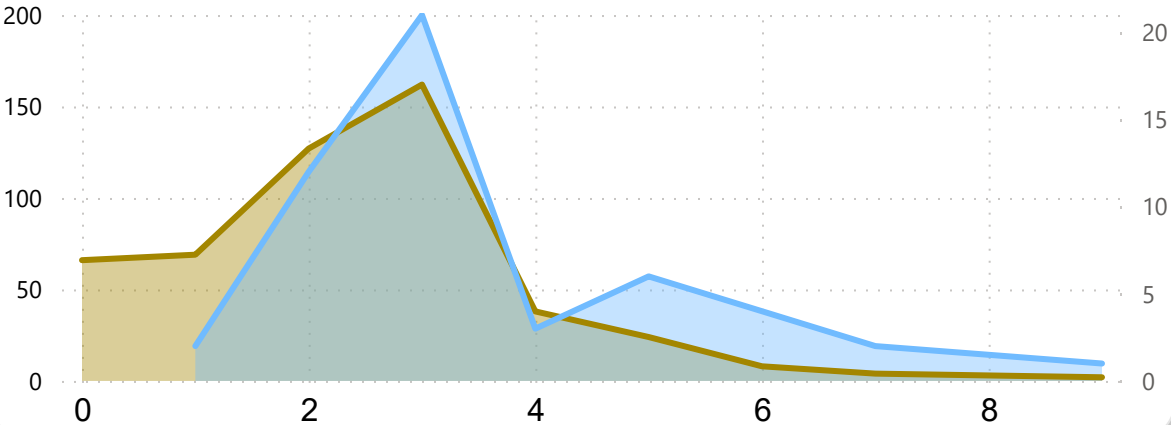


Employees Hired (2011 - 2020)

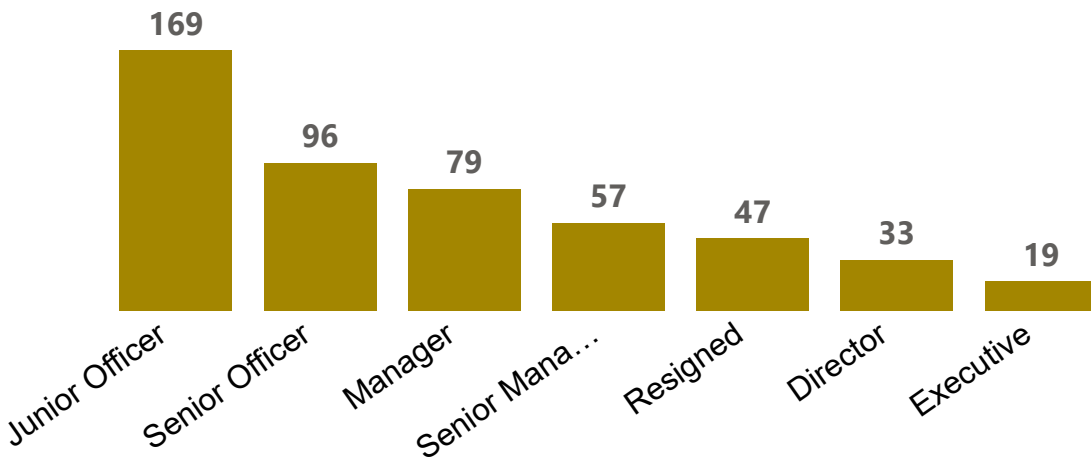


Time in Job Trend

● Total Employee ● Resigned Employees FY20



Employee Job Level (After 2021 Promotions)



EMPLOYEES

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500

Total Employees

295

Male Employees

205

Female Employees

47

Resigned Employees

87

Total Promotions

22

Total Nationality

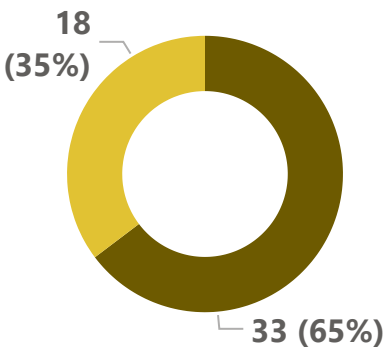
6

Total Departments

7

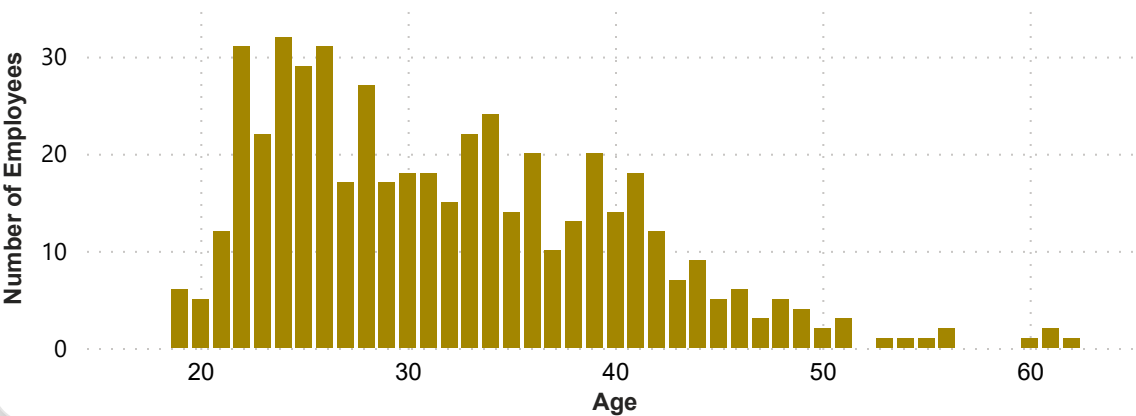
of Job Level FY21

Promotions by Gender

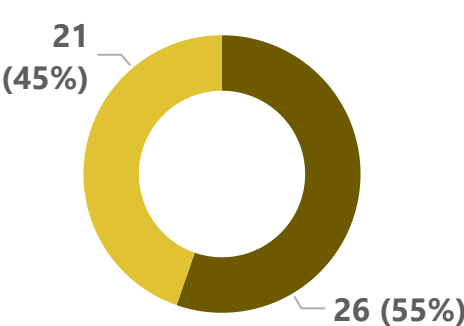


Gender ● Male ● Female

Age Group



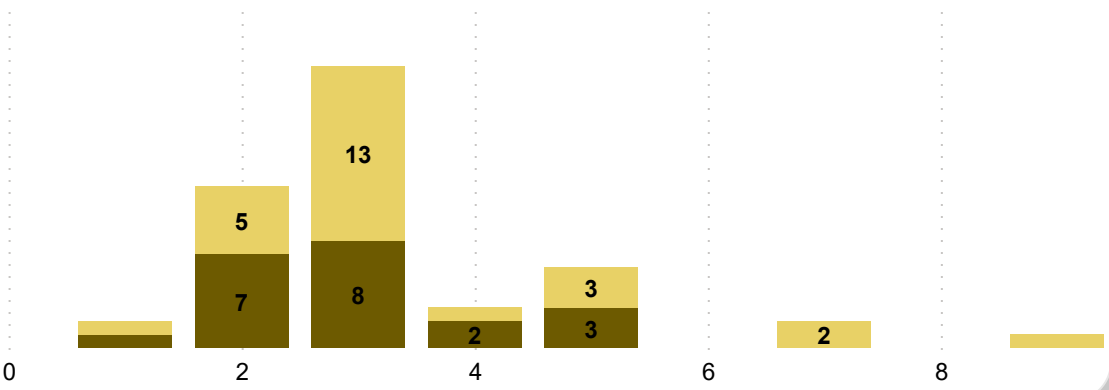
Resigned Employees



Gender ● Male ● Female

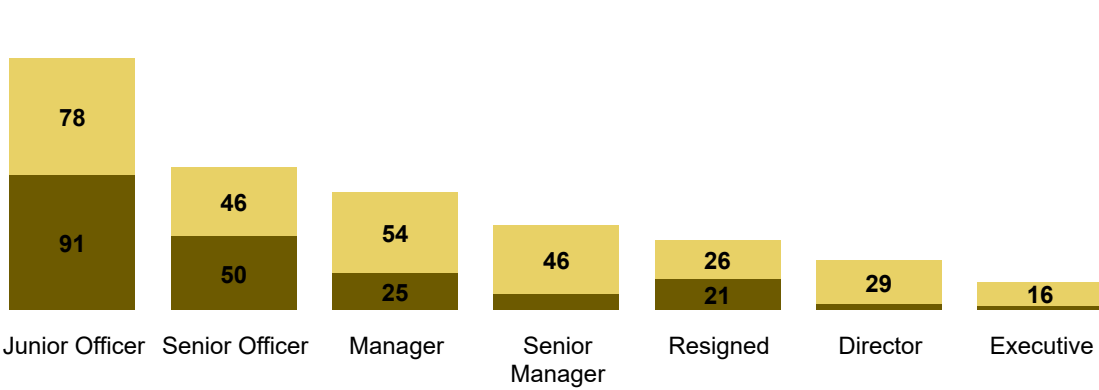
Time used before Resignation

Gender ● Female ● Male

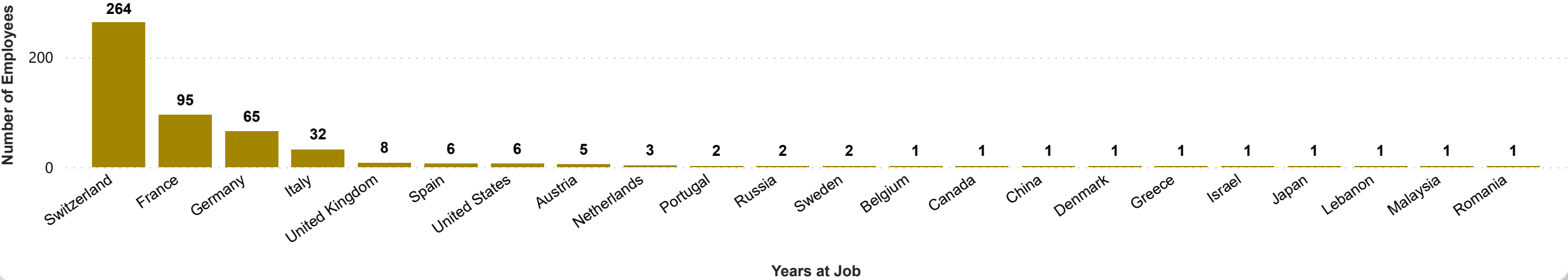


Employee Job Level by Gender FY21

Gender ● Female ● Male



Employees by Nationality



PROMOTIONS

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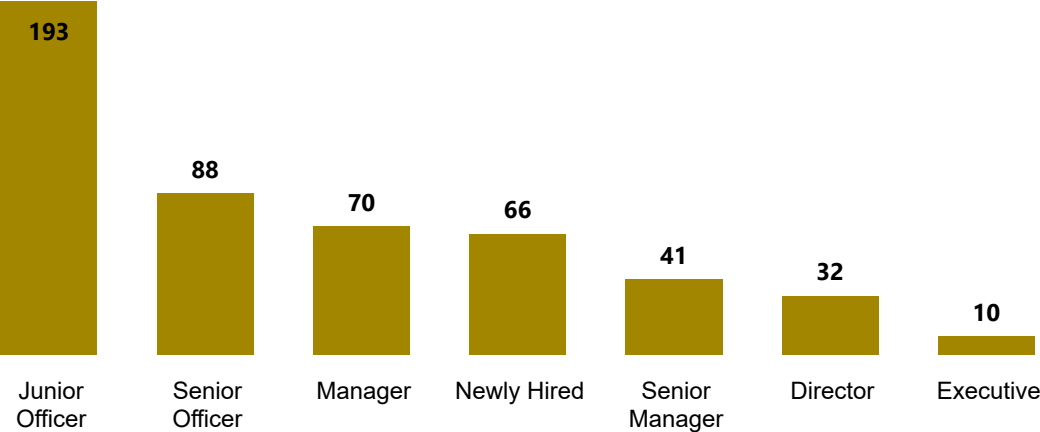
Employees

Promotions

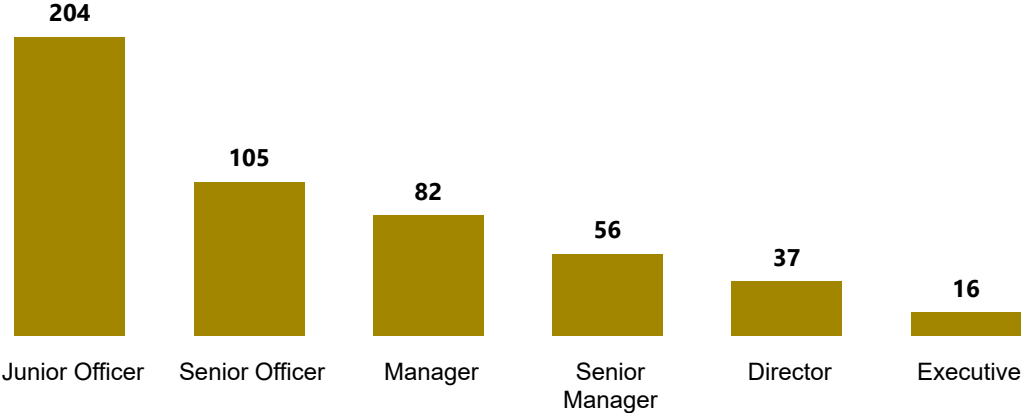
Performance

Conclusion

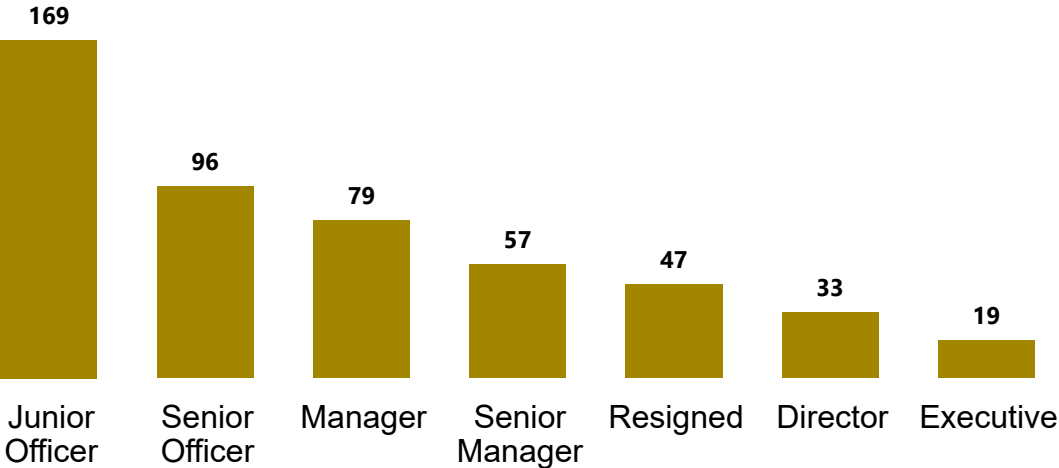
Employee Job Level (Before 2020 Promotions)



Employee Job Level (After 2020 Promotions)



Employee Job Level (After 2021 Promotions)



Promotion Breakdown

Employee ID	First Job Level before FY20 promotions	First Job Level after FY20 promotions	First Job Level after FY21 promotions	Total Promotions
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
20	Junior Officer	Senior Officer	Senior Officer	1
31	Junior Officer	Junior Officer	Senior Officer	1
32	Manager	Manager	Senior Manager	1
Total Promotions				87

PERFORMANCE

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Filter by Job Level

[Director](#)[Executive](#)[Junior Officer](#)[Manager](#)[Resigned](#)[Senior Manager](#)[Senior Officer](#)

Promotion Breakdown

Employee ID	Time in Job Level @01.07.2020	First Job Level before FY20 promotions	First Job Level after FY20 promotions	First Job Level after FY21 promotions	Total Promotions	FY19 Performance Rating	FY20 Performance Rating	Gender	Time type
1	3	Junior Officer	Junior Officer	Resigned		3	2	Male	Full Time
15	1	Junior Officer	Junior Officer	Resigned			3	Male	Full Time
21	7	Senior Manager	Senior Manager	Resigned		3	3	Male	Full Time
22	3	Junior Officer	Junior Officer	Resigned		3	3	Male	Full Time
45	3	Director	Director	Resigned		3	2	Male	Full Time
57	3	Manager	Manager	Resigned		3		Female	Full Time
60	3	Junior Officer	Junior Officer	Resigned		3	2	Male	Full Time
62	2	Senior Officer	Senior Officer	Resigned		3	3	Female	Part Time
74	3	Senior Officer	Senior Officer	Resigned		3		Female	Part Time
85	2	Director	Director	Resigned		4	4	Male	Full Time
94	2	Manager	Manager	Resigned		3	2	Male	Full Time
95	3	Senior Manager	Senior Manager	Resigned		3	4	Male	Full Time
115	3	Director	Director	Resigned		4	3	Male	Full Time
118	2	Senior Manager	Senior Manager	Resigned		3		Female	Full Time
121	3	Junior Officer	Junior Officer	Resigned		3	3	Male	Full Time
143	2	Junior Officer	Junior Officer	Resigned		3	3	Female	Part Time
151	3	Senior Officer	Senior Officer	Resigned		3		Female	Full Time
156	5	Junior Officer	Junior Officer	Resigned		3	2	Male	Full Time
164	7	Senior Officer	Senior Officer	Resigned		3	3	Male	Full Time
180	2	Senior Manager	Senior Manager	Resigned		3	2	Male	Full Time
182	2	Junior Officer	Junior Officer	Resigned		2	2	Female	Full Time
Total Promotions		154				130	101		

INSIGHTS

- . Many employees who resigned had worked with the company for an average of over three years and had received a performance rating of three or above, yet they were still not promoted.
- . Four male employees were promoted twice within two years despite having a performance rating below three. This raises concerns and questions.
- . Out of all promotions in 2021, over 65% were given to male employees while only 35% were given to female employees. Additionally, only three females reached the executive level at the end of the promotion cycle.

RECOMMENDATIONS

- . Promotions should be based on individual performance to ensure that all employees feel valued and included in the organization.
- . In addition to performance, employees with more years of experience should also be considered for promotions. This not only rewards their loyalty but also benefits the organization as a whole.
- . To promote gender diversity, female employees should also be considered for promotions and executive roles. This will create a more inclusive workplace and provide opportunities for qualified individuals, regardless of their gender.