



# Overview performance of NexGen Solutions

Since  
**1931**

## Workforce Demographics

Our Company has a balanced gender ratio (45% female, 50% male) but shows underrepresentation of Black or African American (15%) and Chinese (10%) employees, while 90% report no disability, indicating a need for improved diversity initiatives.



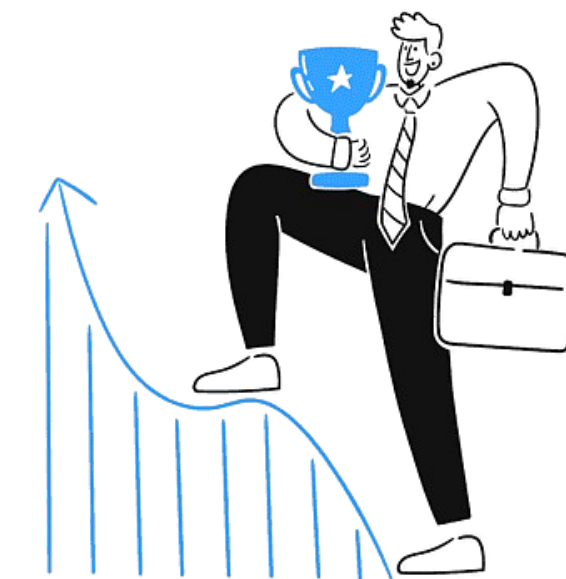
## Employee Engagement and Satisfaction

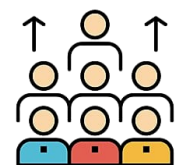
Employee engagement data shows that 75% of employees feel included, compared to just 60% of specific demographic groups, highlighting the need for targeted feedback tools to address these disparities.



## Promotion and Retention Rates

Our employees from diverse backgrounds have a promotion rate of 25% compared to 45% for their counterparts, while turnover rates show 15% for diverse employees versus 10% for non-diverse employees.





# Diversity Inclusion Analytics

Employee Commitment

500

Chances in Hiring

0.50

Filter by year

All



Filter By Regions

All

Filters By Countries

All

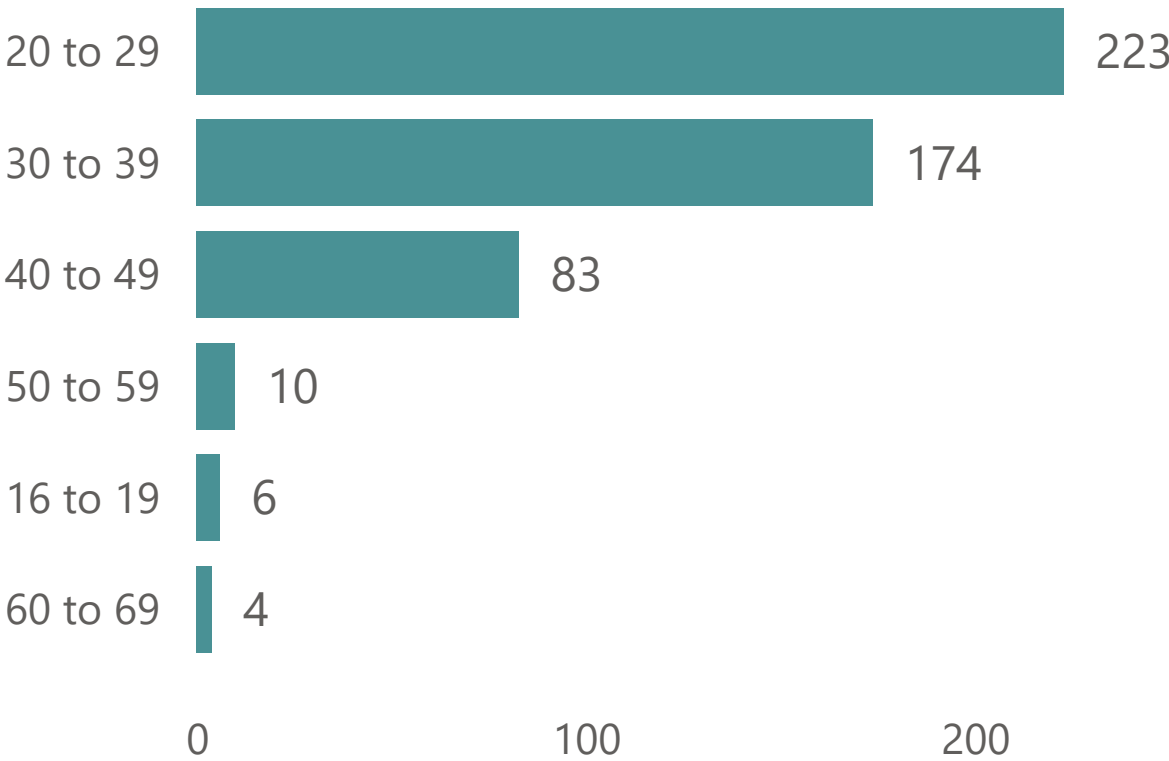
Filter by Gender

☐ Female

☐ Male



Age-Linked Performance

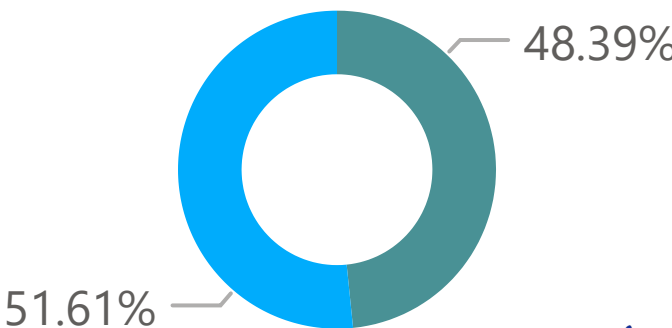


FY20 Hiring %

13.20%

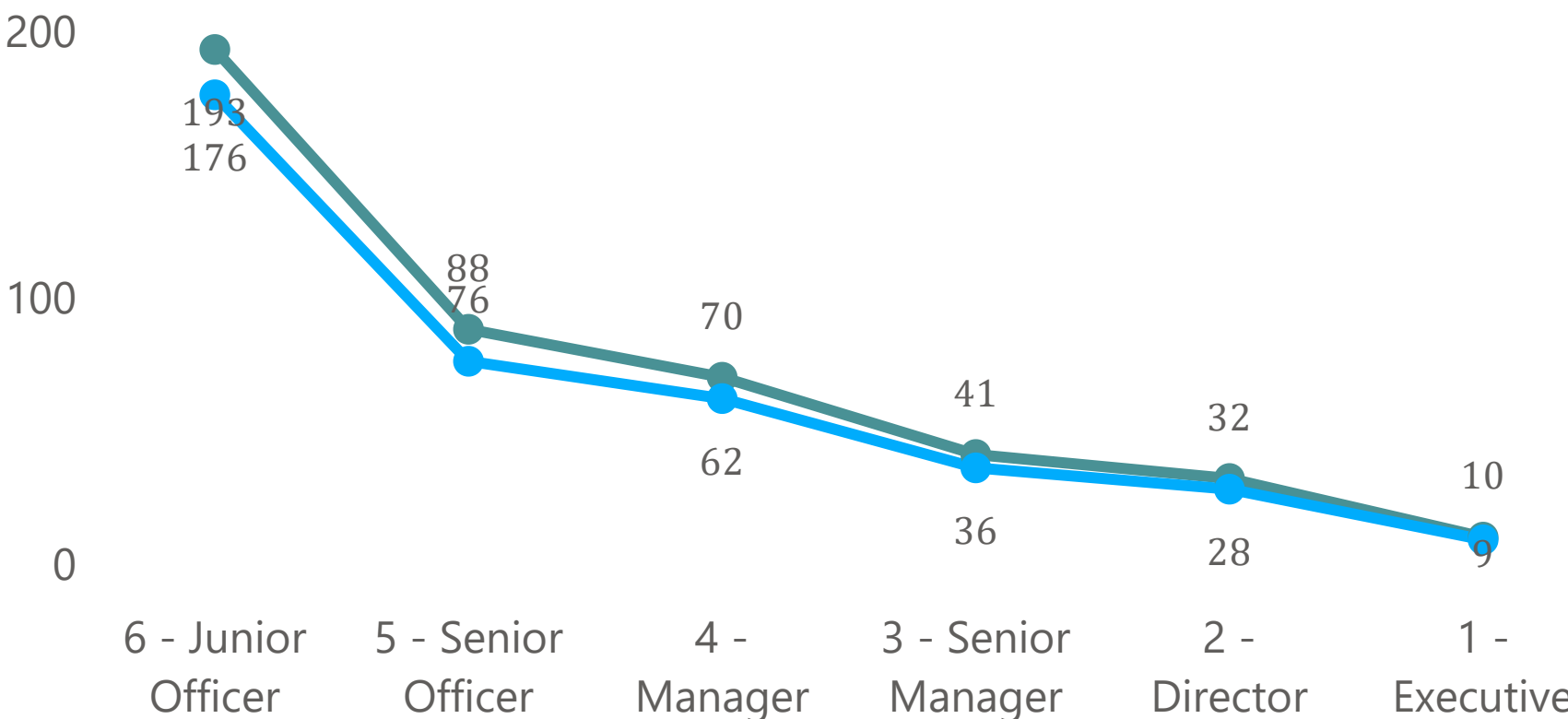
Fiscal Years 19-20 Performances

FY20 % FY19 %



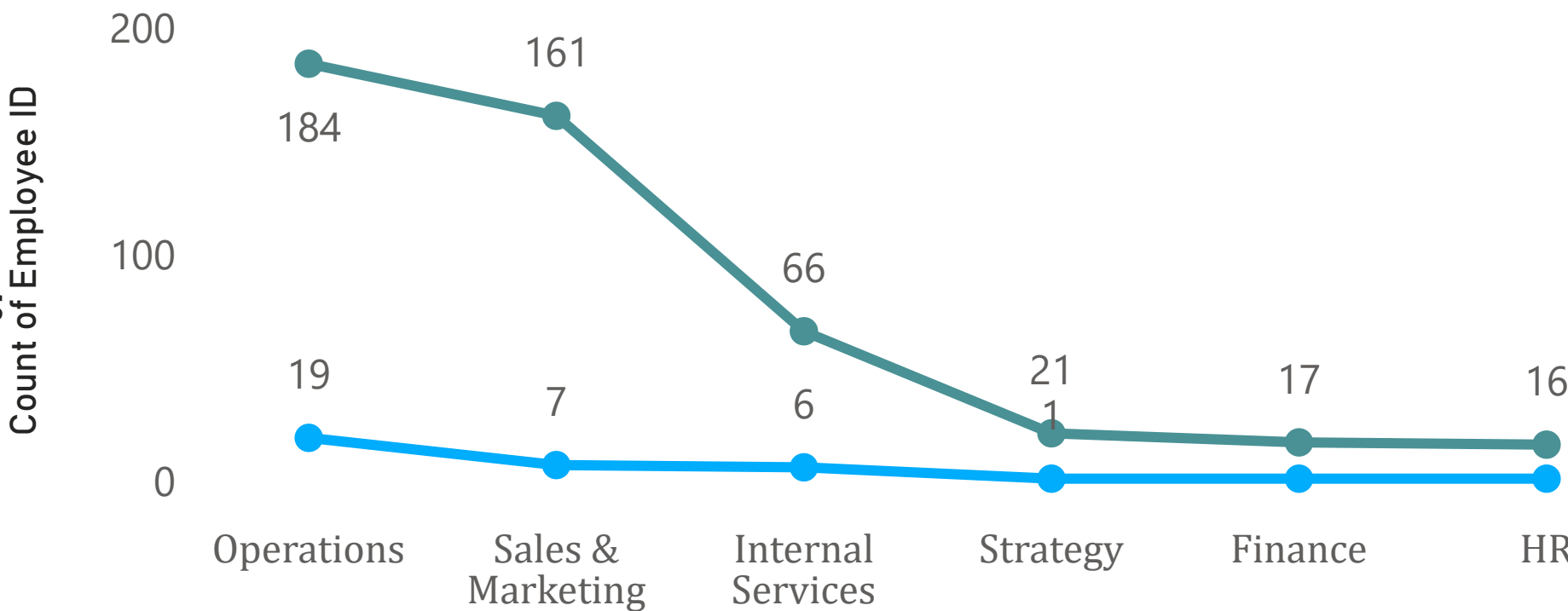
Promotion Trend in FY20-21

Count of Last Department in FY20 Count of Job Level after FY21 promotions



Working Mode Trend by Department

Time type Full Time Part Time



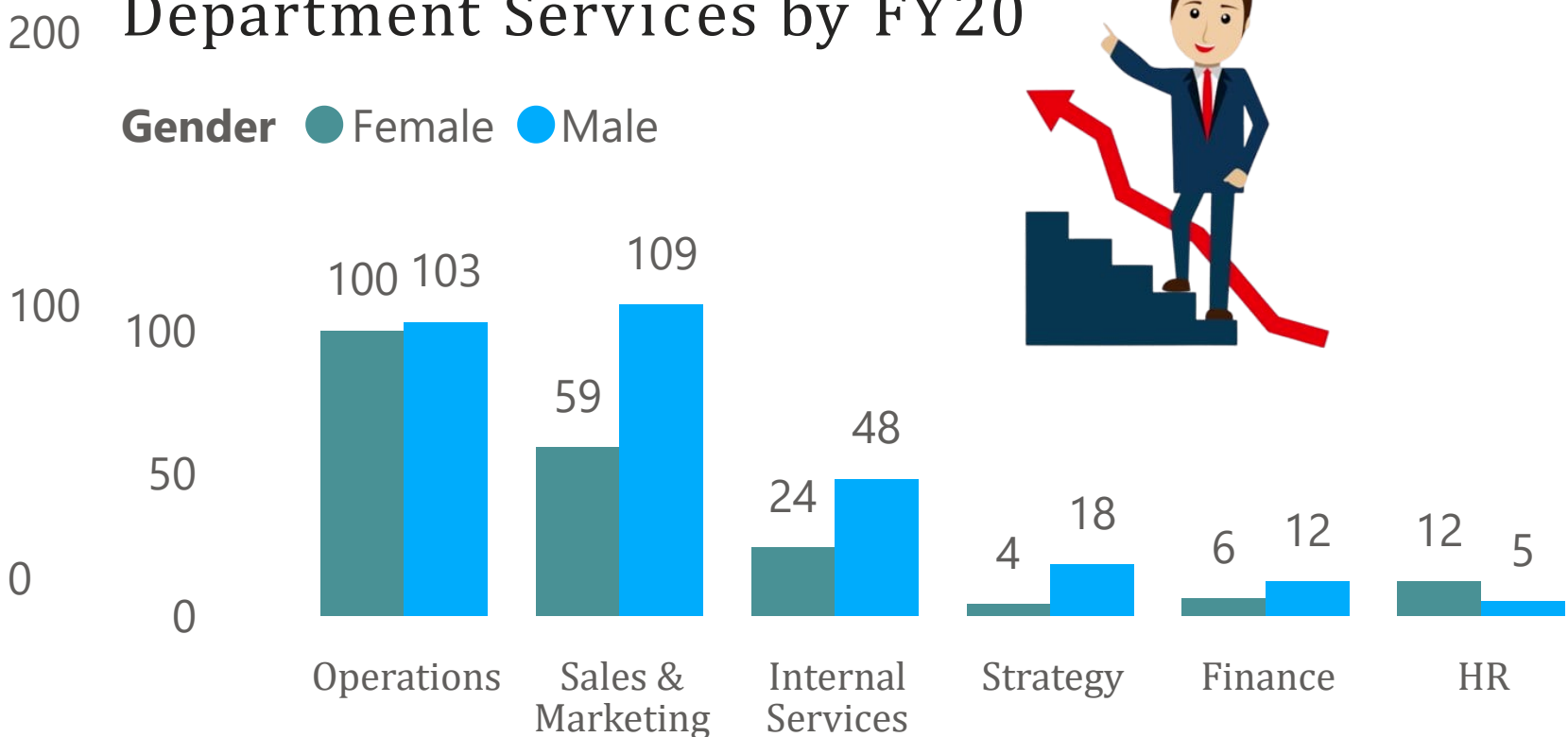
Avg turnover FY20 Rate



87%

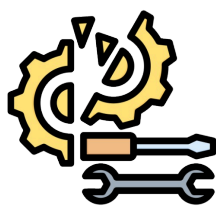
Department Services by FY20

Gender Female Male



Departmental Breakdown

4% Finance  
3% HR  
14% Internal Services  
41% Operations  
4% Strategy  
34% Sales and Marketing



# Employee Engagement And Satisfaction



Department



All



Job Level



All



Age group



All



Region group

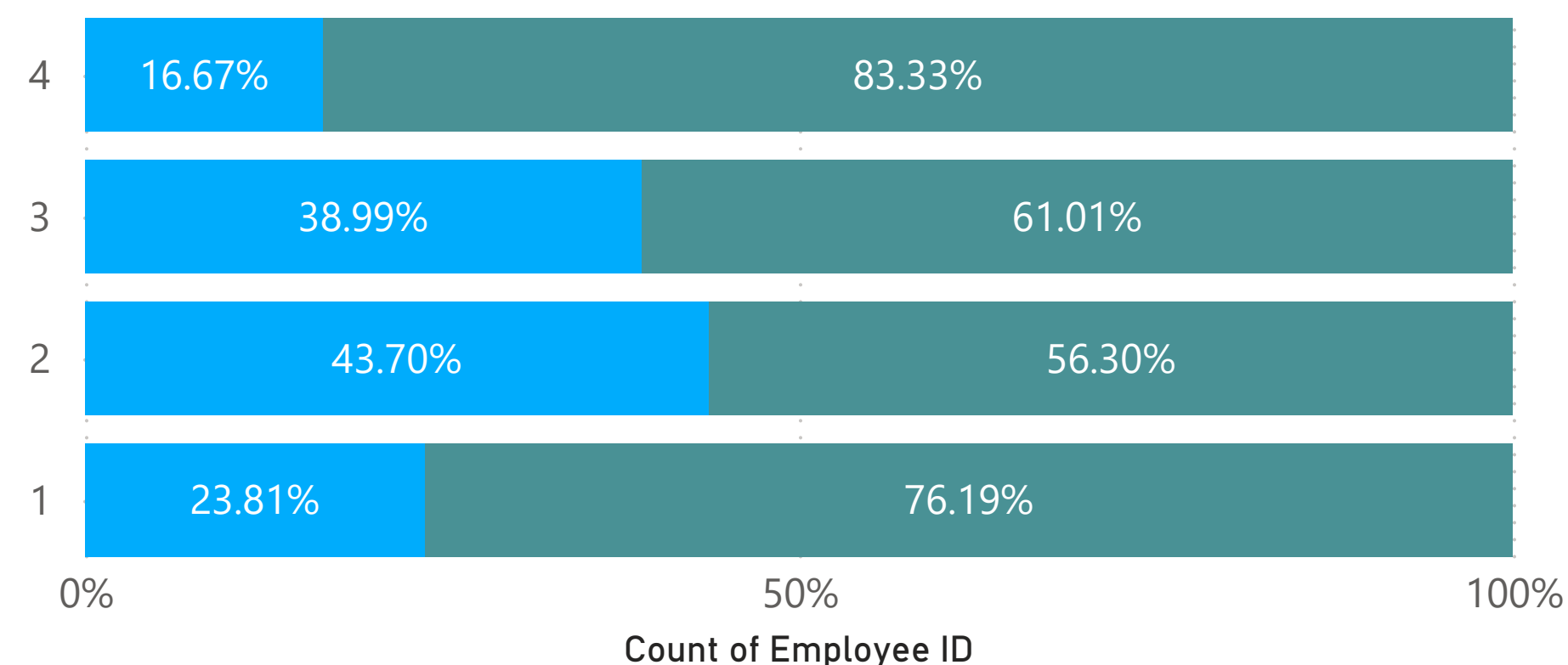


All

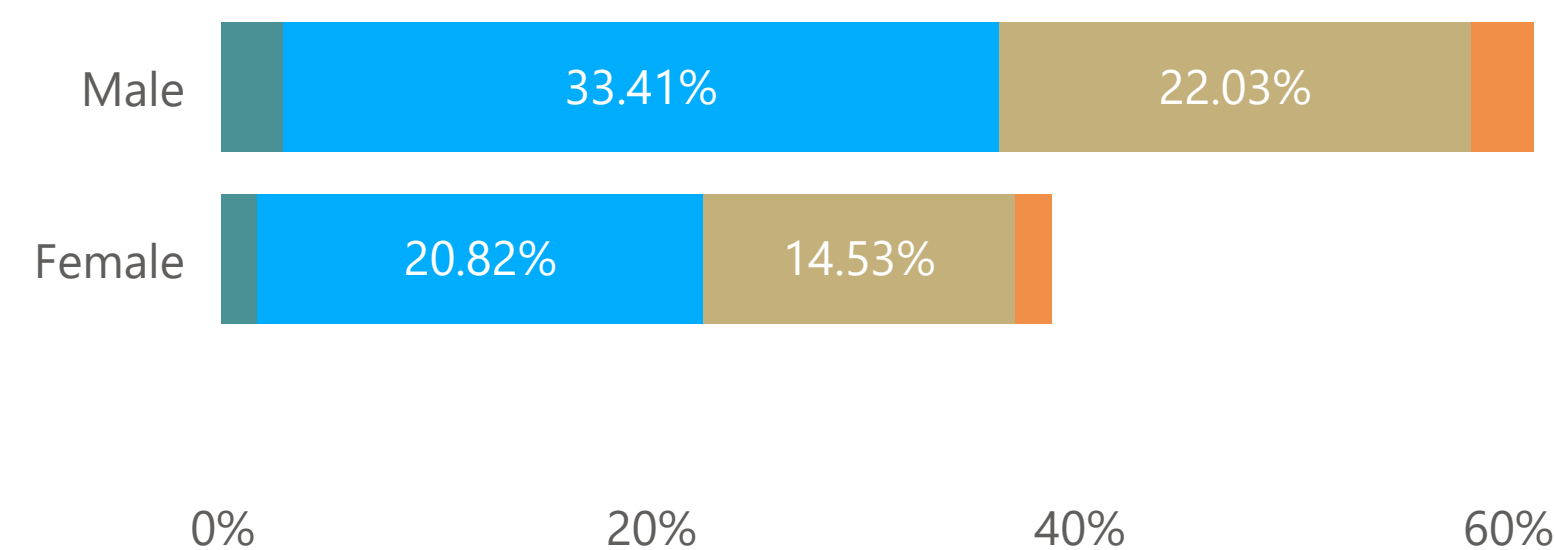


Performance Rating

Gender ● Female ● Male



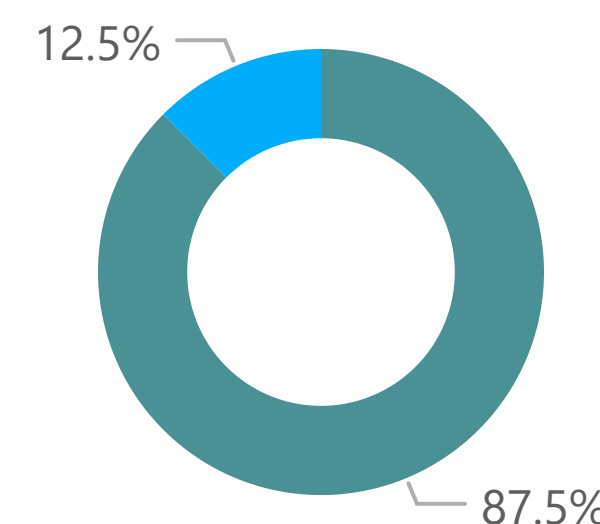
FY20 Performance... ● 1 ● 2 ● 3 ● 4



#Gender Balances

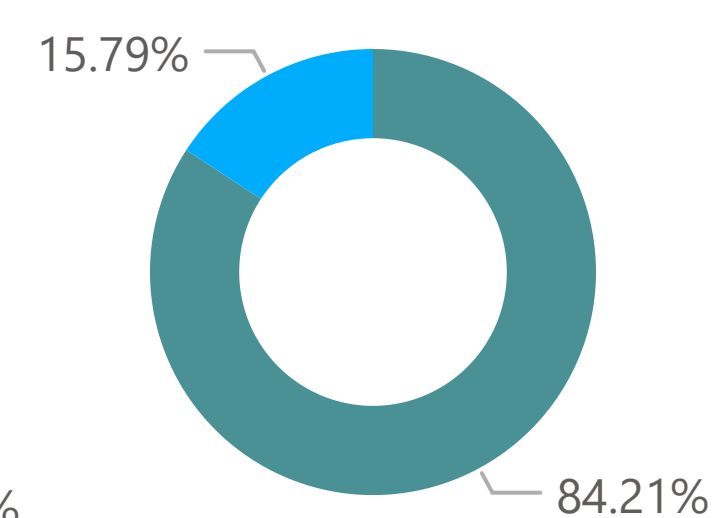
Executive FY20

Gender ● Male ● Female



Executive FY21

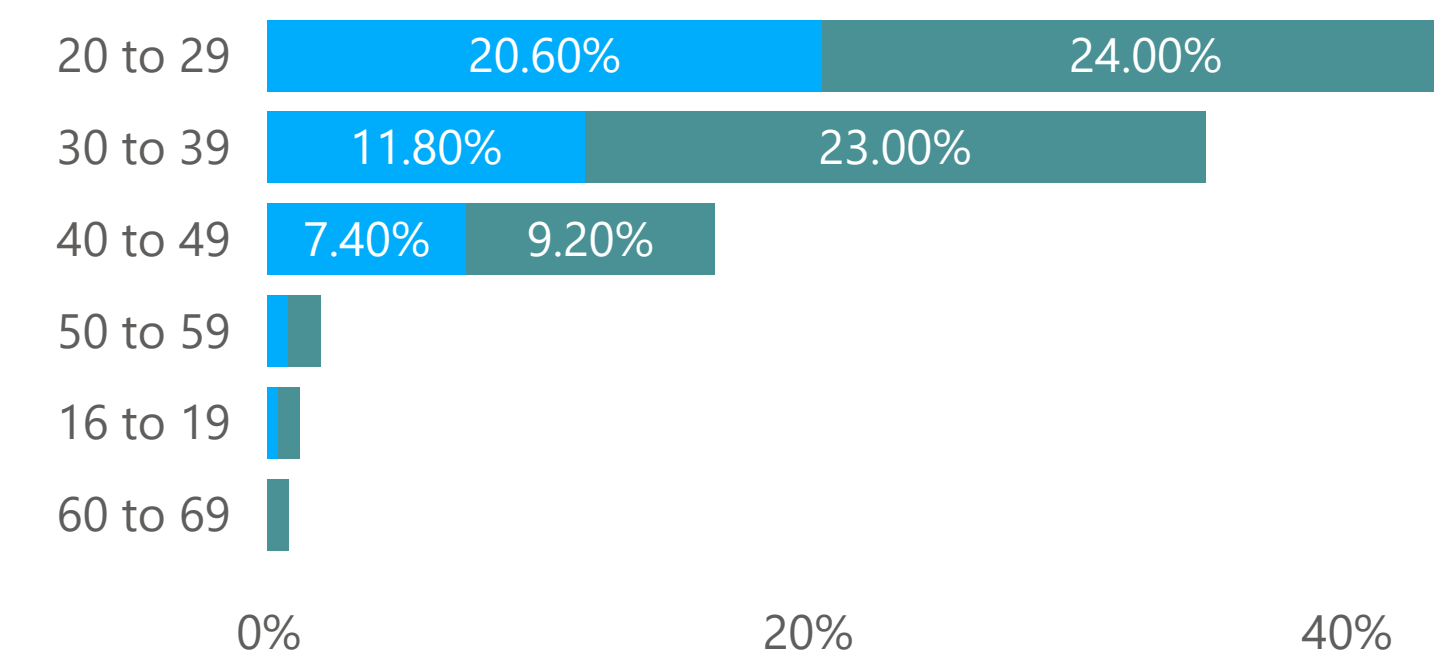
Gender ● Male ● Female



#Age Group



Gender ● Female ● Male



Executive hire FY21

Gender ● Male



Executive Promotion FY20

Gender ● Male



Age group ● 16 to 19 ● 20 to 29 ● 30 to 39 ● 40 to 49 ● 50 to 59 ▶

