

## THE ASSISTED DIGITAL CONVENIENCE STORE



## ANNUAL UPDATE: KEY HUMAN RESOURCES (HR) METRICS & TARGETS

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## EMPLOYEE TURNOVER RATIO : KEY METRICS

### BREAK-UP DETAILS : EMPLOYEE TURNOVER RATE

FINANCIAL YEAR (FY)	No. of Employees New Joined during the Year (Workforce Addition)	No. of Employees Left during the Year (Workforce Departure)	Total Employee as on 31st March of the Year	Employee Annualized Turnover Rate (%)
2014-2015	409	288	1080	1.98%
2015-2016	918	855	1143	2.20%
2016-2017	1014	588	1569	1.92%
2017-2018	955	583	1809	2.92%
2018-2019	752	698	1863	3.28%

## EMPLOYEE TURNOVER RATIO : KEY METRICS

### BREAK-UP DETAILS : WORKFORCE DEPARTURES

FINANCIAL YEAR (FY)	Total Employee as on 31st March of the Year	No. of Employees Left during the Year (Workforce Departure)	Workforce Departure Reason : Resignation/ Voluntary Departure	Workforce Departure Reason : Termination/ Non-Voluntary Departure
2014-2015	1080	288	267	21
2015-2016	1143	855	743	112
2016-2017	1569	588	548	40
2017-2018	1809	583	519	64
2018-2019	1863	698	645	53

## GENDER WORKFORCE EQUALITY : KEY METRICS

### Male Female (M/F) Average Salary Across Organization

Male	Rs. 4,41,056
Female	Rs. 4,55,497
Male : Female Ratio	0.96 : 1

### Male Female (M/F) Median Salary Across Organization

Male	Rs. 2,50,044
Female	Rs. 3,41,922
Male : Female Ratio	0.73 : 1

## GENDER WORKFORCE EQUALITY : KEY METRICS

### Male Female (M/F) Ratio at Corporate HQ

Male	221
Female	79
Male : Female Ratio	2.79 : 1

### Median Salary M/F Wise & Ratio at Corporate HQ

Male	Rs. 3,83,568
Female	Rs. 3,41,922
Male : Female Ratio	1.12 : 1

Only Corporate HQ staff has been taken into consideration as the Field staff is primarily Male as they need to be on Field and travel 30-50 kms per day to visit outlets in rural locations and mostly Male employees prefer to apply for such field roles.

## GENDER WORKFORCE EQUALITY : KEY METRICS

### DESIGNATION WISE GENDER PAY DETAILS & RATIO

#### Average Salary of Assistant Manager

Male	Rs. 5,25,808
Female	Rs. 5,62,681
M : F Ratio	0.93 : 1

#### Average Salary of Manager

Male	Rs. 6,33,473
Female	Rs. 8,37,526
M : F Ratio	0.75 : 1

#### Average Salary of Dy. General Manager

Male	Rs.10,61,512
Female	Rs. 9,50,012
M : F Ratio	1.12 : 1

#### Average Salary of General Manager

Male	Rs.16,49,783
Female	Rs.15,00,012
M : F Ratio	1.1 : 1

#### Average Salary of Associate Vice President

Male	Rs. 21,01,430
Female	Rs. 21,00,012
M : F Ratio	01:01

#### Average Salary of Vice President

Male	Rs.35,28,318
Female	Rs.15,00,012
M : F Ratio	2.35 : 1

# ***HR TARGETS***

## HR TALENT DEVELOPMENT TARGET : KEY METRICS

Quantitative Target for Talent Development	
Number of employees in the organization:	<b>1900</b>
Number of Workshops/ Training Programs planned per employee per year:	<b>2</b>
Hours allocated to one Workshop/ Training Program:	<b>6 Hours</b>
Hours allocated to two Workshops/ Training Programs:	<b>12 Hours</b>
Number of Man hours planned per year for 1900 employees = Number of employees x Hours allocated to two Workshops/ Training Programs	
Number of Man hours planned per year for 1900 employees :	<b>22,800 Hours</b>

## GENDER WORKFORCE EQUALITY : SET TARGETS

- At Vakrangee, the remuneration offered to all employees is at par with the industry standards irrespective of their race, gender, age, color, religion, disability or genetic information.
- We have achieved a gender pay equality as it can be observed that at Designation wise details, we have achieved pay equality for M:F ratio.
- Our Planned Targets** – In the next few years we plan to achieve the below Male : Female Ratio :

In the year 2023 ( M : F )

3 : 1

In the year 2024 ( M : F )

2 : 1

In the year 2025 ( M : F )

1 : 1

***Thank You***