1st Case Study

We R company seeks to achieve gender equality employment by 2005. In order to achieve that we have been analysing the data in terms of the ratio of male and female employees and the average salaries between the two genders per department. First of all, we have calculated the number of employees for both gender across all departments as follows:

Gender	Count	Percentage
Male	179,973	60%
Female	120,051	40%

Then we have analysed the historical 5 years hiring data per department to get the female to male ratio per department. Marketing and Human Resources were found to have the highest ratio with 1:1.73 and 1:1.59. Moreover, Sales have a 1:1.55 ratio. Then, Development and Customer Service have a 1:1.53 ratio. Then, Production and Marketing have 1:1.5 and 1:1.48. Finally, Quality Management and Finance got about a 1:1.45 ratio.

As per our plan the to achieve hire gender equality within 5 years time taken into consideration the hire rate is 6% , we wrote a plan to hire a certain number of females each year for each department as follows:

Department	Male	Female	Total	Gap	Female per year
Development	13,535	8,803	22,338	4,732	946
Production	11,361	7,645	19,006	3,716	743
Sales	7,862	5,357	13,219	2,505	501
Customer Service	3,808	2,553	6,361	1,255	251
Research	3,138	2,062	5,200	1,076	215
Marketing	3,061	2,129	5,190	932	186
Quality Management	2,951	2,020	4,971	931	186
Human Resources	2,809	1,830	4,639	979	196
Finance	2,673	1,838	4,511	835	167

For Example: Development will have 6% hire per year which is 1,340 and annual Gap of 946 this means each year there will be 197 male hire and (197+946 = 1143) female hire per year.

2nd Case Study

COVID-19 affected all business sectors negatively so each company must have a new strategy to avoid bankruptcy and ensure the business continuity with minimal damage as possible. As a company we decide to keep all our employees and reduce their salaries at a variable rate that depends on their salaries. This strategy

will help us to save 20% of salaries cost without terminating our employees. However, this strategy is temporary during COVID-19 pandemic.

Percentage of Reduction	Salary Range	Total Salaries	Reduction Amount	Salaries After Reduction
32%	>100	$41,931,993.00	$13,418,237.76	$28,513,755.24
30%	90-100	$112,865,481.00	$33,859,644.30	$79,005,836.70
29%	90-80	$282,029,324.00	$81,788,503.96	$200,240,820.04
28%	80-70	$524,588,765.00	$146,884,854.20	$377,703,910.80
24%	60-70	$760,238,968.00	$182,457,352.32	$577,781,615.68
16%	<60	$2,799,771,649.00	$447,963,463.84	$2,351,808,185.16

First, the employees were divided into six groups based on the highest salaries, all employees are included. Then, each salary range has a certain ratio between 32%-16%. Finally we have calculated total salaries after Reduction .

Total reduction	$906,372,056.38
Target reduction	$904,238,635.60

As shown above, the objective of the strategy was achieved by saving more than 20% of salaries cost.

3rd Case Study

A bonus is an additional financial payment given to an employee normally to appreciate a job well done or good performance. In addition to appreciating performance a bonus may also be given in order to retain, motivate. Employees may feel inclined to leave a company for various reasons, one way of retaining talent for long periods of time is to issue bonuses.

We R company decided to give a bonus for all employees based on their years of experience, to achieve this we created three categories of employees. The first category is for employees who have experience in the range of 11-15 years. The second category is for the employees whose experience is between 6-10 years.The third category for employees is those with experience between 0-5-years.

Lastly, we have considered the employees with contracts that are expiring soon, and we will give them 0.7% as a bonus. This bonus is meant to retain employees and encourage them to keep their current positions.

The table below shows the categories of bonuses that will be implemented. The table displays the percentage of the bonus depending on the years of experience, and the percentage of the bonus for employees who are likely to leave soon.

Years of Experience	Percentage of bonus
11-15	2%
6-10	1.5%
0-5	1%
Whose contracts are expiring soon	0.7%
Total bonus	$49,752,461.67

After doing the necessary calculation we found that we were below the stipulated target of $50 million regarding bonus payout,our total bonus payout is $49,752,461.67.