Task:3

A total of 434 people were working in the organization till FY19 out of which 263 (60.6%) were Male and 171 (39.4%) were Female. They were working in various departments of the organization: -

* A total of 10 people were working on the Executive level 8 Male and 2 Female.
* A total of 32 people were working on the Director level 28 Male and 4 Female.
* A total of 41 people were working on the Senior Manager level 35 Male and 6 Female.
* A total of 70 people were working on the Manager level 46 Male and 24 Female.
* A total of 88 people were working on the Senior Officer level 53 Male and 35 Female.
* A total of 193 people were working on the Junior Officer level 93 Male and 100 Female.

Among these 434 employees only a total of 36 employees (28 male and 8 female) got promoted from FY19 to FY20, the rest 398 (235 male and 163 female) employees were not promoted. Out of the 398 non-promoted employees 47 employees left the organization on FY20. The number of employees working in different departments after promotion from FY19 to FY20: -

* A total of 13 people were working on the Senior Officer level 7 Male and 6 Female.
* A total of 10 people were working on the Manager level 9 Male and 1 Female.
* A total of 8 people were working on the Senior Manager level 7 Male and 1 Female.
* A total of 3 people were working on the Director level 3 Male.
* A total of 2 people were working on the Executive level 2 Male.

As on FY20, a total of 66 people (32 Male and 34 Female) were hired in different departments of the organization. So currently, a total of 453 employees are working in the organization out of which 269 (59.38%) are Male and 184 (40.65%) are Female. The different levels they are working on currently are: -

* A total of 187 people were working on the Junior Officer level 85 Male and 102 Female.
* A total of 93 people were working on the Senior Officer level 52 Male and 41 Female.
* A total of 74 people were working on the Manager level 48 Male and 26 Female.
* A total of 51 people were working on the Senior Manager level 42 Male and 9 Female.
* A total of 33 people were working on the Directors level 29 Male and 4 Female.
* A total of 15 people were working on the Executive level 13 Male and 2 Female.

Furthermore, out of the 453 current employees of the organization only 51 employees will get promotion in FY21 out of which 33 are Male and 18 are Female.

Conclusion: -

As we can see from the analysis that the hiring of female employees is much lesser comparative to male employees. So, this is the main reason for the gender imbalance in the organization. Few suggestions to solve this issue are: -

# Rise the hiring of Female employee in the organization by 3%-5%. This will bring in more female talents in the organization and lower the imbalance.

# Hire or promote females also to the level of Executive so the management toward the female employees are also looked at and the females also will get a chance to be promoted to the higher hierarchy which will automatically build the balance in the job.