**Here is the background information on your task**

Diversity and inclusion can be understood as creating a workplace or environment where people of different backgrounds, identities, and perspectives feel welcome, valued, and respected.

Our telecom client's Human Resources department is focused on promoting diversity and inclusion. They have been making efforts to improve the representation of genders at the executive management level, but they have not seen any progress. As a result, they have reached out to us for assistance.

At PwC Switzerland, we frequently receive requests from clients seeking support in the area of diversity and inclusion. Companies recognize the need for a diverse workforce with a range of talents and backgrounds to thrive in an increasingly complex and diverse world. For us, diversity and inclusion are not just optional; they are essential for business success. We strive to create an environment where all our teams feel valued and included. However, achieving this and harnessing its potential comes with various practical challenges.

Why is it challenging? Consider the significance of strategic planning, raising awareness and providing education, utilizing analytics, and fostering inspiration in promoting diversity and inclusion.

The problem statement aims to define and create relevant Key Performance Indicators (KPIs) and metrics related to hiring, promotion, performance, and turnover. These KPIs will provide valuable insights to the HR manager. Here are the proposed measures to define the KPIs:

1. Number of Men: Count of male employees in the dataset.

* '#' of men = CALCULATE(DISTINCTCOUNT('Pharma Group AG'[Employee ID]),FILTER('Pharma Group AG','Pharma Group AG'[Gender] = "Male"))

1. Number of Women: Count of female employees in the dataset.

* '#' of women = CALCULATE(DISTINCTCOUNT('Pharma Group AG'[Employee ID]),FILTER('Pharma Group AG','Pharma Group AG'[Gender] = "Female"))

Here calculate is used to filter a context like distinct count of employee id is calculated then gender is filtered by female & male.

1. Number of Leavers: Count of employees who have left the organization.

* '#' of leavers = CALCULATE(COUNTA('Pharma Group AG'[Employee ID]), 'Pharma Group AG'[Leaver FY] IN {"FY20"})

Here counta is used to count non blank value as employee id and filter by leaver fy who left in 20 and use calculate for overall calculation

1. Percentage of Employees Promoted (FY21): The proportion of employees promoted during the fiscal year 2021, compared to the total number of employees.

* % Promotees who were men = DIVIDE(CALCULATE(DISTINCTCOUNT('Pharma Group AG'[Employee ID]),FILTER('Pharma Group AG','Pharma Group AG'[Gender]="Male")),DISTINCTCOUNT('Pharma Group AG'[Employee ID]))
* Here first distinct count of employee id is calculated and filtered gender as male and then divided by distinct count of employee by using divide to find %.

1. Percentage of Women Promoted: The proportion of female employees promoted, compared to the total number of employees promoted.

* % Promotees who were Women = DIVIDE(CALCULATE(DISTINCTCOUNT('Pharma Group AG'[Employee ID]),FILTER('Pharma Group AG','Pharma Group AG'[Gender]="Female")),DISTINCTCOUNT('Pharma Group AG'[Employee ID]))

Here first distinct count of employee id is calculated and filtered gender as female and then divided by distinct count of employee by using divide to find %.

1. Percentage of Hires: The proportion of male hires compared to the total number of hires.

* % of hires men = DIVIDE('Pharma Group AG'['#' of men],('Pharma Group AG'['#' of men]+'Pharma Group AG'['#' of women]))
* % of hires women = DIVIDE('Pharma Group AG'['#' of women],('Pharma Group AG'['#' of women]+'Pharma Group AG'['#' of men]))

Here divide is used to calculate the % of hires men and women as numerator is # of women with denominator as #of women + # of men

1. Turnover Percentage: The percentage of employees who have left the organization within a specified time period.

* % of Turnover = DIVIDE(CALCULATE(DISTINCTCOUNT('Pharma Group AG'[Employee ID]),FILTER('Pharma Group AG','Pharma Group AG'[FY20 leaver?]="Yes")),DIVIDE(CALCULATE(DISTINCTCOUNT('Pharma Group AG'[Employee ID]),FILTER('Pharma Group AG','Pharma Group AG'[In base group for turnover FY20]="Y"))+CALCULATE(DISTINCTCOUNT('Pharma Group AG'[Employee ID]),FILTER('Pharma Group AG',NOT('Pharma Group AG'[Department @01.07.2020]=BLANK()))),2))

To break down the expression:

* **DIVIDE** is a function used in DAX to perform division.
* **CALCULATE** is a function used to modify or filter the context in which a calculation is performed.
* **DISTINCTCOUNT** is a function that counts the number of distinct values in a column.
* **'Pharma Group AG'[Employee ID]** refers to the "Employee ID" column in the "Pharma Group AG" table.
* **FILTER** is a function that allows you to apply a filter to a table or column based on specific conditions.
* **'Pharma Group AG'[FY20 leaver?]="Yes"** is the filter condition that checks if the "FY20 leaver?" column equals "Yes".
* **'Pharma Group AG'[In base group for turnover FY20]="Y"** is the filter condition that checks if the "In base group for turnover FY20" column equals "Y".
* **NOT('Pharma Group AG'[Department @01.07.2020]=BLANK())** is the filter condition that checks if the "Department @01.07.2020" column is not blank.

The expression calculates the distinct count of "Employee ID" values for employees who left the organization during FY20, and divides it by the sum of the distinct count of "Employee ID" values for employees in the turnover base group and the distinct count of "Employee ID" values for employees who have a non-blank department. The result is then multiplied by 100 to obtain the percentage.

1. Average Performance Rating for Men: The average performance rating of male employees.

* Avg Rating Men = CALCULATE(AVERAGE('Pharma Group AG'[FY20 Performance Rating]),FILTER('Pharma Group AG','Pharma Group AG'[Gender]="Male"))

1. Average Performance Rating for Women: The average performance rating of female employees.

* Avg Rating Women = CALCULATE(AVERAGE('Pharma Group AG'[FY20 Performance Rating]),FILTER('Pharma Group AG','Pharma Group AG'[Gender]="Female"))

Here average is found of male and female by using average function to find fy20 performance rating and then filtered by gender as male and female and then calculated.

This report included 2 dashboards

1st dashboard consists of demographics of male and females based on positions. It even consists of promotions for year 2020 based on positions and gender & turnover rate of 2020 based on positions and gender on how many left throughout the year.

2nd dashboard consists of performance rating of employees based on gender as well gender balance between gender. It even includes age group based on position.

Even slicers were included based on age group, department, job and region group.

Here different kpi’s were created based on gender and job role as hiring, promotion this year, turnover as how many people left, performance rating, executive gender balance & age group with different visuals within kpi’s and even slicers were created for department, region, age and job roles.

The next step is to create a visualization that encompasses all these relevant KPIs and metrics. This visualization should provide a clear and concise overview for the HR manager, allowing them to easily monitor and track the progress and performance of the organization in terms of gender representation, promotions, turnover, and performance ratings.

By utilizing these KPIs and visualizations, the HR manager can gain insights into the organization's gender diversity, promotion trends, turnover rates, and performance ratings, enabling them to make informed decisions and implement strategies to foster a more inclusive and equitable work environment.

By leveraging the power of data analysis, the organization gained a deeper understanding of its workforce composition and could make informed decisions to create a more inclusive workplace culture.