FUTURE TECH COMPANY

Future Spark Team

THE OUTLINE
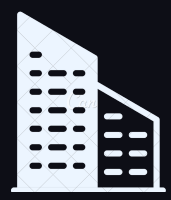
Introduction

The First Case Study

The Second Case Study

The Third Case Study

Conclusion and Recommendation

Q/A

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INTRODUCTION

INTRODUCTION

Our company called FUTURE TECH company.

The nature of our company is technology, and our main focus is the technology sector.

We have in our company 9 departments which are Customer Service, Development, Finance, Human Resources, Marketing, Production, Quality Management, Research and Sales.

We have almost 86 thousand employees that are still working in our company.

CASE STUDY

1

A company wants to assess its gender equality employment policy by looking into the number of male and female employees in the company.

2

Due to unforeseen events similar to COVID-19 the company wants to downsize its employees to save 20% of the total salaries it pays annually.

3

The company wants to offer bonuses at the end of the year to reward its employees. The total bonus paid to all the employees should not exceed $50 million. Design a plan for distributing bonuses based on.

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THE FIRST CASE STUDY

EMPLOYEES

Total Emp	Male	Female	Ratio	
85697	51357	34340	1.50 : 1	
We need to hire	17017		Female employees	
We need to hire	3403		Every Year	
We will hire	1702	Males	340	

LAST FIVE YEARS

Hired in the last 5 years	male	female	Ratio
10024	6027	3997	
Gender Gap	2030		1.51

LAST FIVE YEARS

Department	Gap
Production	514
Development	504
Sales	356
Customer Service	144
Marketing	132
Human Resources	106
Research	104
Finance	95
Quality Management	75

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THE STRATEGY

We will launch a program to scout for talented female college students, and sign them contracts while they are studying to support them financially and get them ready for the job waiting for them after graduation.

Hiring Every Year

Department	Gender Gap	% Every year
Development	4638	27%
Production	3749	22%
Sales	2537	15%
Customer Service	1248	7%
Research	1139	7%
Quality Management	969	6%
Human Resources	965	6%
Marketing	944	6%
Finance	828	5%

GENDER EQUALITY GROWTH

CASE STUDY

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THE SECOND CASE STUDY

The employees will be divided into 4 categories depending on the importance of them being physically in the office.

1. Onsite
2. Part time
3. One day off
4. Remotely

Criteria	Work Remotely	4Days a Week	In The Office	Part time
Salary	20%	20%	0%	50%

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THE SECOND CASE STUDY

moving to excel

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dept	onsite	part time	One day off	Remotely

CASE STUDY

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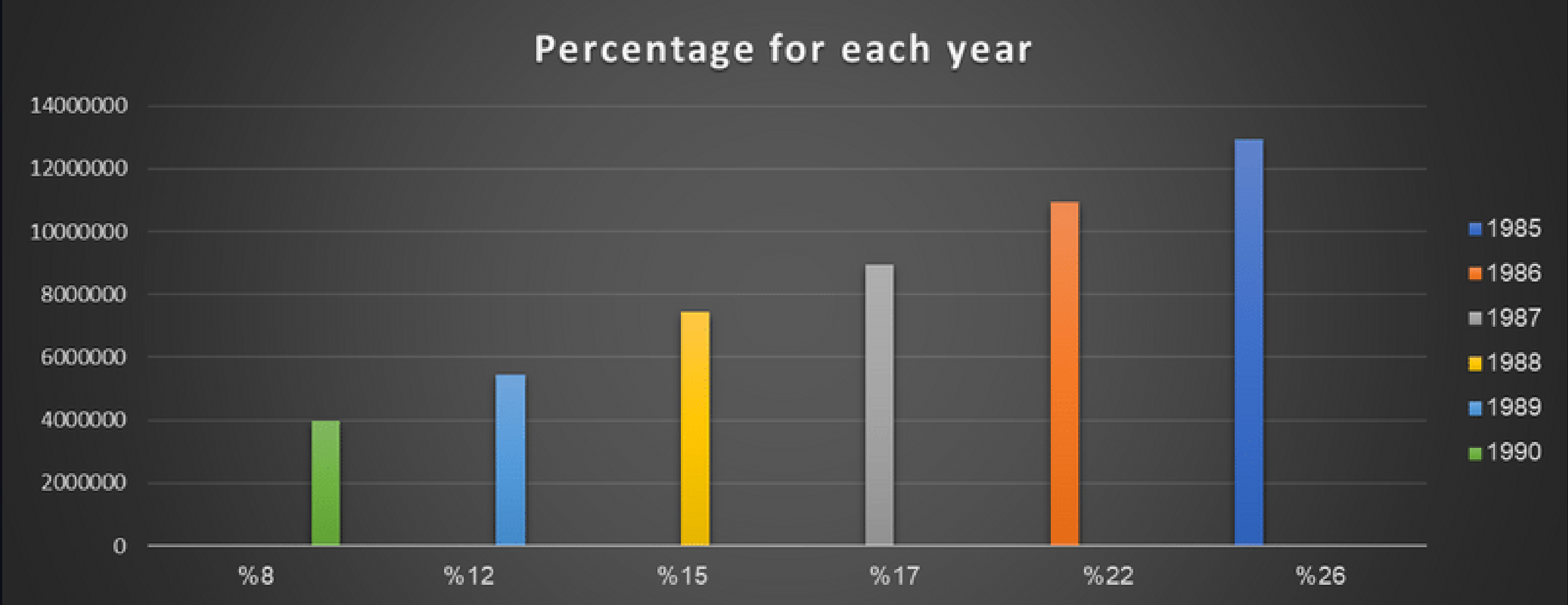
THE THIRD CASE STUDY

We focused on

o   People who their contracts are expiring soon

- 20% of their salary
- $ 287,768.62 out of $ 50,000,000.00

o   People who stayed the longest with our company

- 1985 to 1990

YEARS OF SERVICE

Years	total	percentage	per person
1985	$ 12,925,180.16	26%	$ 1,357.54
1986	$ 10,936,690.90	22%	$ 1,189.55
1987	$ 8,948,201.65	17%	$ 1,048.90
1988	$ 7,456,834.71	15%	$ 913.49
1989	$ 5,468,345.45	12%	$ 755.92
1990	$ 3,976,978.51	8%	$ 603.03

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CONCLUSION AND RECOMMENDATION

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Q/A?!