

Project -2

Project Title: HR Gender Diversity and Inclusion Analytics

Introduction

In the contemporary workplace, fostering an environment that champions gender diversity and inclusion is not just an ethical imperative but also a strategic advantage. This project aims to leverage the analytical power of Power BI to develop a comprehensive dashboard that provides key insights into gender diversity and inclusion metrics within an organization. By tracking and analyzing various dimensions of diversity, this initiative seeks to promote transparency, identify opportunities for improvement, and drive strategic decisions towards creating a more inclusive workplace.

Key Features

Comprehensive Dashboard

Utilizing Microsoft Power BI, this project delivers an intuitive and interactive dashboard that aggregates and visualizes key performance indicators (KPIs) related to gender diversity and inclusion. The dashboard serves as a central platform for HR and management teams to monitor and assess gender diversity across different levels and departments within the company.

Multi-Dimensional Metrics

The analytics cover a broad spectrum of metrics, including but not limited to:

Age Diversity: Analysis of gender representation across different age groups.

Regional Diversity: Insights into gender diversity across various geographic locations and offices.

Job Diversity: Examination of gender distribution across different job functions and levels.

Employee Turnover Rate: Gender-specific insights into employee attrition, providing clues to potential areas of concern regarding inclusion.

Promotion Statistics: Tracking of promotion rates among genders, highlighting progress towards equitable career advancement opportunities.

Technology Stack

Data Modeling and Visualization: Developed with Microsoft Power BI, the dashboard harnesses advanced data modeling techniques to present data in a user-friendly manner.

Data Preparation: Utilizing Microsoft Excel for initial data cleaning and preparation, ensuring high-quality, actionable insights.

Benefits, Transparency and Accountability

The dashboard promotes a culture of transparency by providing clear visibility into gender diversity metrics, enabling the organization to hold itself accountable for its diversity and inclusion goals.

Identifying Gaps and Opportunities

By dissecting gender diversity across various dimensions, the project helps identify gaps in representation and inclusion. This insight is crucial for developing targeted strategies to address these gaps.

Data-Driven Decision Making

Empowers HR and management teams to make informed decisions based on robust data analytics. This approach ensures that strategies for enhancing gender diversity are grounded in reality and tailored to the organization's specific context.

Fostering an Inclusive Culture

Ultimately, the project's goal is to leverage data analytics to foster a workplace culture that values and promotes diversity and inclusion. By continuously monitoring and addressing gender diversity metrics, the organization can make significant strides towards creating an equitable and inclusive environment for all employees.

Conclusion

The HR Gender Diversity and Inclusion Analytics project exemplifies the power of data analytics in driving meaningful change within organizations. Through meticulous data analysis and interactive visualization, this Power BI dashboard enables stakeholders to gain insights into critical aspects of gender diversity and inclusion, laying the groundwork for a more diverse, equitable, and inclusive workplace.

Screenshots of the Project 2



File Home Help Table tools Column tools

Name **Leaver FY** **Format** **Text** **Summarization** **Don't summarize** **Data category** **Uncategorized** **Sort by column** **Data groups** **Manage relationships** **New column** **Calculations**

Emp	Gender	Job Level after	New	FY20	Promotion	In base	Targ	FY20	In base	Departm	Leav	Job Level a	Last Depar	FTE group	Time type	Departm	Department & R
3	Male	2 - Director	N	2	No	Yes	0.5	No	Y	Strategy		2 - Director	Strategy	Full Time	Full Time	Inconclusive	2 - Director & Sc
5	Female	5 - Junior Officer	N	2	No	Yes	0.5	No	Y	Sales & Mark		6 - Junior Officer	Sales & Marke	Full Time	Full Time	Even	6 - Junior Officer
8	Female	5 - Senior Officer	N	2	No	Yes	0.5	No	Y	HR		5 - Senior Officer	HR	Full Time	Full Time	Inconclusive	5 - Senior Officer
14	Male	5 - Junior Officer	N	2	No	Yes	0.5	No	Y	Operations		6 - Junior Officer	Operations	Full Time	Full Time	Even	6 - Junior Officer
19	Male	5 - Senior Officer	N	2	No	Yes	0.5	No	Y	Sales & Mark		5 - Senior Officer	Sales & Marke	Full Time	Full Time	Even	5 - Senior Officer
26	Male	6 - Junior Officer	N	2	No	Yes	0.5	No	Y	Internal Servi		6 - Junior Officer	Internal Servi	Full Time	Full Time	Even	6 - Junior Officer
30	Male	6 - Junior Officer	N	2	No	Yes	0.5	No	Y	Operations		5 - Senior Officer	Operations	Full Time	Full Time	Even	6 - Junior Officer
37	Female	6 - Junior Officer	N	2	Yes	Yes	0.5	No	Y	Operations		5 - Senior Officer	Operations	Full Time	Full Time	Even	6 - Junior Officer
37	Male	5 - Junior Officer	N	2	No	Yes	0.5	No	Y	Operations		6 - Junior Officer	Operations	Full Time	Full Time	Even	6 - Junior Officer
42	Male	3 - Senior Manager	N	2	No	Yes	0.5	No	Y	Operations		3 - Senior Man	Operations	Full Time	Full Time	Even	3 - Senior Mana
45	Male	2 - Director	N	2	No	No	0.5	Yes	Y	Internal Servi	FY20		Internal Servi	Full Time	Full Time		
49	Female	6 - Junior Officer	N	2	No	Yes	0.5	No	Y	HR		6 - Junior Officer	HR	Full Time	Full Time	Inconclusive	6 - Junior Officer
51	Male	5 - Senior Officer	N	2	Yes	Yes	0.5	No	Y	Operations		4 - Manager	Operations	Full Time	Full Time	Even	5 - Senior Officer
55	Male	5 - Senior Officer	N	2	No	Yes	0.5	No	Y	Sales & Mark		5 - Senior Officer	Sales & Marke	Full Time	Full Time	Even	5 - Senior Officer
54	Male	5 - Senior Officer	N	2	Yes	Yes	0.5	No	Y	Operations		4 - Manager	Operations	Full Time	Full Time	Even	5 - Senior Officer
55	Female	5 - Junior Officer	N	2	No	Yes	0.5	No	Y	Sales & Mark		6 - Junior Officer	Sales & Marke	Full Time	Full Time	Even	6 - Junior Officer
58	Male	5 - Senior Officer	N	2	Yes	Yes	0.5	No	Y	Sales & Mark		4 - Manager	Sales & Marke	Full Time	Full Time	Even	5 - Senior Officer

