

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

DIVERSITY & INCLUSION

Age Group: All | Region Group: All | Job Level: All | Department: All

KPI 1 HIRING

41% of Hires were Female | 59% of Hires were Male

Job Level	Female (%)	Male (%)
1 - Executive	41%	59%
2 - Director	38%	62%
3 - Senior Manager	38%	62%
4 - Manager	37%	63%
5 - Senior Officer	47%	53%
6 - Junior Officer	44%	47%

Gender: Female (Yellow), Male (Orange)

KPI 2 PROMOTIONS (THIS YEAR)

Job Level	Female Promotions	Male Promotions	Total Promotions (%)
1 - Executive	3	16	16%
2 - Director	4	29	4%
3 - Senior Manager	11	46	23%
4 - Manager	25	54	25%
5 - Senior Officer	50	52	50%
6 - Junior Officer	78	91	50%

Gender: Female (Green), Male (Yellow) | FY20 leaver? (Blue): No (●), Yes (●)

Avg Time in Grade of Employees Promoted in FY2021 (in Years)

Job Level	Avg Time in Grade (Years)
1 - Executive	1.2
2 - Director	1.4
3 - Senior Manager	1.8
4 - Manager	2.0
5 - Senior Officer	2.2
6 - Junior Officer	2.4

Gender: Female (Green), Male (Yellow)

KPI 3 TURNOVER RATE (FY20 LEAVERS)

Job Level	FY20 leaver? (No) (%)	FY20 leaver? (Yes) (%)
1 - Executive	2.00	3.00
2 - Director	2.13	2.67
3 - Senior Manager	2.65	2.65
4 - Manager	2.50	2.75
5 - Senior Officer	2.32	2.59
6 - Junior Officer	2.59	3.00

FY20 leaver? (Blue): No (●), Yes (●)

Employee ID	Gender	Job Level after	New	FY20	Formats	In base	Targ	FY20	In base	Department	Leave	Job Level after	Last Dept.	FTE group	Time type	Depaction	Department & Job
3 Male	2 - Director	N	2 No	Yes	0.5	No	Y	Strategy	2 - Director	Strategy	Full Time	Full Time	Inconclusive	2 - Director & Sales	Full Time	Even	6 - Junior Office
5 Female	6 - Junior Officer	N	2 No	Yes	0.5	No	Y	Sales & Mark	6 - Junior Offic	Sales & Marke	Full Time	Full Time	Inconclusive	6 - Junior Officer	Full Time	Even	5 - Senior Office
8 Female	3 - Senior Officer	N	2 No	Yes	0.5	No	Y	HR	5 - Senior Offic	HR	Full Time	Full Time	Inconclusive	5 - Senior Officer	Full Time	Even	6 - Junior Officer
10 Male	6 - Junior Officer	N	2 No	Yes	0.5	No	Y	Operations	6 - Junior Offic	Operations	Full Time	Full Time	Inconclusive	6 - Junior Officer	Full Time	Even	5 - Senior Office
19 Male	5 - Senior Officer	N	2 No	Yes	0.5	No	Y	Sales & Mark	5 - Senior Offic	Sales & Marke	Full Time	Full Time	Inconclusive	5 - Senior Officer	Full Time	Even	5 - Senior Office
20 Male	6 - Junior Officer	N	2 No	Yes	0.5	No	Y	Internal Servi	6 - Junior Offic	Internal Servi	Full Time	Full Time	Inconclusive	6 - Junior Officer	Full Time	Even	6 - Junior Officer
30 Male	6 - Junior Officer	N	2 No	Yes	0.5	No	Y	Operations	6 - Junior Offic	Operations	Full Time	Full Time	Inconclusive	6 - Junior Officer	Full Time	Even	6 - Junior Officer
31 Female	6 - Junior Officer	N	2 Yes	Yes	0.5	No	Y	Operations	5 - Senior Offic	Operations	Full Time	Full Time	Inconclusive	6 - Junior Officer	Full Time	Even	6 - Junior Officer
37 Male	6 - Junior Officer	N	2 No	Yes	0.5	No	Y	Operations	6 - Junior Offic	Operations	Full Time	Full Time	Inconclusive	6 - Junior Officer	Full Time	Even	6 - Junior Officer
43 Male	3 - Senior Manager	N	2 No	Yes	0.5	No	Y	Operations	3 - Senior Man	Operations	Full Time	Full Time	Inconclusive	3 - Senior Manager	Full Time	Even	5 - Senior Manager
45 Male	2 - Director	N	2 No	No	0.5	Yes	Y	Internal Servi	FY20	Internal Servi	Full Time	Full Time	Inconclusive	2 - Director	Full Time	Even	6 - Junior Officer
49 Female	6 - Junior Officer	N	2 No	Yes	0.5	No	Y	HR	6 - Junior Offic	HR	Full Time	Full Time	Inconclusive	6 - Junior Officer	Full Time	Even	5 - Senior Office
51 Male	5 - Senior Officer	N	2 Yes	Yes	0.5	No	Y	Operations	4 - Manager	Operations	Full Time	Full Time	Inconclusive	5 - Senior Officer	Full Time	Even	5 - Senior Office
53 Male	5 - Senior Officer	N	2 No	Yes	0.5	No	Y	Sales & Mark	5 - Senior Offic	Sales & Marke	Full Time	Full Time	Inconclusive	5 - Senior Officer	Full Time	Even	5 - Senior Office
54 Male	5 - Senior Officer	N	2 Yes	Yes	0.5	No	Y	Operations	4 - Manager	Operations	Full Time	Full Time	Inconclusive	5 - Senior Officer	Full Time	Even	5 - Senior Office
56 Female	6 - Junior Officer	N	2 No	Yes	0.5	No	Y	Sales & Mark	4 - Manager	Sales & Marke	Full Time	Full Time	Inconclusive	6 - Junior Officer	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	Inconclusive	5 - Senior Officer	Full Time	Even	5 - Senior Office

DIVERSITY & INCLUSION

Age Group: All | Region Group: All | Job Level: All | Department: All

KPI 4 PERFORMANCE RATING

Gender: Female Male

Rating	Female (%)	Male (%)
4	55.8%	63.16%
3	28.74%	60.26%
2	16.19%	61.61%
1	36.84%	63.16%
0%	50%	100%

2.42 Avg Rating Women | **2.41** Avg Rating Men

FY20 Performance: 1 2 3 4

Category	Male (%)	Female (%)
Male	55%	36%
Female	34%	38%

KPI 5 EXECUTIVE GENDER BALANCE

Executive Split (FY 2020)

Executive Hires (FY 2020)

KPI 6 AGE GROUP

Employees By Age Group(FY 2020)

Age group	Count of Employee ID
60 to 69	3
50 to 59	4
40 to 49	64
30 to 39	191
20 to 29	215
16 to 19	5

Age group: 16 to 19 20 to 29 30 to 39 40 to 49

Promotion to Executive (FY 2020)

Job Level after FY21 promotions

Job Level	Male (%)	Female (%)
Executive...	100%	0%
1 - Director	~70%	~30%
2 - Senior Manager	~60%	~40%
3 - Manager	~50%	~50%
4 - Senior Officer	~40%	~60%
5 - Junior Officer	~30%	~70%
6 - Junior...	~20%	~80%

Count of Employee ID: 0% 50% 100% 150% 200%

Dashboard 1 | Dashboard 2 | Dashboard 3 | +

DIVERSITY & INCLUSION

Age Group: All | Region Group: All | Job Level: All | Department: All

Total Employees

500 Total Employees

Promotion in FY2020

Total Promotion By Gender

Gender	Percentage
Male	70.11%
Female	29.89%

Promotion in FY2021

295 # Male

Promotion in FY2021

Employee Turn Over Rate

Nationality of Employees

Nationality	Count
Switzerland	~180
France	~120
Germany	~80
Italy	~40
United Kingdom	~20
Spain	~10

Regional Diversity

Region	Count
Switzerland	~250
France	~150
Germany	~100
Italy	~50
United Kingdom	~30
Spain	~20
Austria	~10
Portugal	~5
Bosnia	~5
Serbia	~5
Morocco	~5
Croatia	~5
Egypt	~5
Greece	~5

Job Diversity

Job Level	Male (%)	Female (%)
1 - Executive	87.50%	12.50%
2 - Director	86.49%	13.51%
3 - Senior Manager	85.14%	14.86%
4 - Manager	63.41%	36.59%
5 - Senior Officer	53.30%	46.67%
6 - Junior Officer	46.57%	53.43%

Age Diversity

Age Group	Male (%)	Female (%)
20 to 29	10.3	12.0
30 to 39	11.5	11.9
40 to 49	11.7	11.7
50 to 59	4.4	4.4
60 to 69	2.2	2.2

Dashboard 1 | Dashboard 2 | Dashboard 3 | +