Study Cases

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Agenda

Introduction

A company wants to solve some of the issues related to it staffing and bonuses etc. They decided that by looking into their database and coming up with some solutions they need to solve their problems and concerns.

First study case

The company wants to asses its gender equality employment policy by looking into the number of male and female employees in the company

01

The number of male and female employees in the company

02

The ratio of males to females hired in the last 5 years

03

If the average salary for males and females is not equal

Solutions

Based on departments males avg salary is 1035$ more than females

Equalizing the salary for males and females in each department

Number of employees in the last 5 years is:
13234 male employees
8691 female employees

Need to hire around 908 female employees each year

Hiring 908 employees each year could lead to over staffing

Firing 454 males while hiring the same amount of females to maintain financial balance

Second study case

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.

01

Find the total amount of salaries paid to each department and assess whether any service/contract is overpaid

02

develop a strategy to reduce the cost of all contracts expiring within a year

03

State the names and the employee's information whom you plan to either reduce their wages or let them go

Solutions

-Total departments salaries paid in 2000 = 6,550,550,602

-The calculation of 20% = 1,310,110,120.4

deduct 30% and 50% of the lowest years of service among all departments

We have selected the age range of 65 – 70 years of employees and served us 8 years and more.

try to reset lower salaries for renewal contracts with our employees.

Third study case

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.

01

The average salary for males and females is equal.

02

Years of service with the company

03

If their contracts are expiring on (February 1, 2001) convince them to stay

Solutions

Avg Salary for female : $63769
Avg Salary for male : $63755

No need to provide higher bonuses to compensate either of them

Some employees years of service were varying between 15 to 16 years and less.

15 years : 10% bonus
10 years : 5% bonus

250 employees are ending their contract in February

5000$ raise or a better health insurance plan

Thanks For Listening