

# Workplace Insights | Diversity and Opportunities

## Introduction

This analysis aims to delve into the team distribution within the company, with a focus on crucial aspects such as diversity, job opportunities, and organizational structure.

The chosen areas of focus —geographical distribution, ethnic representation, gender equity, age diversity, hiring and retention— are pivotal in understanding the dynamics of the workforce.

## Areas of Focus

- **Geographical Distribution:** Explored employee location by country and their departmental divisions. Consideration of geographical diversity is vital for understanding the global footprint of the company.
- **Ethnic Representation:** Examined ethnic composition, spotlighting the presence of Asian, Caucasian, Latino and Afro Descendant communities. Diversity in ethnicity contributes to a vibrant and inclusive team.
- **Gender Equity:** Evaluated the gender proportion across the organization, delving into gender equity in leadership roles. Maintaining gender balance across all roles signals a commitment to inclusion.
- **Age Diversity:** Explored diversity in terms of age ranges, identifying patterns and trends. Age diversity reflects a strategic approach to attracting and retaining talent at different career stages.
- **Hiring and Retention:** Examined month-to-month hirings and the retention rate. The consistent growth, particularly in 2021, and high retention rate, highlight a positive work environment.

## Key Findings

- **Geographical Distribution:** Evidenced diverse employee distribution across various countries and departments, emphasizing the global nature of the workforce.
- **Ethnic Composition:** The US - based company stands out for a high representation of the Asian community, followed by Caucasians, Latinos and a smaller Afro Descendant presence. The inclusion of different ethnicities contributes to a diverse and vibrant team.
- **Gender Equity:** Highlighted gender equity overall and in leadership roles, indicating equal opportunities for men and women. Gender balance across all roles is equally maintained, demonstrating strong support for gender inclusion in both leadership and lower-ranking roles.
- **Age Diversity:** Observed progression in diversity concerning age, with a higher number of employees in the 51-65 age range. This strategic approach fosters a multigenerational workplace.
- **Hiring and Retention:** Tables showcased a steady influx of new hires, supported by a retention rate indicating robust talent retention. The company's consistent growth and high retention rate contribute to a positive and stable work environment.

## Conclusions

Gender equality and diversity are not mere checkboxes; they are foundational elements contributing to a dynamic and successful work environment. Age diversity reflects a strategic commitment to attracting and retaining talent at different career stages.

The constant hiring and retention rate indicate a healthy corporate culture and a solid commitment to diversity, factors that positively impact productivity and employee satisfaction, creating an environment where inclusion and equality are key drivers of ongoing success.

#Note: The presented information is a general summary, and specific figures and insights are detailed in the comprehensive reports generated using PowerBI.

## Techniques Employed

- **SQL Server Management Studio (SMSS):** Identified and declared null values in order to filter data correctly for the subsequent exploration. Utilized SQL queries in SMSS to generate useful views, facilitating seamless exploration into PowerBI.
- **Data Enhancement:** Leveraged Excel for data enhancement tasks, including the removal of duplicated records and overall dataset oversight.
- **Visualizations:** Developed an intuitive interface for executing prepared queries, streamlining the exploration process. Utilized PowerBI to create visually impactful representations, providing insights into equity in roles distribution and other key metrics.

## Data Sources

- **TheSpreadsheetGuru:** I employed a dataset sourced from TheSpreadsheetGuru, a public domain source platform used for sharing and discovering datasets.

<https://www.thespreadsheetguru.com/sample-data/>