

BAYOBAB WORKFORCE ANALYSIS

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CONTENT

01

Overview

02

Insights with Data

03

Conclusion

04

Appendix

Objectives

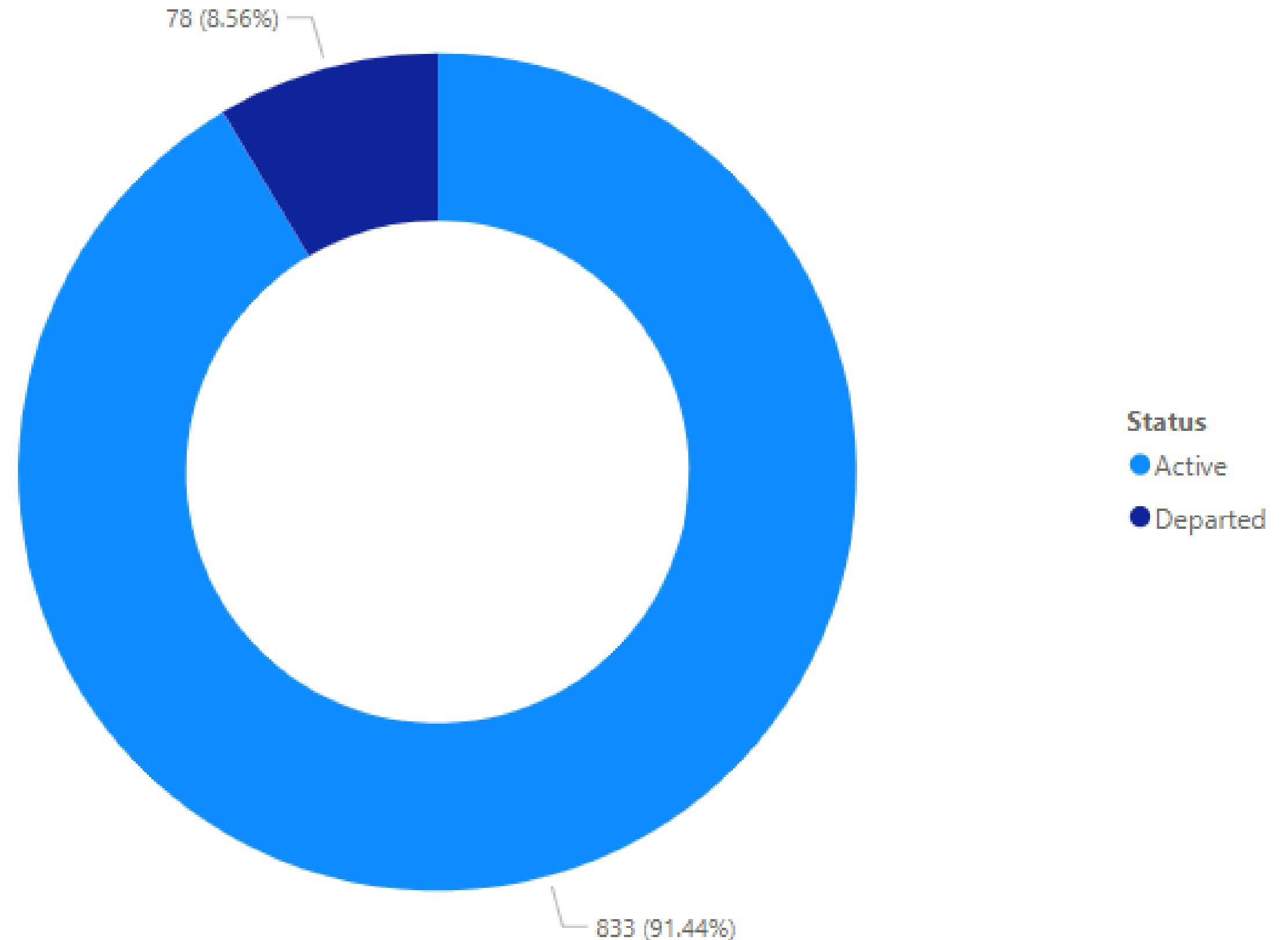
Analyze:

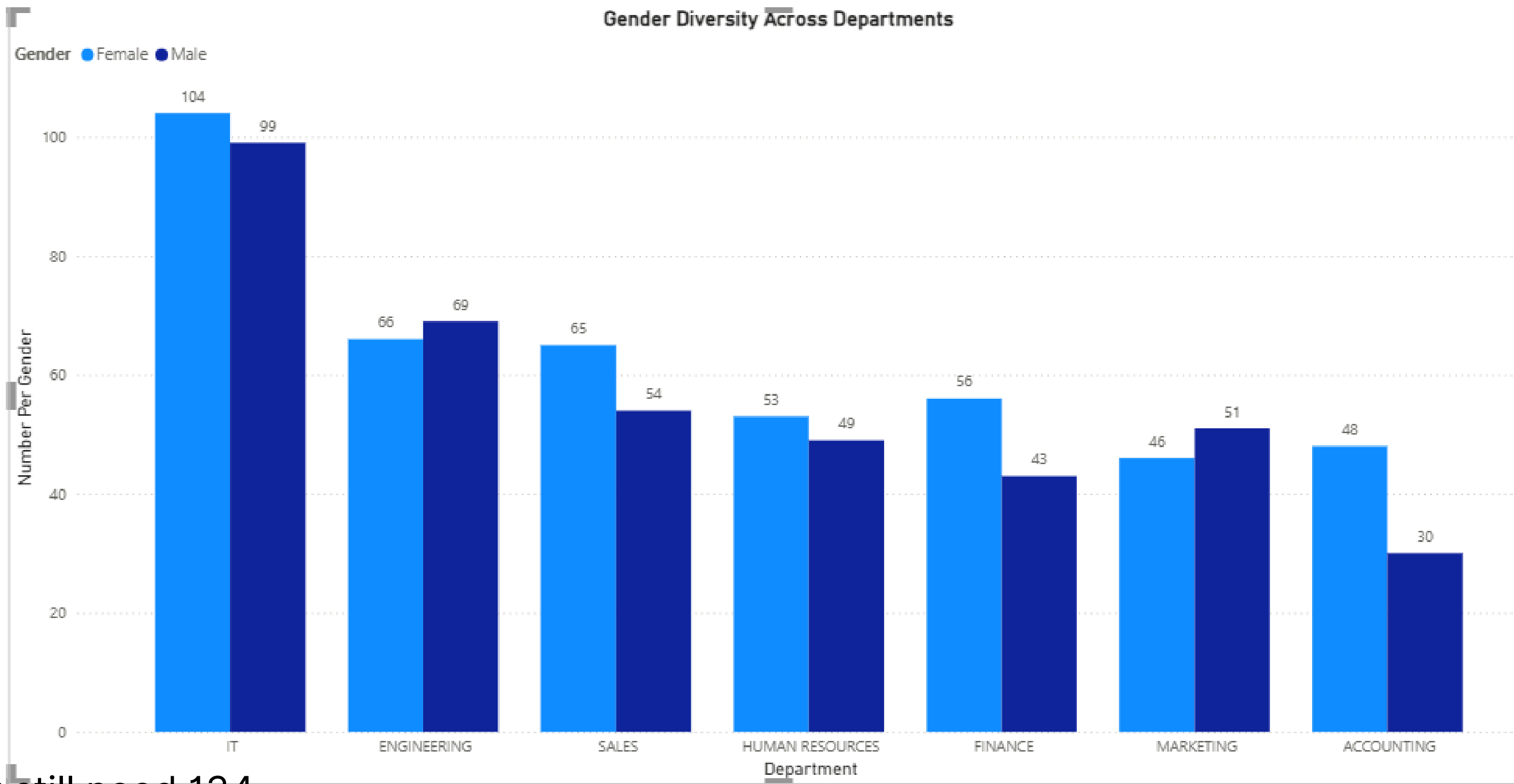
- 1.Exit rate
- 2.Salary
- 3.Bonus
- 4.Gender Diversity
- 5.Ethnic Diversity

Number of Active and Departed Employees

**GOOD
OR BAD?**

➡ Global Attrition Rate
13.5%





Gender parity still need 134
years close the gap

weforum(global-gender-gap-report)

Roles considered:

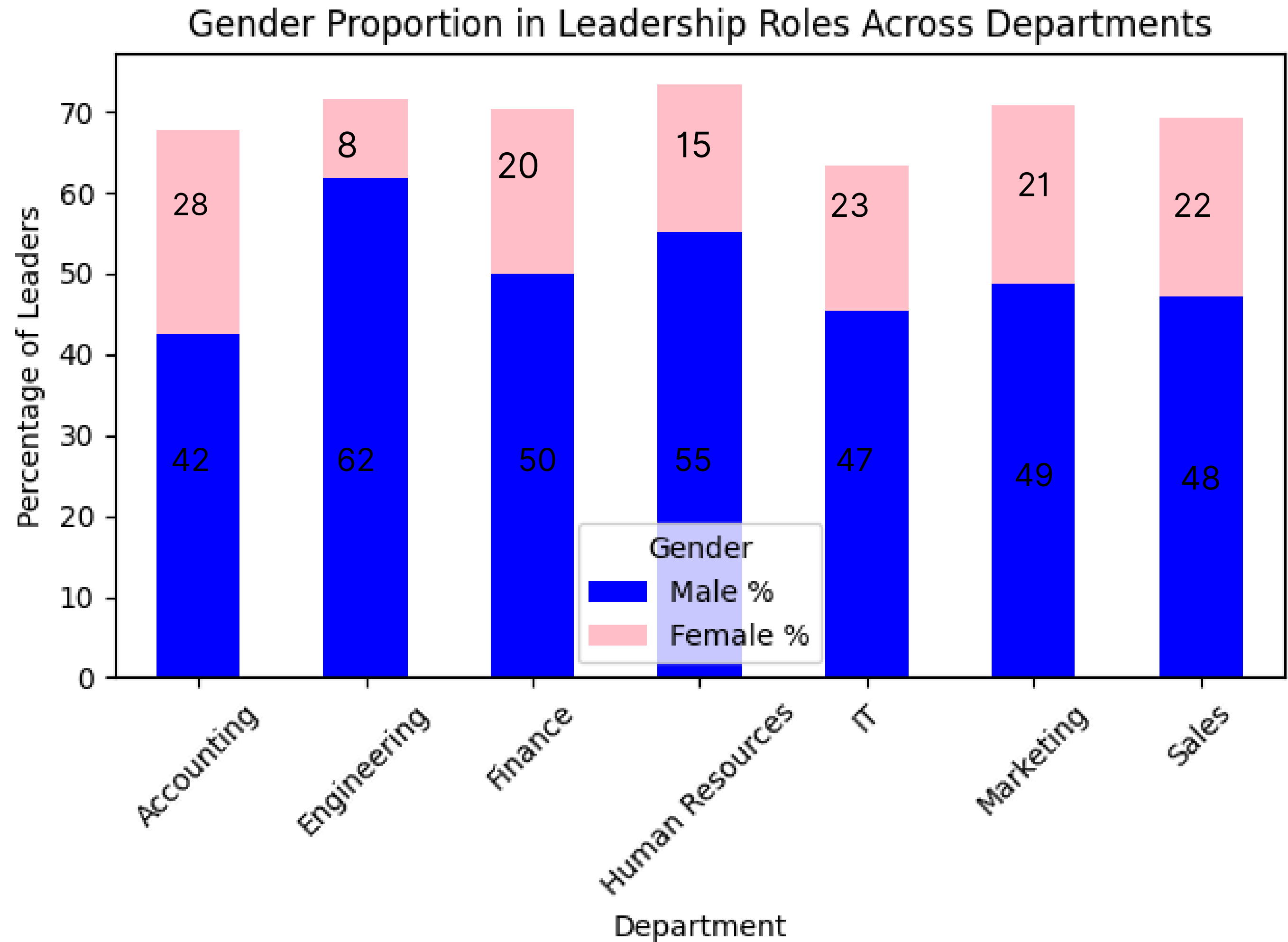
Vice Presidents

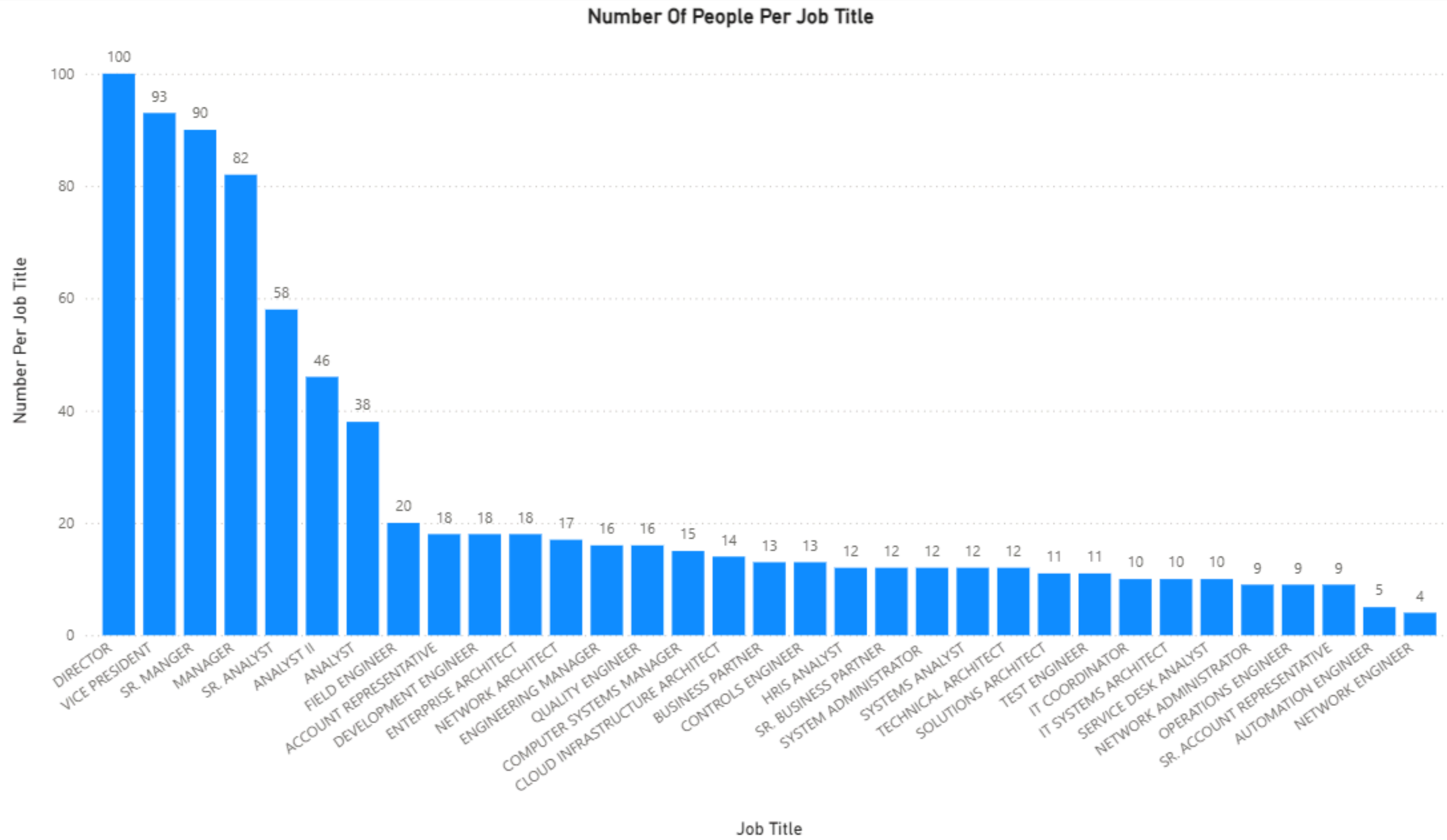
Director

Snr.Manager

Manager

Women remain under
represented in
leadership.It's key in
gender equality

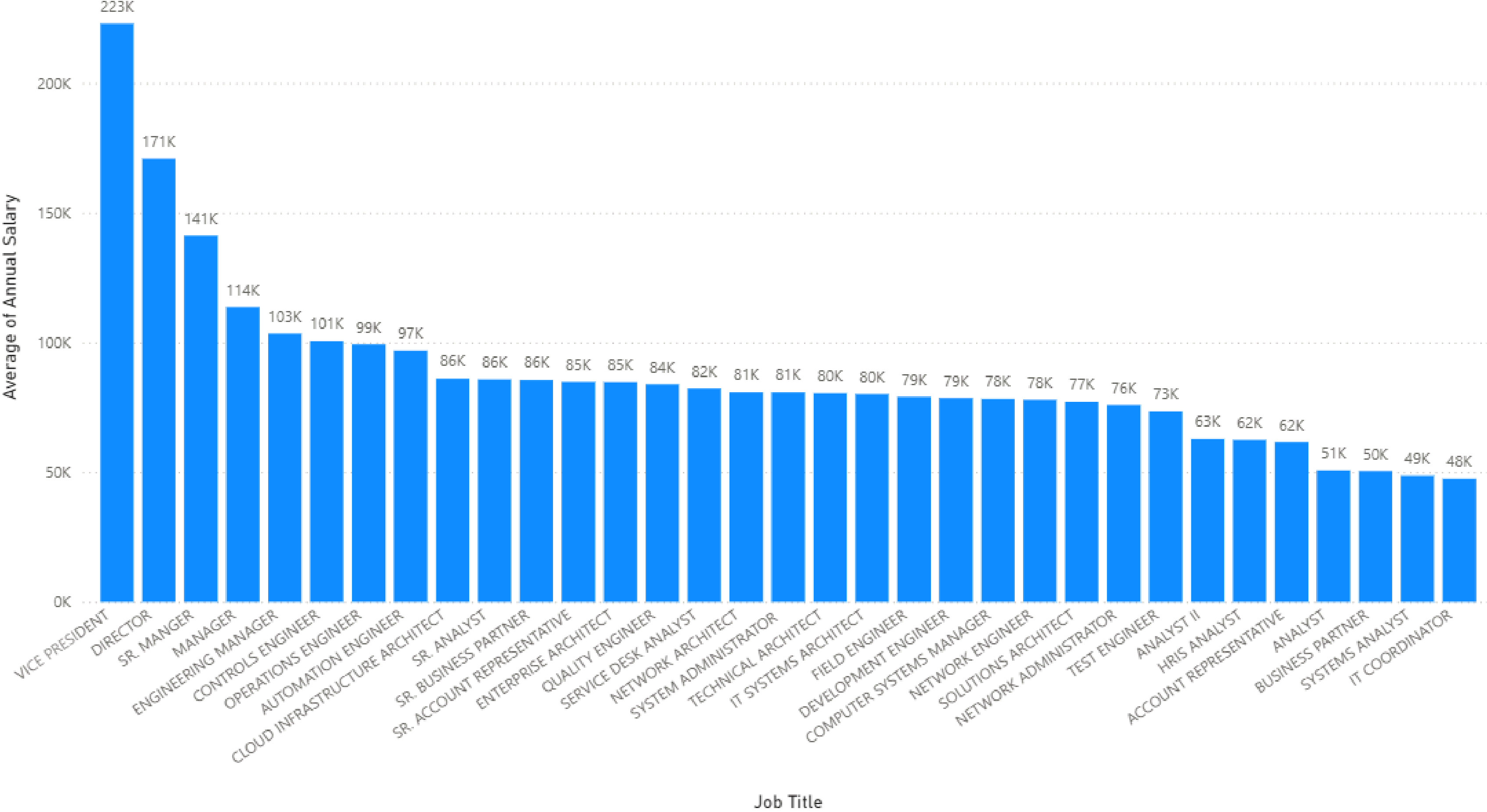




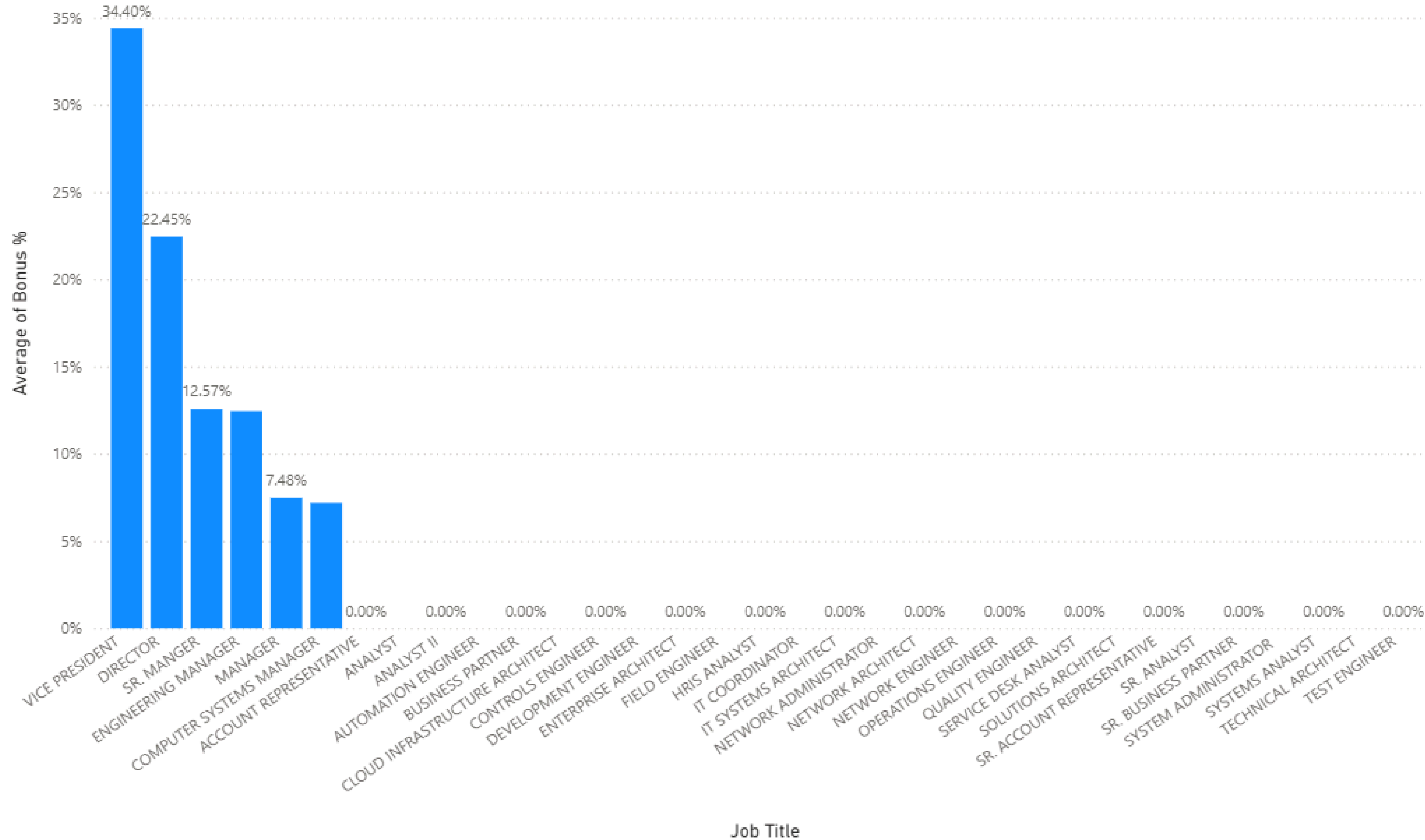
Leaders to employees ratio

The ideal ratio of leaders to workers is around 1 manager to every 5 employees

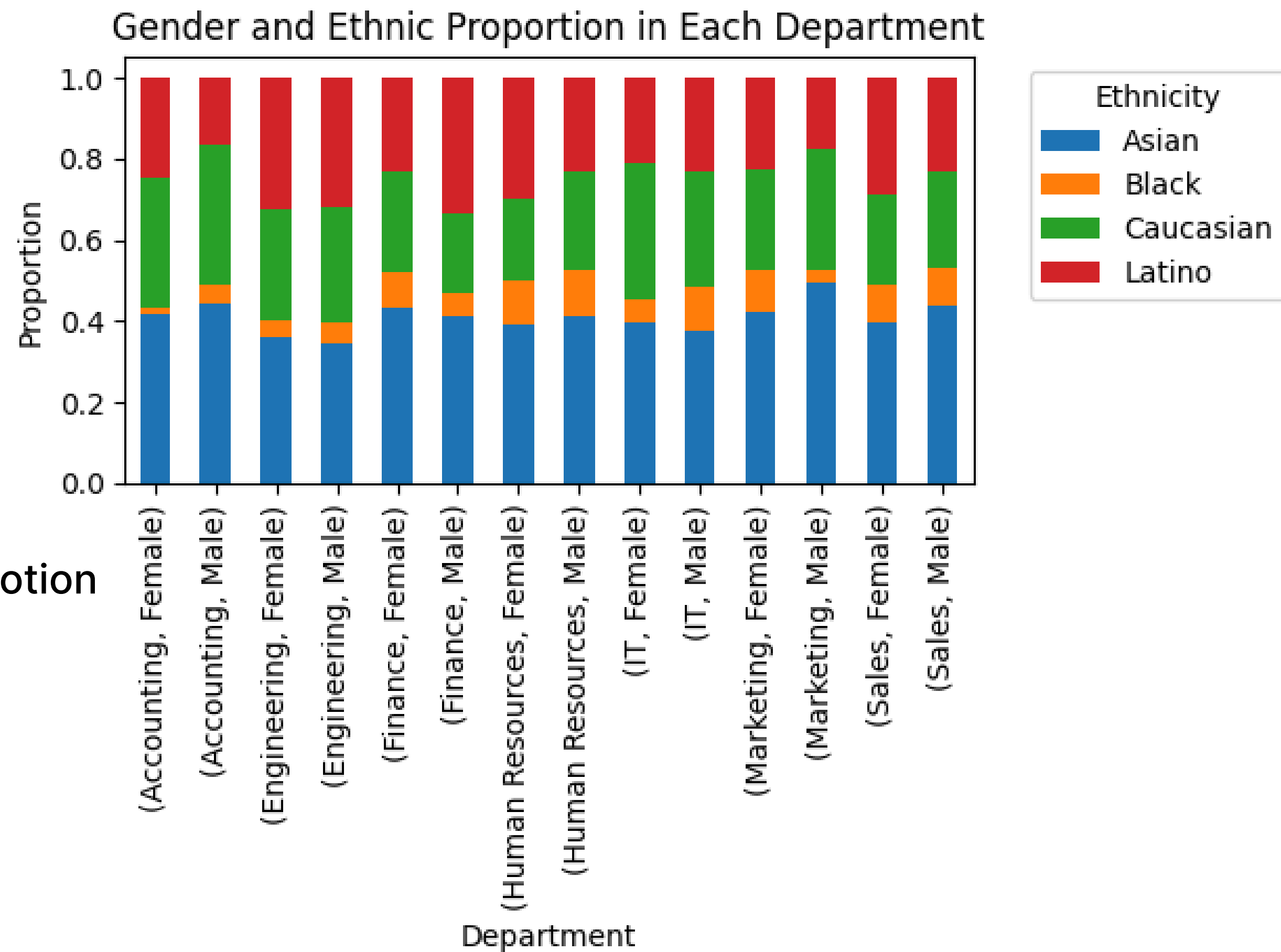
Average Annual Salary Per Job Title



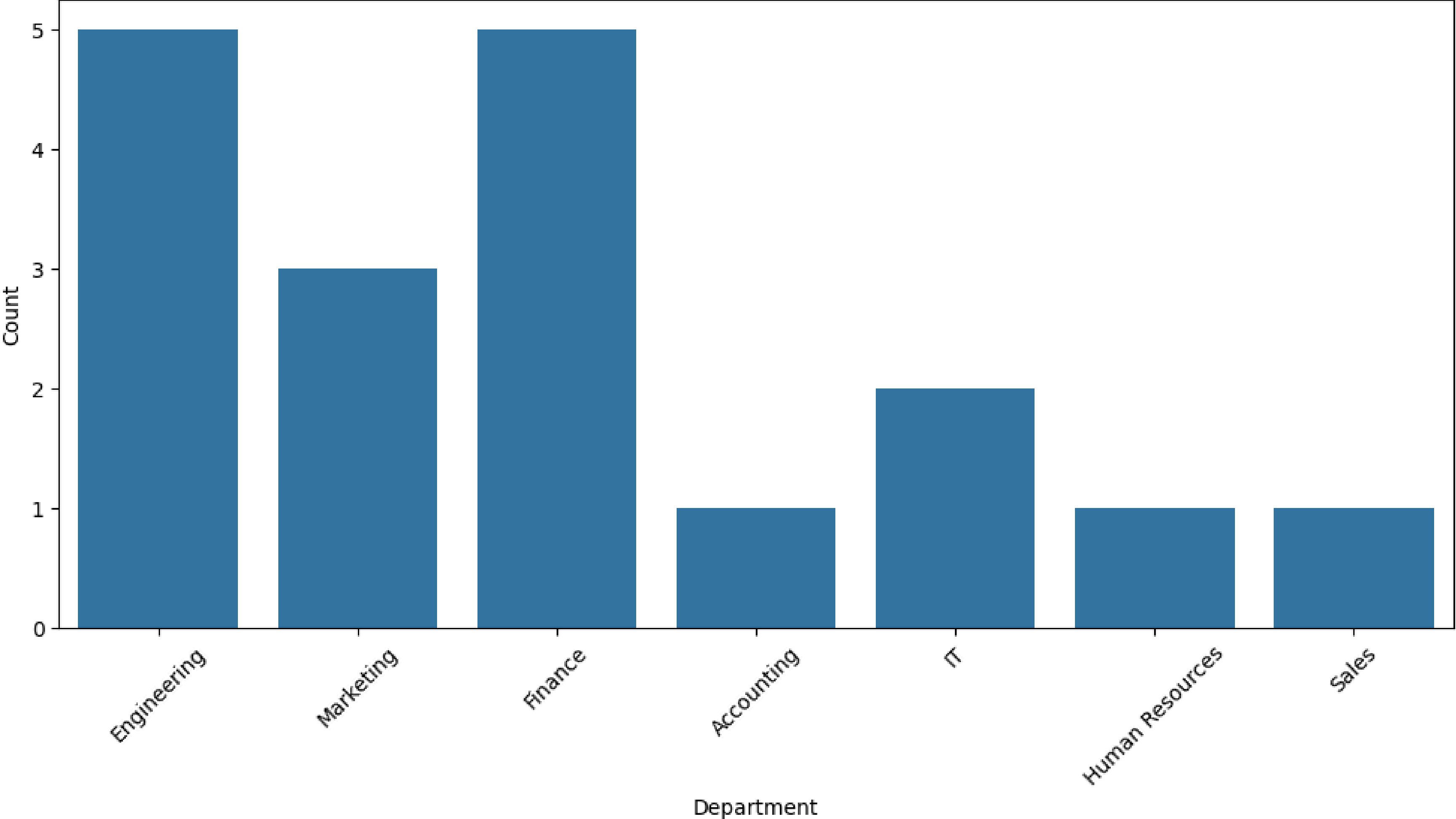
Average Bonus by Department

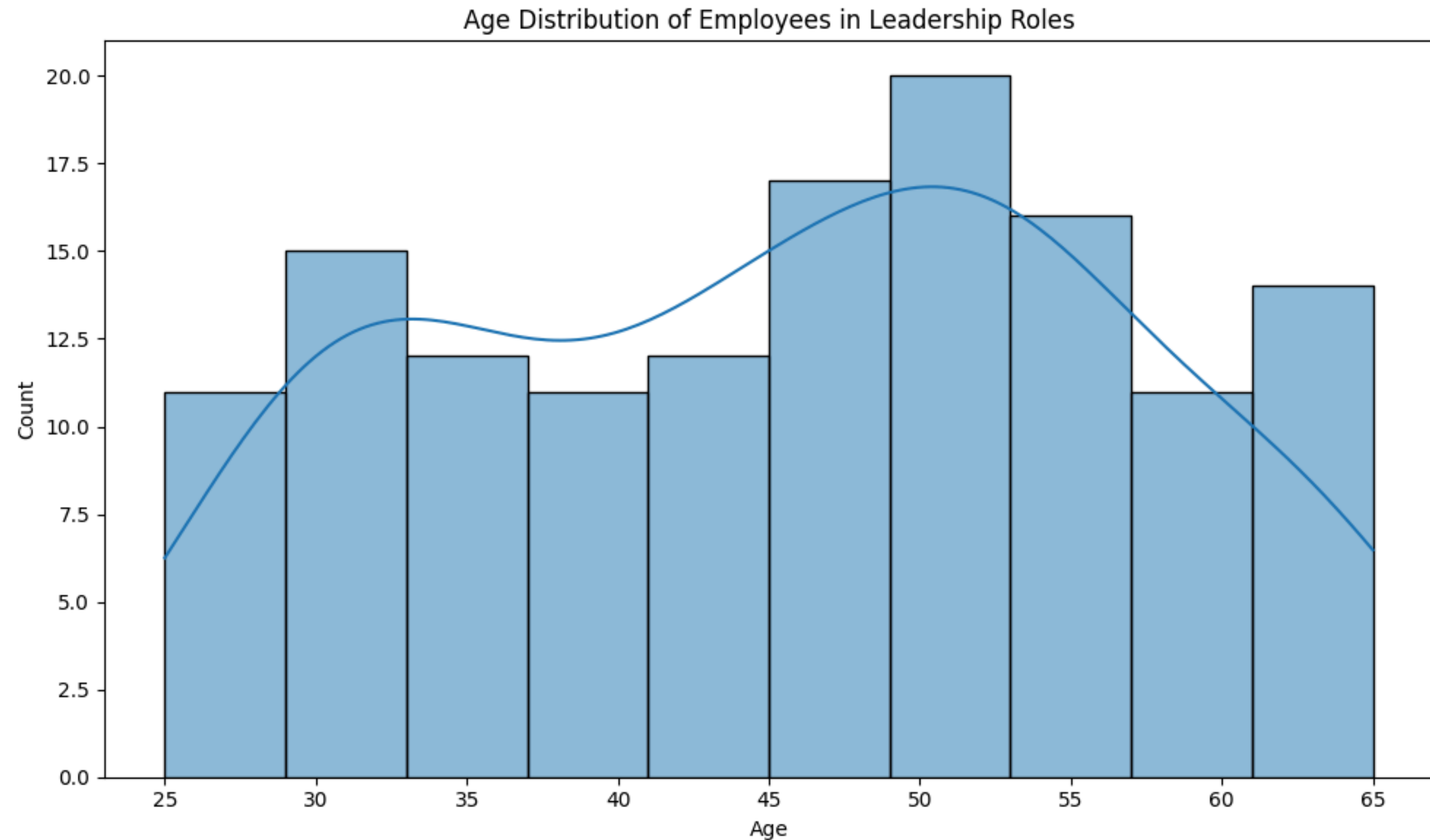


- Discrimination in hiring and promotion
- Educational disparities
- Implicit bias in workplace culture
- Lack of Representation



Employees Nearing Retirement by Department





Age of a leader or subordinate can significantly impact how they view and interact with one another(Truxillo and Burlacu (2015)).

A young team of leaders can bring many benefits to an organization, including enthusiasm,fresh perspective,succession plan among others.

CONCLUSION



1. More women should be well represented in leadership roles
2. More blacks employed and also represented in leadership roles
3. Reduce the number of leaders in the company
4. Look to replacing workers nearing retirement

REFERENCES

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2. <https://www.weforum.org/agenda/2024/06/global-gender-gap-report-2024-briefing-watch-here/>
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4. <https://ravio.com/blog/effective-management-structures-how-to-know-if-your-company-is-too-top-heavy>
5. <https://www.pewresearch.org/social-trends/2018/01/09/blacks-in-stem-jobs-are-especially-concerned-about-diversity-and-discrimination-in-the-workplace/>

THANK YOU

