FinancePulse Dashboard Report

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01. Introduction

The **FinancePulse Dashboard** offers a comprehensive view of salary data within an organization, segmented by ethnicity, department, job title, age group, tenure group, and gender. This report summarizes the key insights and trends from the dashboard, providing a clear understanding of salary distribution and disparities. The dashboard features interactive filters (e.g., category, business unit, country, city, and gender), but this report reflects the default "All" filter settings unless otherwise noted.

02. Key Metrics

The dashboard highlights the following salary metrics:

- **Maximum Salary**: $258,000

- **Average Salary**: $113,000

- **Minimum Salary**: $40,100

- **Average Salary (Male)**: $114,000

- **Average Salary (Female)**: $112,000

Observation: Males have a slightly higher average salary than females by $2,000. The wide salary range ($40,100 to $258,000) suggests significant variation across roles or demographics.

03. Average Salary by Ethnicity
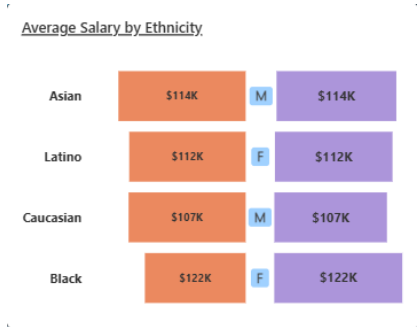
This section displays average salaries across ethnic groups:

- **Asian**: $114,000 (Male), $114,000 (Female)

- **Latino**: $112,000 (Male), $112,000 (Female)

- **Caucasian**: $107,000 (Male), $107,000 (Female)

- **Black**: $122,000 (Female), no Male data

Key Insights:

- No gender disparity exists within Asian, Latino, and Caucasian groups.

- Black females have the highest average salary ($122,000), but the absence of male data may indicate a gap in representation or reporting.

04. Average Salary by Department

Average salaries by department are as follows:

Average Salary by Department

Department	Female		Male
Accounting	$114K	F	$130K
Engineering	$113K	M	$105K
Finance	$124K	M	$122K
Human Resources	$116K	F	$120K
Information Tec...	$100K	M	$95K
Marketing	$134K	M	$125K
Sales	$114K	M	$109K

- **Accounting**: $130,000 (Male), $114,000 (Female)

- **Engineering**: $113,000 (Male), $105,000 (Female)

- **Finance**: $124,000 (Male), $122,000 (Female)

- **Human Resources**: $120,000 (Male), $116,000 (Female)

- **Information Technology**: $100,000 (Male), $95,000 (Female)

- **Marketing**: $134,000 (Male), $125,000 (Female)

- **Sales**: $114,000 (Male), $109,000 (Female)

Key Insights:

- Males consistently earn more than females across most departments, with the largest gap in Accounting ($16,000).

- Marketing offers the highest average salaries, while Information Technology has the lowest.

05. Average Salary by Job Title

A detailed breakdown by job title includes:

- **Vice President**: $226,262 (Male), $217,681 (Female)

- **Test Engineer**: $65,811 (Male), $80,793 (Female)

- **Technical Architect**: $78,565 (Male), $80,848 (Female)

- **Systems Analyst**: $49,581 (Male), $47,598 (Female)

- **System Administrator**: $81,006 (Male), $78,535 (Female)

- **Sr. Manager**: $139,318 (Male), $142,215 (Female)

- **Operations Engineer**: $108,491 (Male), $95,889 (Female)

- **Total**: $114,188 (Male), $112,314 (Female)

(Note: The dashboard lists additional titles; this is a sample for brevity.)

Key Insights:

- Males generally earn more in senior roles like Vice President ($8,581 gap), while females earn more in roles like Test Engineer and Sr. Manager.

- Some titles (e.g., Solutions Architect) only report female salaries, suggesting data gaps.

06. Average Salary by Age Group

Salaries by age group are:

Average Salary by Age Group

Age Group	Female		Male
25-29	$109K	F	$120K
30-34	$110K	F	$111K
35-39	$118K	F	$118K
40-44	$123K	M	$107K
45-49	$116K	M	$112K
50-54	$117K	F	$117K
55-59	$104K	F	$105K
60-64	$120K	M	$107K
65+	$63K	F	$108K

- **25-29**: $120,000 (Male), $109,000 (Female)

- **30-34**: $111,000 (Male), $110,000 (Female)

- **35-39**: $118,000 (Male), $118,000 (Female)

- **40-44**: $123,000 (Male), $107,000 (Female)

- **65+**: $108,000 (Male), $63,000 (Female)

Key Insights:

- Gender parity exists in the 35-39 and 50-54 age groups.

- The largest disparity occurs in the 65+ group, where males earn $45,000 more, possibly due to role or sample size differences.

07. Average Salary by Tenure Group

Salaries by tenure are:

Average Salary by Tenure Group

Tenure	Male		Female
New Hire	$140K	M	$118K
1-4 Yrs	$110K	F	$115K
5-9 Yrs	$116K	M	$107K
10-14 Yrs	$119K	M	$116K
15-19 Yrs	$116K	M	$110K
20-24 Yrs	$110K	F	$118K
25-29 Yrs	$112K	F	$113K
30+ Yrs	$115K	M	$76K

- **New Hire**: $140,000 (Male), $118,000 (Female)

- **1-4 Yrs**: $119,000 (Male), $110,000 (Female)

- **5-9 Yrs**: $116,000 (Male), $107,000 (Female)

- **30+ Yrs**: $115,000 (Male), $76,000 (Female)

Key Insights:

- New hires show a $22,000 gap favoring males, potentially indicating starting salary differences.

- The 30+ years group has the largest disparity ($39,000), which may reflect senior roles or small sample sizes.

08. Conclusion

The FinancePulse Dashboard reveals:

- **Gender Trends**: Males often earn more, especially in senior roles and departments like Accounting and Marketing.

- **Ethnicity**: Black females lead in average salary, but data gaps need attention.

- **Age & Tenure**: Disparities are most pronounced among new hires and older employees.

Next Steps:

- Address missing data (e.g., Black males, certain job titles).

- Investigate salary gaps in high-disparity areas.

- Leverage dashboard filters for deeper, location-specific analysis.

This report provides a foundation for understanding salary trends and can be expanded using the dashboard's interactive features.