PwC Switzerland Powe Bi Job Simulation

Task IV

Objective

- To create visualizations to represent HR data, particularly focusing on gender-related KPIs.

- To identify and discuss potential root causes for the slow progress in achieving gender balance at the executive management level.

Observation and Actionable Insights

1.Promotion of Females in Higher Positions:

- **Observation:** Female employees are promoted to higher positions at a lower rate compared to their male counterparts, which may be linked to performance ratings.

- **Actionable Insight:** Implement targeted training and mentorship programs to support female employees in achieving higher performance ratings. Establish clear and transparent promotion criteria to ensure equitable opportunities for advancement.

2. Higher Turnover Rate Among Females:

- **Observation**: Female employees have a higher turnover rate compared to males, potentially due to challenges faced in the workplace.

- **Actionable Insight**: Conduct surveys and feedback sessions to identify specific challenges contributing to female employee turnover, such as work-life balance issues, lack of career growth opportunities, or workplace culture. Develop supportive policies, such as flexible work arrangements, childcare support, and diversity-focused initiatives to address these concerns.

3. High Performance Ratings of Departing Employees:

- **Observation:** Employees who leave the company have higher average performance ratings compared to those who stay, indicating a loss of talented individuals.

- **Actionable Insight:** Investigate the underlying causes of attrition among high-performing employees. Common factors may include work-life imbalance, inadequate recognition of contributions, or an unsupportive workplace culture. Enhance retention strategies by offering better recognition programs, career development opportunities, and initiatives to improve overall workplace satisfaction and balance.