Workforce Demographic & Compensation Analysis



1. Demographic Insights

Gender Distribution Across Departments

• **Technology** department has a relatively balanced gender mix:

o Female: 438

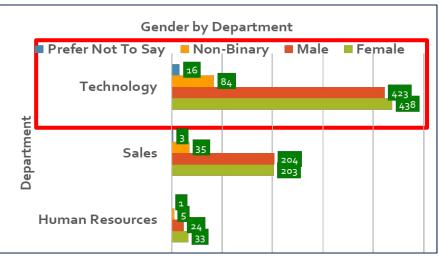
o Male: 423

Non-Binary: 84

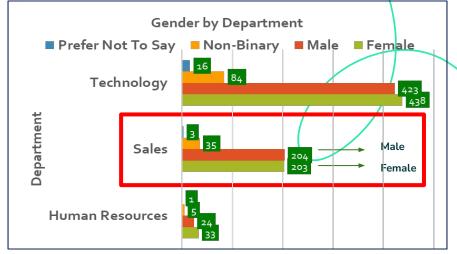
Prefer Not to Say: 16

- Sales shows near-equal male (204) and female (203) representation, though Non-Binary employees are underrepresented in both departments.
- **Human Resources** has a higher percentage of female employees (33 vs. 24 male), aligning with general industry trends.











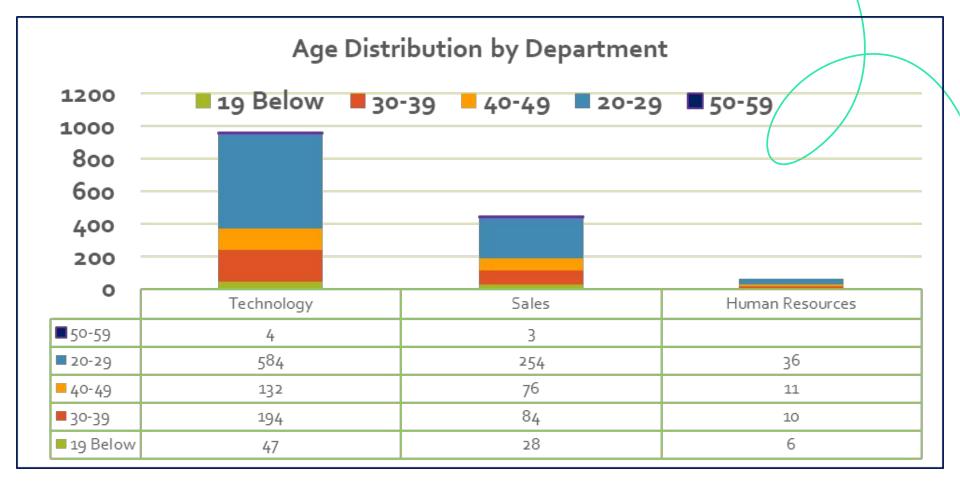
Age Distribution Across Departments

Technology:

- Strong representation in the 30–49 age range (194 in 30–39, 132 in 40–49).
- A young pipeline exists with 47 under 20 and 584 between 20–29.

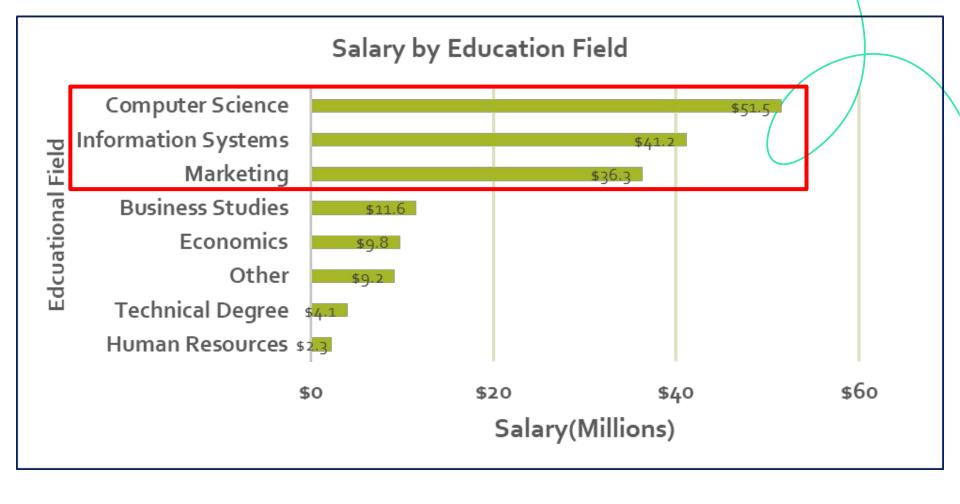
Sales and HR:

- Fewer employees in senior brackets (50–59 and 60+), signaling a younger or early-career workforce.
 - Chart in next slide



- Education Field Trends
- Top 3 salary-driving fields:
 - 1. Computer Science \$48.1M
 - 2. Information Systems \$41.5M
 - 3. **Marketing** \$36.3M
- **Business Studies** and **HR degrees** contribute smaller salary sums, which may correlate to support functions or entry-level roles.





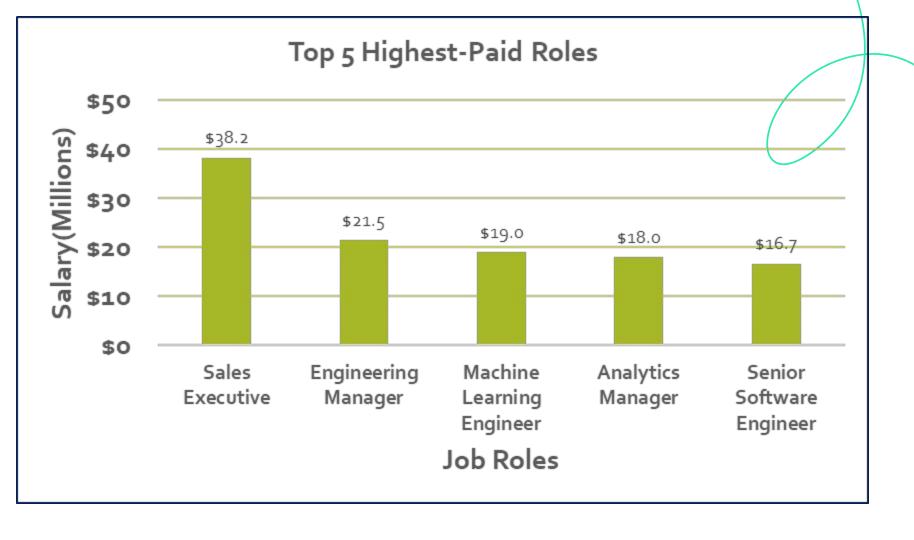


2. Compensation Overview

Salary by Job Role

Sales Executives are the top earners — likely due to incentive-based compensation.

Engineering and ML roles also receive premium salaries.



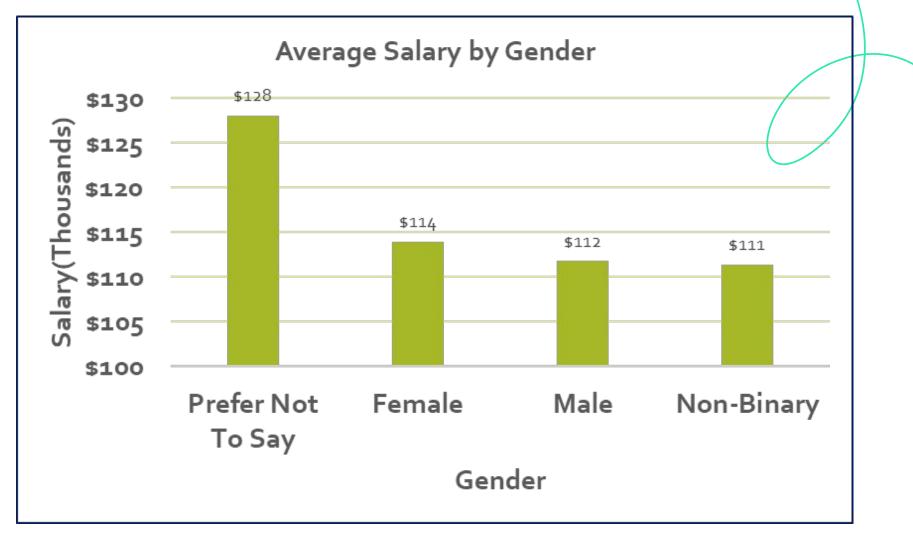
- Patterns & Gaps
- STEM degrees (Computer Science, Information Systems) dominate salary distribution.
- Non-technical fields like HR and Economics receive lower compensation.

Gender-Based Salary Averages

Surprisingly, "Prefer Not to Say" employees earn the highest on average.

Female employees out-earn male and non-binary colleagues, which is not typical industry-wide and shows positive equity potential.

The differences are relatively small, suggesting a healthy compensation balance — though further analysis by role and department is advised.





3. Strategic Recommendations

1. Maintain & Monitor Pay Equity

- Conduct role-specific gender salary audits annually.
- Use dashboards to track pay gaps across demographics.
- Leverage positive equity trends (e.g., female salary avg) as part of employer branding.

2. Bridge Educational Value Gaps

- Offer cross-training programs to help HR, Admin, and Sales employees gain technical skills.
- Subsidize certifications in data analysis, product development, or software tools to broaden talent mobility.



3. Expand DEI Workforce Planning

- Increase hiring and promotion opportunities for underrepresented identities (e.g., Non-Binary, Prefer Not to Say).
- Set departmental diversity targets aligned with company growth.
- Use age and experience distribution to forecast succession plans.



THANK YOU