

# Diversity & Inclusion dashboard Data Analysis Report

## POWER BI Project Analysis: PWC - Diversity & Inclusion dashboard Data Analysis

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### Project Objective

The objective of this project is to analyze diversity and inclusion within the organization by evaluating gender balance, hiring trends, promotion rates, turnover rates, and performance ratings. The goal is to identify disparities, assess workforce inclusivity, and provide insights for improving gender equity and career progression.

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### Key Questions (KPIs)

1. **Gender Diversity in Leadership** – What is the male-to-female ratio at the executive level?
  2. **Hiring Trends** – Are both genders receiving equal hiring opportunities?
  3. **Promotion Rate** – How frequently are male and female employees promoted across different job levels?
  4. **Performance Ratings** – Do male and female employees have similar performance evaluations?
  5. **Turnover Rate** – What is the difference in retention rates between male and female employees?
  6. **Age Group Analysis** – What age groups show the highest attrition and promotion trends?
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### Process

1. **Data Collection** – Gathered workforce data including gender, age, job levels, promotions, and performance ratings.
  2. **Dashboard Development** – Created Power BI visualizations to compare diversity metrics across different job levels and fiscal years.
  3. **Analysis of Trends** – Identified patterns in hiring, promotions, and turnover rates.
  4. **Comparison & Insights** – Compared gender-based performance ratings and executive hiring trends.
  5. **Recommendations** – Suggested improvements for better gender representation and retention.
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### Project Insights

- **Executive Gender Balance** – Female representation in executive roles increased from **12.5% in FY20 to 15.79% in FY21**, but men still dominate leadership positions.
  - **Hiring Trends** – **41% of new hires were female, while 59% were male**, indicating a gender gap in recruitment.
  - **Promotion Rates** – Promotions were **more frequent among males**, with only **17.86% female promotions at the Senior Manager level**.
  - **Turnover Analysis** – The highest turnover occurred in the **20-29 age group**, suggesting career growth challenges.
  - **Performance Ratings** – **Minimal difference** in performance ratings between male (2.41) and female (2.42) employees, indicating fairness in evaluation.
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### **Final Conclusion**

The organization has taken steps toward gender diversity, but gaps remain in leadership roles, promotions, and hiring. The turnover rate among younger employees suggests the need for better career growth opportunities. To improve gender inclusivity, the organization should **enhance leadership development programs for women**, promote unbiased hiring practices, and create retention strategies for high-potential employees.