Report: Dashboard for EY

For this report, I will be designing a dashboard for **Ernst & Young Global Limited.** This dashboard will include layered details about the company's revenue, its employees and also draw comparisons with competitors.

Introduction

Some facts about EY:

Ernst & Young Global Limited, or usually referred to by its trading name EY, is a UK based private company founded 33 years ago(1989).It is primarily an accounting firm that provides assurance services (including financial audits), tax services, consulting services, and advisory services to its clients in addition to accounting services, including strategy, operations, HR, and technology consulting (Wikipedia Contributors, 2019). Currently, EY has more than 700 offices across three geographies, such as the Americas, Europe, Middle East, India and Africa (EMEIA), and Asia-Pacific. (*Our Locations*, 2022)These offices employ more than 312,250 people globally. With a 14.6% growth in its year on year, EY at present generates a 40 billion USD revenue.
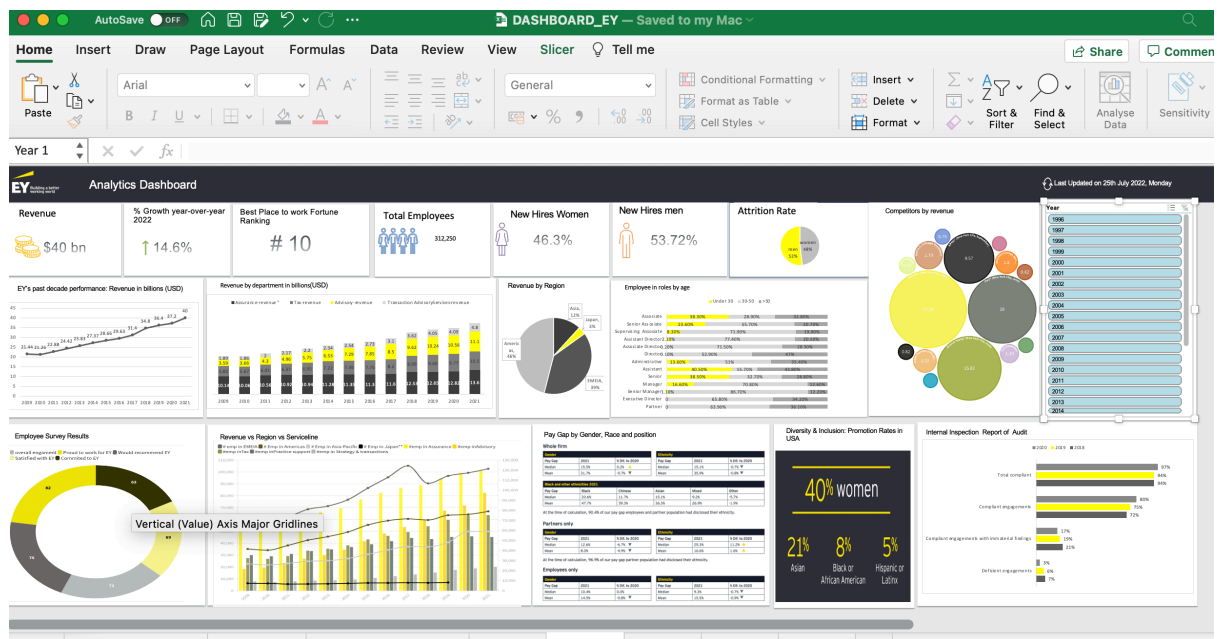
Dashboard
Idea:
The main objective of this dashboard is to focuses on the financial data of EY and HR data of EY along with drawing a comparison to its current competitor in terms of its revenue. The dashboard is created using Microsoft Excel. The dashboard had been designed to help its user not only have quick access to this data but also give insights into to correlations existing between the data and predict how an executive decision may impact the company as well as its employees. It will have multiple widgets tiles giving the overall information about the most recent data available on the firm's financial as well as HR activities.

User manual:

Using and interpreting of the dashboard:

The widgets included in the dashboard will give information about the revenues generated by EY over the past decade and this information can further be refined by choosing a specific region, service line or a particular region and service line. Another widget will give similar information about number of employees who worked with EY over the past decade. This numbers are further classified to give number of employees who worked in a particular region or a particular line of service. A filter to choose a specific time period is also included in the dashboard.

A widget gives the demographics of the work force across all levels if employees. This can be filtered further on the basis of gender or age. Another widget shows the results of survey conducted by EY for its employees and compares the results with the previous year's results. A widget is placed in the dashboard for visualizing the results of internal inspection of audit reports. Another widget shows total number of promotions of employees for the past three financial years and partner promotion data is also interpreted. The percentage of women being promoted can also be viewed Separate widgets are allotted to cover diversity and inclusion report as well as gender pay gap. This value can be compared to the previous year records. The following widget show number of employees in each department of the company and information about growth of size of each department compared to previous financial year is also shown.

The comparison widget shows data about other prominent firms in the sector same as EY. All the revenues and rankings shown in this widget.

A widget is used for Attrition rate which specifies the rate for gender as well as the overall rate and gives comparison of attrition rate for previous years.

Data and sources:

The widget titled EY's past decade performance depicts the annual revenue of Ernst & Young Global Limited for each year in the last decade. A line graph is used to measure revenue. Each

data point on the line represents a measure of EY's annual revenue in billion U S dollars against years from 2009 to 2021. One can even visualise the annual revenue for a particular year by using the filter embedded into the dashboard. All data for this graph was obtained from the global review report published by EY in year 2021.

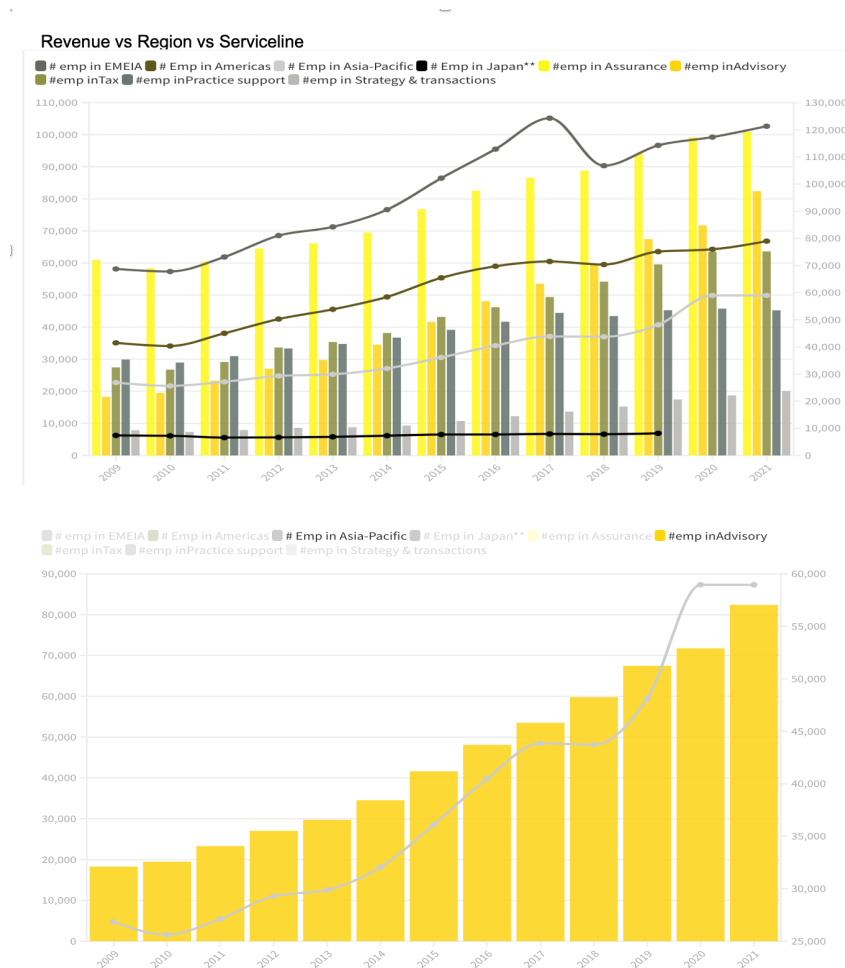EY's past decade performance: Revenue in billions (USD)
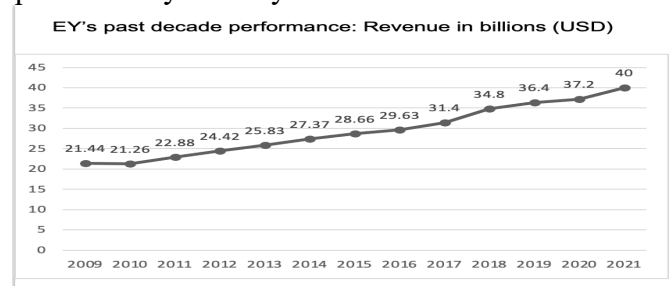
The widget titled revenue by department gives information about how much each service line in EY contributes to its annual revenue. A stacked chart is used to represent this metrics. And revenue per service line i.e., Tax, Assurance, Advisory, Transaction Advisory service in billion U S Dollars, is depicted as a part of the annual revenue across years 2009-2021. The source of this information was from, and the report published by EY in 2021 on the global review form EY's website.

Revenue by department in billions(USD)
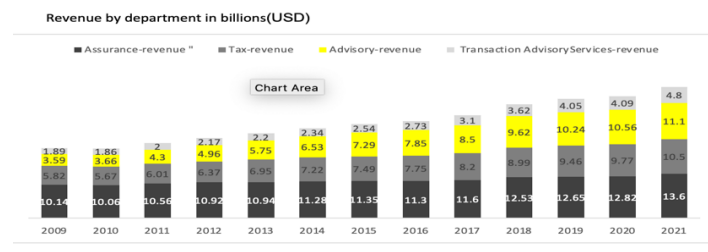
The next visualization on the dashboard is a pie chart which shows the proportion of revenue EY generated across its geographical area of operations in the last financial year. Pie chart represents these proportions in percentages. These data for this chart is obtained from the Value realised report published by EY.

Revenue by Region
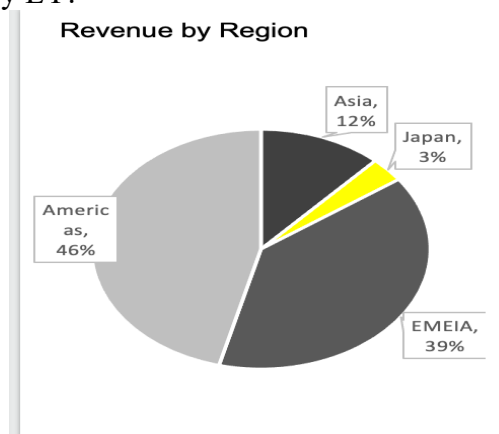
A combination graph of line graph and stacked bar graph is used to compare the employees working in different lines of services of EY's and employees working in different regions with respect to year. The employees are listed in 1000's across all the years. This information is obtained from the global review of 2021 of Ernst & Young. The 5 lines of the line graph show the employees in different Geographical regions over the years where as the stacked bar graphs represent the number of employees working in each major department of EY. This graph has a selection filter applied to it which allows to view data very flexibly.

Revenue vs Region vs Serviceline

■ # emp in EMEIA ■ # Emp in Americas ■ # Emp in Asia-Pacific ■ # Emp in Japan** ■ #emp in Assurance ■ #emp inAdvisory
■ #emp inTax ■ #emp inPractice support ■ #emp in Strategy & transactions

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For example when the filtered is applied to only number of employees in Asia Pacific region and to the employees working in advisory the graph will portray only the relevant information. The selection filter is applied in such a way that any number of combinations of selections can be applied to the graph.

A widget with a simple donut chart shows the results of employee survey at EY which is conducted by the firm for its employee reviews. This graph shows how the employees actually feel about EY as a organization for example 63% of the surveyed employees are committed to EY the data for this donut chart was obtained from Global people survey report of EY. When a particular section of the donut chart is chosen, the employer will be redirected to an separate page with employee feedback. Such feedback system help the firm's executives to understand level of successful and/ or failure of their operating decisions.

Employee Survey Results

■ overall engament ■ Proud to work for EY ■ Would recommend EY
■ Satisfied with EY ■ Commited to EY
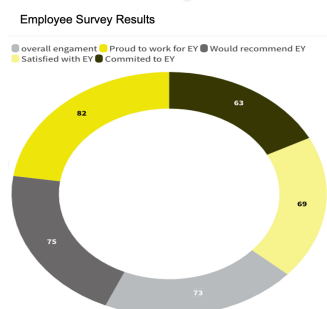
A textual based information graphic is added to the dashboard to highlight the rate of promotion by gender and Ethnic diversity of the employees across EY offices. All the data represented is in percentage of total employees of the firm. (*EY UK 2021 Transparency Report*,

2022)This is an important widget because Inclusion and diversity are primary goals of all leading organisations. This data is obtained from the EY's diversity and inclusion report for the financial year 2021
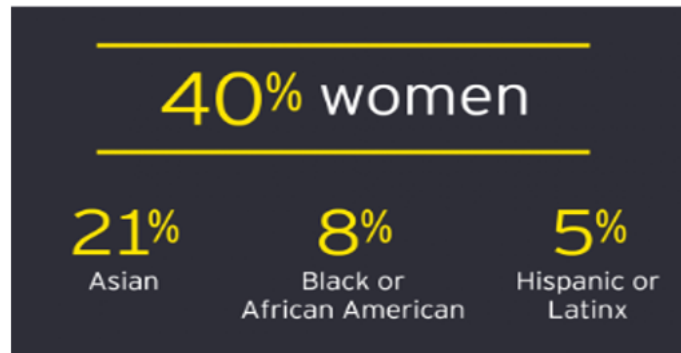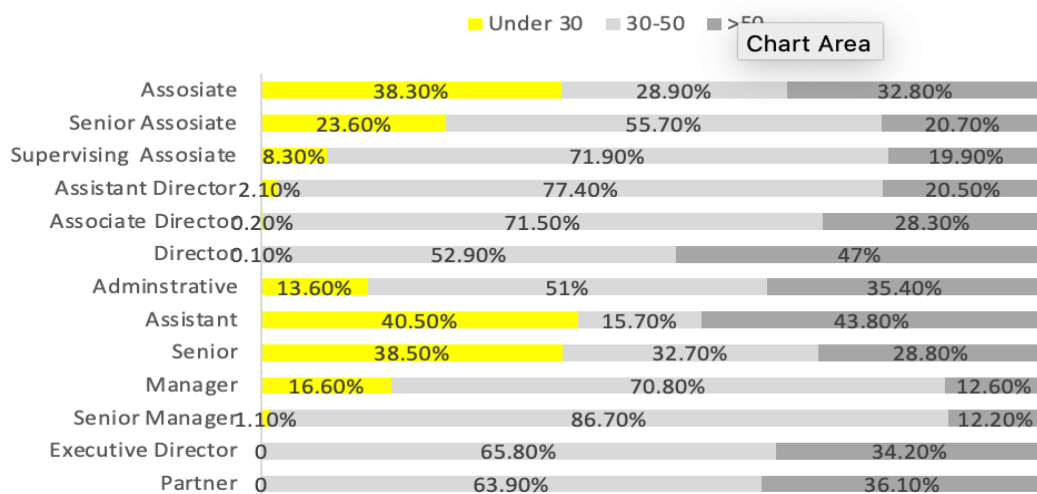

The new hire percentage and Attrition rates percentages are embedded into the dashboard header. The new hire percentage of women and men is displayed in the separate widgets for men and women whereas the attrition rates is presented in a pie chart i.e., it shows percentage of women and percentage of men who either retired or quit and not replaced for the year of 2022 this data is published in the annual global report of EY for the year 2022. This is a vital piece of H R information when it comes to hiring new work force in the hiring cycles to maintain the diversity and inclusion balance of the firm.
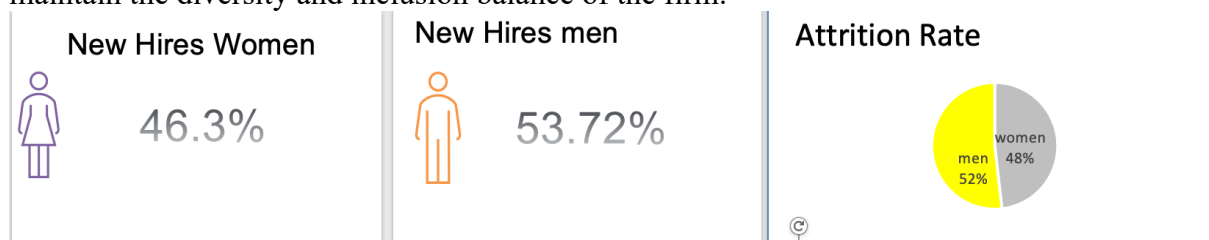
The employees in different roles are split in to three age categories to classify the workforce demographics. Every employ of EY is split into age groups of under 30, 30-50 years old and more than 50 years old. This plot not just presents an idea of the age of overall employees but also helps correlate the age/ experience required for a certain role in EY. It represent the percentage of employee belonging to a certain age group working in different positions. The data for this is sourced from Ernst & Young global impact report for the year 2022.

Employee in roles by age

Legend: Under 30 | 30-50 | >50

| Role	Under 30	30-50	>50
Assosiate	38.30%	28.90%	32.80%
Senior Assosiate	23.60%	55.70%	20.70%
Supervising Assosiate	8.30%	71.90%	19.90%
Assistant Director	2.10%	77.40%	20.50%
Associate Director	0.20%	71.50%	28.30%
Director	0.10%	52.90%	47%
Adminstrative	13.60%	51%	35.40%
Assistant	40.50%	15.70%	43.80%
Senior	38.50%	32.70%	28.80%
Manager	16.60%	70.80%	12.60%
Senior Manager	1.10%	86.70%	12.20%
Executive Director	0	65.80%	34.20%
Partner	0	63.90%	36.10%

The widget for Size of Competitor is visualised using a hierarchy chart. The strength of the competitor is measured in the revenue generated by each of the companies. The diameter of the circles indicate the revenue of that particular company. As a result, the bigger the circle the higher the revenue of that company and all the revenue being compared are expressed in billon U S Dollars. According to the cdn report Deloitte and PwC are the biggest competitor (*TOP 100 FIRMS 2 0 2 1 a Supplement to + ACCOUNTING'S REGIONAL LEADERS*, 2022)of EY.
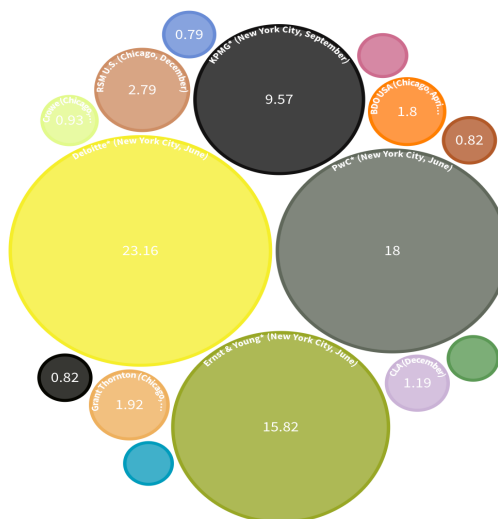
The widget for internal inspection of audit used stacked bar graphs as data visualization. This graph is supposed to compare the quality of audit across 3 years that is 2018, 2019 and 2020. All the internal inspections of audit yield 4 results that is the audit is totally compliant, complaint engagements, complaint engagements with immaterial findings, deficient engagements. This plot actually helps to visualise how quality of auditing has improved across EY over the years. All the data in this plot is represented in percentages for better ease of tracking process through years. For example, total compliance of audits has increased from 94

percentage in the year 2018 to 97 percentage in the year 2020 i.e. the auditing quality has increase from 2018 to 2020. The data for this widget is drawn from audit quality report od 2021 published by Ernst & Young Global Limited.

Internal Inspection Report of Audit
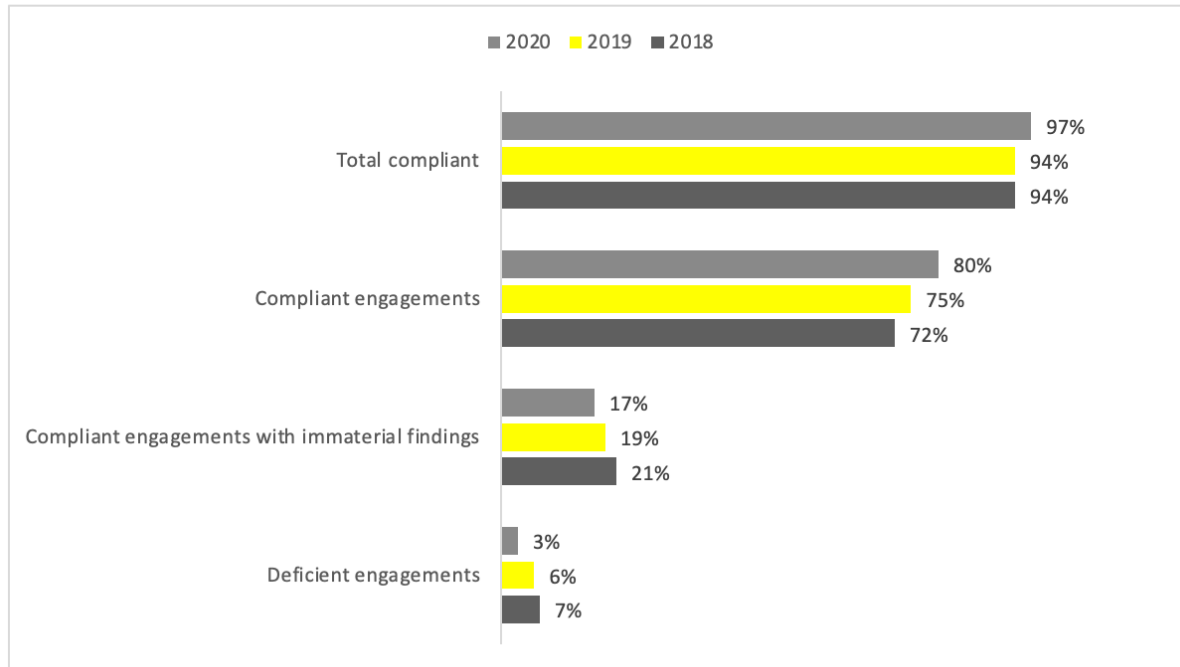
Pay gap by gender, position and ethnicity:

The pay gap within EY firm is represented in this widget through a tabular representation the mean in the pay gaps is represented in percentages along with the median also in percentages based on gender & ethnicity for the whole company. The mean and median percentages of pay gap is among black and other ethnic groups such as Chinese Asians mixed and others is also tabulated. A similar calcification of pay gaps percentages is also represented between partners and employees of the firm. All these percentages are compared to previous years and difference is calculated to observer id the pay gaps decreased or increased. All the data for this table is taken from the annual global report of EY for the year 2022.

Pay Gap by Gender, Race and position

Whole firm

Gender				Ethnicity		
Pay Gap	2021	% Dif. to 2020		Pay Gap	2021	% Dif. to 2020
Median	15.5%	0.2% ▲		Median	15.1%	-0.7% ▼
Mean	31.7%	-0.7% ▼		Mean	35.9%	-0.8% ▼

Black and other ethnicities 2021					
Pay Gap	Black	Chinese	Asian	Mixed	Other
Median	20.6%	11.7%	15.1%	9.2%	-5.7%
Mean	47.7%	39.3%	36.3%	26.9%	-1.9%

At the time of calculation, 90.4% of our pay gap employees and partner population had disclosed their ethnicity.

Partners only

Gender				Ethnicity		
Pay Gap	2021	% Dif. to 2020		Pay Gap	2021	% Dif. to 2020
Median	12.6%	-6.7% ▼		Median	25.3%	11.2% ▲
Mean	8.0%	-4.9% ▼		Mean	16.6%	1.6% ▲

At the time of calculation, 96.9% of our pay gap partner population had disclosed their ethnicity.

Employees only

Gender				Ethnicity		
Pay Gap	2021	% Dif. to 2020		Pay Gap	2021	% Dif. to 2020
Median	10.4%	0.0%		Median	9.3%	-0.7% ▼
Mean	14.5%	-0.8% ▼		Mean	15.5%	-0.9% ▼

Justification:
As part of its mission to be more inclusive EY is committed to Decreasing pay gap and be more inclusive and equitable workplace (*TOP 100 FIRMS 2 0 2 1 a Supplement to + ACCOUNTING'S REGIONAL LEADERS*, 2022)EY wants to increase women and minority talent in their work force. EY has pledged to double the proportion of these categories i.e., 40% female and 20% ethnic minority by 2025. EY pledged to include more diversity and inclusion in promotions as well as partner levels. To achieve this goal, the gender pay gap, minority pay gap and percentage of individuals belonging to these categories should be monitored. For this reason, I have included the gender pay tables in the dashboard as well as with attrition rates of men and women and the gender wise hiring percentages (*EY UK 2021 Transparency Report*, 2022)
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EY's major goal for year 2023 is to expand its operation into the fields of technology and data by to try integrating it into their current services. This requires EY to invest up to 25million U S dollars. (*EY Reports Global Revenues of US$40b in 2021 and Outlines Record US$10b Investment Plan over next Three Years*, 2021)So, it is important for the executive at the top to have a constant knowledge of how their firms' operations are affecting their revenue. Therefore, I have included all the detailed classification of revenue over time, by region and service line

Auditing is one of EY's primary service which contributes significantly to its overall revenue. Due to covid-19 pandemic EY Audit capacity decreased. EY plans to invest US $10 billion in to improving audit quality and strategy and people in the years 2022- 2024 with 2 billion U S Dollars being dedicated to improving audit quality. EY has already invest in improving Audit quality which is being reflected in the dashboard in the internal inspection report of Audit but and has yet to surpass the rest of the Big four companies to have the higher Audit quality reviews. Therefor it is important to have the audit quality revie widget on the dash board. (*EY UK 2021 Audit Quality Report*, 2022)

As one of the leading private firms in the world, Executives at EY always wish to keep track of their competition. EY is on the lookout to collaborate with other firms to increase their technological recourses relevant to their major service lines. Hence in order to make better decisions about collaborating and pooling resources, executives at EY should be on the constant look of how other leading companies are performing. Therefore the performance of competitors is also included in the dashboard

Hence the dash board developed can be used by executive to track ,compare and take timely decisions

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