

Evaluation of McKinsey & Company



Prepared for Professor Dr. Hartl

Alliance University

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April 24, 2023

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April 24, 2023

Professor Dr. Susanne Hartl
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Dear Professor Dr. Hartl,

I'm pleased to share the report on McKinsey & Company's assessment as a possible employer for graduates of Alliance University. The company's benefits, training possibilities, workplace culture, and career potential for both entry-level and experienced individuals are just a few of the topics covered in the research. My investigation led me to the conclusion that McKinsey & Company is a good place for Alliance University graduates who want to enhance their careers to work.

I used a range of resources to evaluate McKinsey & Company, including the company's official website as well as employment search engines like Indeed and others. I was able to learn about McKinsey & Company's requirements, performance, and the experiences of both present and former employees using these sources.

According to the study, McKinsey & Company provides its employees with a collaborative work atmosphere, individualized mentoring, and numerous training opportunities to improve their knowledge and abilities. Additionally, the corporation provides benefits like paid time off, health insurance, and free meals as incentives.

According to the assessment, I suggest McKinsey & Company as a potential employer for future Alliance University graduates. I think the company's dedication to employee growth and development, along with its enjoyable workplace culture, make it an excellent choice for graduates looking to start or advance their careers.

I appreciate you reading my evaluation of McKinsey & Company. If you have any questions about the evaluation or the research of McKinsey & Company, you can reach me under noel@allianceu.edu and I will clarify any misunderstandings. I'm interested in hearing your thoughts.

Sincerely,

Lara Noe

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Executive Summary

It is essential for students to conduct thorough study before applying for employment in the job market of today. Students must thoroughly evaluate potential employers in order to select a good company because many businesses have limited resources to hire staff. However, a lot of students don't put in the necessary time to investigate possible employers, which can make it difficult for them to find a job.

The worldwide management consulting company McKinsey & Company will be reviewed throughout this study as a potential employer for Alliance University graduates. The business is known for offering an enjoyable and supportive work atmosphere. Additionally, McKinsey & Company provides a range of professional and personal development training programs that can assist staff members in strengthening their abilities and advancing their careers.

In conclusion, this paper emphasizes the significance of conducting careful research before applying for positions, particularly given the fact that many businesses have limited resources for recruiting. McKinsey & Company is a potential employer for Alliance University graduates looking for a meaningful career since it provides a welcoming work atmosphere, training opportunities, and a generous benefits package.

Introduction

A management consulting company with its main office in New York City is called McKinsey & Company. The business was founded in 1926 and has more than 39000 employees. Consulting in strategic management is a service offered by McKinsey to for-profit enterprises, governmental agencies, and nonprofits. Business strategy, operations, organizational design, digital transformation, and sustainability are among the services they offer. Some of the biggest and most prosperous firms in the world, as well as start-ups and developing industries, are clients of McKinsey. The company is regarded as one of the most prestigious consulting firms in the world and is known for its rigorous and data-driven approach to problem-solving.

Purpose

The purpose of this paper is evaluating McKinsey & Company as a potential employer for graduates of Alliance University. While many organizations may seem interesting to students, they frequently don't know much about them or their recruitment criteria. This report tries to evaluate whether McKinsey & Company is a good workplace for Alliance University graduates by looking into the company's official website. This paper attempts to highlight the significance of learning about a business before applying for a job, in addition to introducing McKinsey & firm as a company and evaluating its potential as an employer.

Resources & Methods

To learn more about the organization, I intend to conduct out deep online study on both the official McKinsey & organization website and other relevant websites. I will select trustworthy primary sources with care in order to guarantee the reliability and accuracy of my sources. In order to gain a greater understanding McKinsey & Company's credibility and public image, I also want to investigate their statistics and rankings.

Qualifications

I acknowledge that performing extensive research and getting comprehensive data is essential for every business, which is why I am especially interested in carefully investigating McKinsey & Company with the goal to promote it with guarantee to college students. I have faith in my capacity to recognize promising businesses and welcome prospective employers to our campus, providing myself and my fellow students with acceptable internship and full-time consulting work prospects.

Limitations

The research was limited to information found on websites associated with the company and the Alliance University library's database of online resources. The data gathered from various sources gives an overview of the working environments and advantages that McKinsey & company offers, making it easier to decide whether to think about the organization as a potential employment.

The Problem

The department of Career Services at Alliance University seeks to link students with potential companies who provide beneficial opportunities for employment and long-term professional progression. We evaluate businesses based on their culture, principles, and job opportunities to make sure our students get the most out of them. Due to resource limitations, we give priority to inviting businesses that support the professional goals of our students, provide internships and entry-level jobs, and value diversity and inclusion. Based on their hiring procedures and employee development initiatives, firms like McKinsey & Company are evaluated by us. We give our students the opportunity to network with professional members and get insightful knowledge about the sectors they are interested in by inviting the relevant companies to visit our campus.

Limitation of Resources

A lack of resources makes it difficult for McKinsey & Company to actively recruit students to their organization. However, the business has created several programs designed to attract and hire highly qualified individuals from universities and colleges around the world. These initiatives cover a range of activities, including the McKinsey Academy, which offers free webinars and online courses for people interested in a career in management consulting. Additionally, to help undergraduate and graduate students get real-world knowledge and exposure to the company's culture and values, McKinsey & Company offers a variety of internship options. Additionally, the organization takes part in a variety of job events and career fairs at universities and colleges around the world, giving students the chance to speak with recruiters and current workers. Selected universities can also take advantage of McKinsey & Company's campus visits to learn more about the organization and its culture.

In summary, McKinsey & Company has created a number of initiatives to draw and hire outstanding people from universities and colleges around the world, even though the company, as many others, has limited resources to promote graduates. So, McKinsey & Company would be a good place for Alliance University graduates to apply for a job.

Lack of Knowledge

The majority of graduate students might not be aware about McKinsey & Company and might not have taken the time to do some reading on the business before applying. Future workers should be aware of the standards and obligations, workplace culture, and potential advantages of working with McKinsey & Company. Job applicants might make an informed choice about continuing a career at the company by researching about the organization and gaining information. Prospective employees can find a variety of resources regarding McKinsey & Company on their website, including details on the company's culture, work environment, and values.

Research and Data

McKinsey & Company is an international management consulting organization with operations in more than 120 cities globally. Clients from a range of industries, including healthcare, financial services and technology, are served by the company's consulting services. The company's website provides details about open positions, such as full-time positions and internships, and also about campus recruitment activities. Candidates who are interested can apply online and review the necessary qualifications and deadlines. McKinsey & Company offers experience across a range of professional areas, including Corporate Finance, Strategy, Marketing, and Sales.

What are the roles new employees can apply for?

Potential employees at McKinsey & Company can apply for associate, business analyst, and entry-level consulting employment. These positions, according to the company website, offer "a broad range of experience across industries, functions, and geographies" and provide workers the chance to collaborate with clients to find solutions to their most urgent business issues. Most recruits at McKinsey & Company begin as generalists, where they work on a variety of projects and hone their problem-solving, analytical, and communication skills. According to their interests and qualifications, new workers do have the option to specialize in particular fields, such as sustainability or digital transformation. McKinsey & Company's ultimate goal is to assist new hires "build a strong foundation for a successful career and make a positive impact on the world." (McKinsey & Company Official website)

What are the different requirements needed to apply for an entry-level job?

Applicants are usually required to hold a bachelor's or master's degree from an accredited institution in order to apply for an entry-level position at McKinsey & Company. The organization values a wide range of educational backgrounds and viewpoints, hence it does not have any precise prerequisites for majors or disciplines of study. McKinsey & Company looks for candidates with strong analytical and problem-solving abilities, leadership potential, and exceptional communication skills in addition to academic qualifications. The organization searches for people that are passionate about changing the world for the better, collaborative, and adaptive. In order to help its hiring efforts in this area, McKinsey & Company has created a number of programs and actively encourages applicants from a variety of backgrounds to apply. In the end, the organization wants workers who are dedicated to their personal and professional development and are able to contribute to its collaborative and dynamic culture.

Is the climate nonracist and nonsexist?

With operations in over 130 cities and 65 nations, McKinsey & Company has a very diversified staff. According to their official website, McKinsey & Company is dedicated to developing a welcoming and discrimination-free culture throughout the entire company. The business has created a Diversity, Equity & Inclusion (DEI) Council made up of senior officials from various areas and periods in order to advance initiatives for diversity, equity, and inclusion. The committee offers direction and advice regarding the DEI strategy, objectives, and projects of

McKinsey. The business has also set ambitious goals to broaden ethnic and gender diversity, with the aim of achieving gender parity and tripling the number of Black and Latinx people in key positions in the US by 2025. based on Glassdoor employee reviews. Reviews submitted by employees on Glassdoor demonstrate that McKinsey & Company has a nonracist and nonsexist workplace that encourages inclusion and diversity. Overall, the culture at McKinsey & Company is dedicated to supporting diversity and inclusion and is centered on supporting these values.

Despite having a solid international network and a good reputation, McKinsey and Company has run into some difficulties around diversity and inclusion. In order to resolve complaints relating to its work for drug producers, including claims that it contributed to the opioid epidemic in the US, McKinsey agreed to pay \$574 million in compensation in 2020. The lack of diversity at McKinsey has also drawn criticism, notably among its upper levels. Black consultants at McKinsey suffer major challenges and are underrepresented in the company, particularly in leadership roles, according to a 2020 New York Times investigation. Although some of the problems mentioned above still exist, McKinsey has taken initiatives to address them as well as improve diversity and inclusion within the organization. These steps include establishing goals for hiring and promoting members of minority groups and enhancing transparency regarding its diversity metrics.

On its official website, McKinsey & Company emphasizes its commitment to creating a diverse and inclusive workplace in the "Diversity and Inclusion" section. The page gives a summary of McKinsey's approach to diversity, including the firm's conviction that diversity leads to greater business outcomes, their emphasis on developing an inclusive culture, and their attempts to promote diversity at all levels of an organization. Figure 1 published by McKinsey & Company once again illustrates this diversity. The website also provides resources for staff members and job seekers interested in diversity and inclusion, as well as details on McKinsey's different diversity efforts, including employee resource groups and alliances with outside organizations.

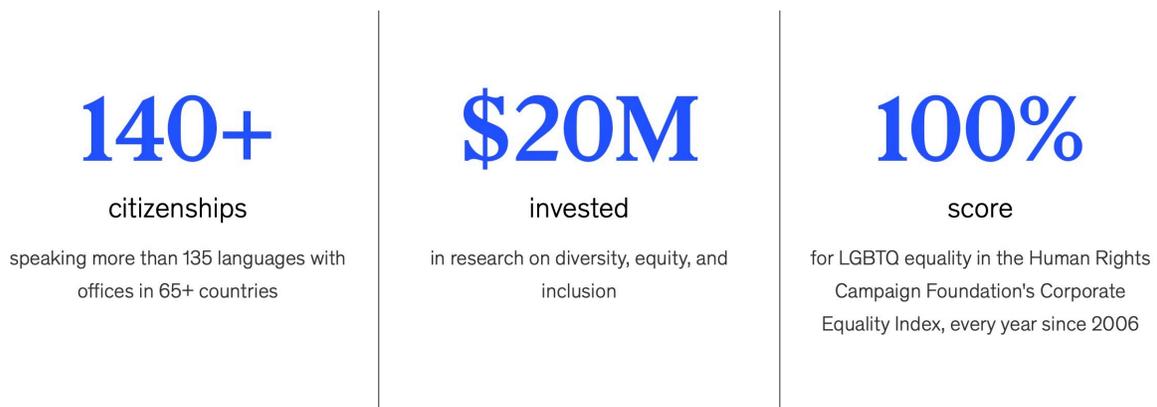


Figure 1: <https://www.mckinsey.com/about-us/diversity/overview>

According to Zippia McKinsey & Company engages 30,000 people in close to 50 different countries. With 21% Asian and 47% female employees, the organization offers a diversified staff. With 21% Asian and 47% female employees, the organization boasts a diversified staff. As

shown in Figure 2, white people make about 50% of the workforce, making them the most prevalent ethnic group there. Employees at McKinsey & Company Inc. make an average of \$127,073 per year, and they are most frequently Democrats. Employee tenure with the company is 4.2 years on average. Zippia analyzes a number of factors, including the employees' racial backgrounds, gender identities, and language skills, to establish the diversity score of a company. With a diversity score of 9.8 out of 10, the organization demonstrates that it prioritizes the racial and cultural variety, gender diversity, and knowledge of languages of its employees.

CEO	Bob Sternfels
Industry	Commercial & Professional Services
Company Type	Private
Employees Who Are Women	47%
Executives Who Are Women	36%
Employees Who Are Minorities	50%
Executives Who Are Minorities	44%
Most Common Minority	Asian
Most Common Foreign Language	Spanish

Figure 2: <https://www.zippia.com/mckinsey-company-careers-30791/demographics/>

How much travel and week work are expected?

For engagements with clients, McKinsey & Company is known for its high-demand, fast-paced work environment, which often involves substantial travel. Depending on the specifics of the project and the location of the client, different amounts of travel and weekend work may be required. Work-life balance is a major concern for employees, and McKinsey advises managers to be adaptable and helpful to their teams. However, during busy times, McKinsey workers may still work long hours, including weekends and late nights. Overall, the needs of the project and the location of the customer determine how much travel and weekend work is expected at McKinsey & Company.

What training is available to new employees?

To ensure their success and advancement within the organization, McKinsey & company offers new hires an extensive training program. The company's website claims that new workers attend an intense training course that includes:

- a week-long across the globe orientation program that introduces new hires with the culture and values of the business.
- Sessions for improving employees' analytical and problem-solving skills.
- Opportunities for apprenticeship-style training to learn from qualified consultants.
- Employees can advance in their professions with the aid of professional development initiatives like the Associate Partner Development Program (APDP).
- The McKinsey Academy, an online learning platform that offers access to courses and insights from McKinsey experts, is a resource for continuing education.

To assist employees in navigating their career pathways and achieving their goals, McKinsey also provides personalized coaching and mentorship alongside to these formal training programs. The overall goal of McKinsey's training and development programs is to give staff members the abilities, information, and encouragement they require to succeed and develop within the organization.

What fringe benefits are offered?

According to evaluations posted by employees on Glassdoor and Indeed, McKinsey & Company provides a variety of additional benefits to its workers, including:

- Generous leave policies and paid time off options
- insurance for health care
- benefits for retirement
- Disability and life insurance
- EAPs (employee assistance programs) offer assistance, legal consultation, and financial advice
- Leaves for maternity and paternity
- Options for virtual work and flexible working hours
- Initiatives and assistance for mental health
- Employee benefits and discounts, such as cheaper gym and transit prices

How soon is the average entry-level person promoted?

It is difficult to give an exact time frame for promotion at McKinsey & Company because it depends on each employee's performance and the particular practice area they are involved in. McKinsey & Company, on the other hand, places a high importance on career advancement and provides a range of tools to aid in workers' growth and development, including ongoing learning and development opportunities, individualized coaching, and frequent performance reviews. Employees are additionally encouraged to take charge of their professional growth and explore progression chances as soon as they are ready.

Is there a "busy season", or is the workload consistent year-round?

The workload at McKinsey & Company can vary throughout the year and there may be times of higher workload, but there is no one "busy season" that exceeds the regular workload, based to employee evaluations on Glassdoor and Indeed. During client engagements, consultants may put in long hours, but there is flexibility, and the business culture places an extreme value on work-life balance. In general, it sounds like McKinsey & Company's workload is steady throughout the year with sporadic variations based on client needs.

What is the corporate culture?

Employee reviews on Glassdoor and Indeed show that McKinsey & Company values and supports creativity, cooperation, and engagement. The working environment is described by employees as being dynamic and demanding but also encouraging and rewarding. There are

several possibilities for employees to develop professionally and grow within the organization, which lays a heavy focus on mentoring and coaching. In addition to valuing diversity and inclusion, McKinsey also places a strong emphasis on fostering an environment that is welcoming to all staff members. McKinsey & Company won the title of "Best Place to Work in New York" in 2022. This honor was given based on feedback from 377 participants and 3,024 ratings, showing a high level of employee satisfaction. The total culture score was 77 out of 100, taking into consideration employee feedback on work culture, team dynamics, happiness, and other aspects. Overall, McKinsey & Company's corporate culture is hailed as motivating and optimistic, with a strong emphasis on excellence and ongoing development.

How strong is the company economically and how is it likely to be affected by current economic, demographic, and political trends?

Being one of the top management consulting firms in the world, McKinsey & Company has an excellent track record for offering clients with outstanding services. Because McKinsey & Company is a private corporation, its financial performance isn't revealed to the public. But according to industry reports, McKinsey & Company has been doing well economically lately. As an example, according to Forbes, McKinsey & Company's worldwide revenue grew from \$7.5 billion in 2010 to nearly \$10.5 billion in 2020.

Current political, economic, and demographic developments are likely to have an impact on McKinsey & Company. As an example, if customers cut back on spending, economic downturns might lower demand for consulting services. Similar to this, changes in demographics like an aging population could affect the types of consulting services that are in demand. Lastly, political trends can have an impact on the kinds of consulting services that clients need, such as modifications to laws or government actions.

Comparing the three top management consulting companies (Figure 3), McKinsey, BCG, and Bain (MBB), the article "Big 3 Consulting Firms: McKinsey, BCG, and Bain (MBB)" shows that McKinsey offers the highest base wage to entry-level consultants, starting at \$80k and rising by 20% yearly. Additionally, each of the three companies provides a signing package, retirement contributions, and an annual bonus of roughly 20% based on individual success. Therefore, among the three companies, McKinsey is regarded as offering the best salary.

Detail of average annual base salary for the group MBB+ in the US (k\$)

	McKinsey	BCG	Bain	L.E.K. Consulting	A.T. Kearney	Oliver Wyman
Business Analyst	80	80	77	73	75	73
Junior Consultant	100	96	97	95	90	86
Senior Consultant	151	145	139	143	140	134
Manager	176	177	161	175	165	153
Principal	234	221	205	199	216	213

Figure 3: https://cdn.shopify.com/s/files/1/0417/7869/files/4._Detail_MBB_US_grande.png?v=1534176241

Recommendation and Conclusion

According to data gathered from McKinsey & Company's official website, internal reports, and testimony from workers from job-hunting websites like Indeed and Glassdoor, it is clear that the company has a lot to offer potential workers. For college students looking for entry-level work in the management consulting profession, I would definitely recommend taking McKinsey & Company into consideration. The organization offers excellent benefits, chances for professional and personal growth, a positive and encouraging work environment, as well as job-specific instruction to improve skills and talents.

McKinsey & Company is a popular and well-established management consulting company and is known for its creative methods and solutions. The business fulfills the requirements listed above and is a great option for people looking for fulfilling employment prospects. In order to take advantage of the benefits that the company provides, I advise students who are thinking about working for McKinsey & Company to get some job experience and get to know the application procedures.

In conclusion, after doing a lot of study on McKinsey & Company, I have learned that it is a very recognized and successful institution in the management consulting sector. The business is in a strong financial position and is prepared to handle changing political, demographic, and economic conditions. McKinsey & Company is a top choice for Alliance University graduates because of its diverse workforce, dedication to the environment, and sense of social responsibility.

Based on my review, I have an extremely positive feeling about McKinsey & Company and would strongly encourage graduates of Alliance University to submit applications to work for this business. McKinsey & Company is the perfect environment for graduates to launch their careers and accomplish their goals in life because of its competitive benefits, prospects for growth and progress, and focus to the happiness of its employees.

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