

Palmorla Group HR Analytics Report

Overview

This report presents a comprehensive analysis of Palmorla Group's workforce data, aimed at uncovering key HR-related concerns such as gender disparities, pay equity issues, and bonus allocation inconsistencies. The analysis was commissioned to support data-driven decision-making in the wake of reputational concerns raised in the media.

Gender Representation

- A significant gender imbalance exists across departments and locations, with male employees forming the majority in nearly all units.
- Several departments show minimal or no female presence.
- Incomplete gender records, marked as 'Undisclosed,' highlight data quality issues in personnel tracking.

Recommendation: Strengthen diversity initiatives during hiring and ensure consistent capture of demographic data across HR systems.

Salary Structure & Minimum Pay Compliance

- A considerable number of employees earn below the required \$90,000 salary benchmark, particularly in administrative and service-related departments.
- Most salaries cluster between \$50,000 and \$70,000, with fewer employees earning beyond \$90,000.
- Analysis revealed a measurable pay gap in favor of male employees across several departments.

Recommendation: Conduct regular compensation audits to align with regulatory thresholds and ensure fair pay practices across all groups.

Performance Ratings

- Most employee ratings fall within the 'Average' to 'Good' range, indicating minimal variance in performance scores.
- While performance ratings were broadly consistent across genders, some departments showed slightly higher ratings among male staff.
- Underutilization of the full rating scale suggests potential calibration issues in the evaluation process.

Recommendation: Reassess performance management practices and provide rater training to improve consistency and fairness.

Bonus Allocation

- Bonus payments are tied to department and performance tier, based on structured rules.
- Some departments with identical performance levels received significantly different bonus amounts, suggesting inconsistency in policy application.
- High-performing units such as R&D and Marketing benefited most from bonus allocations.

Recommendation: Standardize bonus criteria across all departments to ensure equity and transparency in reward systems.

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Regional Insights

- Certain locations host higher numbers of underpaid and lower-rated employees, while others show more balanced compensation and stronger performance records.
- Regional disparities highlight the need for localized HR interventions.

Recommendation: Focus compliance and policy alignment efforts on locations with the highest deviation from corporate HR standards.

Strategic Takeaways

Palmorla Group must address key issues in gender representation, salary equity, and incentive distribution to foster a more inclusive, fair, and transparent work environment. These improvements are critical not only to repairing public trust but also to enabling sustainable growth as the organization expands its footprint.