**SUMMARY OF CAPSTONE PROJECT-POWER BI**

**1. Employee Distribution by Department and Gender**

* **Top Departments by Headcount**:
  + Product Management: 89 employees
  + Legal: 88
  + Human Resources: 82
  + Services: 82
* **Gender Breakdown Across Departments**:
  + Gender distribution is fairly balanced across departments.
  + Some departments (e.g., Marketing, Research & Development) show a slightly higher male representation.
  + “Undisclosed” gender appears consistently but remains a minority in all departments.

**2. Employee Distribution by Region and Gender**

* **Top Regions by Headcount**:
  + Kaduna: 361 employees
  + Abuja: 335
  + Lagos: 250
* **Gender Insights**:
  + Gender distribution is relatively balanced in all three regions.
  + Kaduna has the highest number of employees, with more females than males.
  + Lagos has the fewest total employees but maintains a similar gender ratio.

**3. Employee Performance Ratings by Gender**

* **Top Ratings**:
  + “Average” and “Good” dominate the performance ratings.
  + “Very Poor” and “Not Rated” are the least frequent.
* **Gender-based Trends**:
  + Males and females are similarly represented across all performance categories.
  + Slightly more females are rated as "Average" and "Good".
  + Males have a slight lead in the “Very Good” and “Poor” categories.

**4. Salary Analysis**

**a. Total Salary by Gender**

* **Total Salary Pool**: $70 million
  + Male: $35M (49.88%)
  + Female: $32M (45.63%)
  + Undisclosed: $3M (4.5%)

**b. Salary by Department and Gender**

* **Top Paying Departments** (Total):
  + Product Management: $7M
  + Legal, Business Development, Services, Support, and Training all around $6M
* **Gender Contribution**:
  + Male and female salaries are closely matched across departments.
  + Most departments show a fairly even gender contribution to total salary.

**c. Salary by Region and Gender**

* **Top Salary Regions**:
  + Kaduna: $27M (38.23%)
  + Abuja: $24M (34.59%)
  + Lagos: $19M (27.19%)
* **Gender Insights**:
  + Salary distribution mirrors headcount trends.
  + Male salaries slightly exceed female in Lagos and Abuja.
  + Female salaries are higher than male in Kaduna.

**5. Employee Distribution by Salary Band and Region**

* **Most Common Salary Bands**:
  + $70,000–$80,000 (117 employees)
  + $80,000–$90,000 (108)
  + $100,000–$110,000 (105)
* **Region Trends**:
  + Abuja and Kaduna dominate the higher salary bands.
  + Lagos has fewer employees in high salary bands and the lowest overall numbers.
  + The lowest salary band ($20,000–$30,000) is least represented overall.

**Key Insights**

* **Kaduna leads** in both headcount and total salary expenditure.
* **Product Management and Legal** are the largest and highest-paid departments.
* **Gender parity** is generally strong across all metrics, with a slightly higher male salary share.
* **Performance Ratings** indicate most employees are rated “Average” or “Good”, suggesting a potential area for talent development.