TO THE MANAGEMENT TEAM,

PALMORIA GROUP NIGERIA LTD.

**FINDINGS AND RECOMMENDATIONS ON PALMORIA GROUP HR ANALYSIS**

Following the recent request to analyze Palmoria Group’s HR dataset, I have conducted an in-depth review of gender distribution, compensation structures, performance ratings, and bonus allocation practices across the organization's three operating regions.

Below is a summary of my key findings and actionable recommendations to guide your decision-making process.

# KEY FINDINGS:

1. Gender Disparity:

There is a significant imbalance in gender representation, especially in senior and technical roles. Certain departments and regions have a disproportionately low number of female employees.

2. Pay Gap Concerns:

A comparative analysis reveals inconsistencies in salary levels across genders within the same roles and departments. This points to a potential gender-based pay gap that may require further review and redress.

3. Regulatory Compliance Risk:

A number of employees earn below the recently adopted regulatory minimum wage of $90,000. This exposes the organization to legal and reputational risks.

4. Bonus Allocation Gaps:

Several employees were not eligible for performance bonuses due to a lack of performance ratings. This highlights a gap in the performance management process.

5. Salary Band Insights:

A salary distribution review indicates a concentration of employees within the mid-range bands ($70,000–$90,000), while very few are recognized in higher bands, regardless of performance level.

**RECOMMENDATIONS:**

1. Strengthen Diversity and Inclusion Efforts:

Set measurable diversity hiring targets, particularly in regions and departments with the lowest female representation. Implement mentorship and career development programs for women.

2. Address Gender Pay Disparities:

Conduct a formal pay equity audit. Standardize pay scales across similar roles and ensure merit-based adjustments are applied consistently.

3. Ensure Full Compliance with Wage Regulations:

Immediately review and revise compensation for staff earning below the minimum wage requirement. Establish routine salary audits moving forward.

4. Improve Performance Evaluation Processes:

Ensure every employee receives a documented performance review annually. This will not only support bonus allocation but also drive employee development and engagement.

5. Introduce Structured Compensation Bands:

Develop a transparent salary band system aligned with roles, experience, and performance levels. This will support fairness and promote retention of top talent.

6. Implement Ongoing HR Analytics Monitoring:

Utilize dashboards to monitor key HR metrics, including gender ratio, pay gap, and compliance status. This will support proactive decision-making and reinforce transparency.

Closing Statement:  
  
The insights from this analysis present an opportunity for Palmoria Group to lead the way in gender equity, fair compensation, and strategic HR development. Timely action on these recommendations will not only enhance internal culture and employee morale but also restore public confidence and safeguard the company's growth ambitions.  
  
I am available to present a walkthrough of the interactive dashboard and support the implementation of these initiatives.

Sincerely,

Oluwatobiloba Jegede

HR Data Analyst