**LayKon Designs & Research Institute – Respondent Profile & Insights**

**Overall Respondents & Salary Overview**

* **Total respondents:** 1,470
  + **Female:** 588
  + **Male:** 882
* **Aggregate monthly payroll:** ₦9,559,309
* **Departments:**
  + Human Resources: 63
  + Research & Development: 961
  + Sales: 446

**1. Respondent Distribution by Age Group**

| **Age Range** | **Respondents** | **% of Total** |
| --- | --- | --- |
| 18–27 | 210 | 14.3% |
| 28–37 | 638 | 43.4% |
| 38–47 | 406 | 27.6% |
| 48–57 | 187 | 12.7% |
| 58–67 | 29 | 2.0% |

**2. Below-Average Earners by Gender, Age & Department**

**Females**

* **Criteria:** Earn below the female average salary
* **Key cohorts:**
  + **Age 18–27 & 28–37** (across HR, R&D & Sales)
  + Focus group: Early-career and mid-career women

**Males**

* **Criteria:** Earn below the male average salary
* **Key cohorts:**
  + **Age 18–27 & 28–37** (across all departments)
  + **Age 58–67** (specifically in Human Resources)
  + Focus group: Young hires, established professionals, and senior HR staff

**3. Recommendations**

1. **Targeted Salary Adjustments**
   * **R&D Department:** Initiate a phased salary benchmark review—given its size (961 employees) and critical innovation focus—to ensure competitive remuneration.
   * **Young Professionals (18–37):** Across all departments, identify below-average earners and adjust to at least the gender-specific median salary for their age bracket.
2. **Senior HR Staff (Male, 58–67)**
   * Conduct a special compensation audit for late-career HR employees, aligning them with market rates for executive assistants, HR generalists, and managers in the same age cohort.
3. **Equity & Retention Programs**
   * **Gender Pay Gap Analysis:** Beyond adjusting salaries, perform a deeper analysis of hiring, promotion, and bonus practices to close systemic gaps between male and female employees.
   * **Mentorship & Career Pathing:** For entry-and mid-level staff (especially underpaid females aged 18–37), launch an accelerated development program pairing them with senior mentors, coupled with clear promotion criteria.
4. **Performance-Linked Incentives**
   * Introduce quarterly performance bonuses or spot awards tied to departmental KPIs—particularly for Sales and R&D—to boost motivation and align pay with results.
5. **Regular Market Benchmarking**
   * Establish a bi-annual compensation review cycle using external salary surveys (e.g., PwC, Hay Group) to keep LayKon’s pay scales within the top quartile of comparable organizations.
6. **Well-Being & Total Rewards Enhancement**
   * Consider non-monetary benefits—such as flexible work hours, paid training stipends, and health & wellness programs—to improve overall employee satisfaction, especially for lower-paid cohorts.

**Next Steps:**

1. **Data Deep-Dive:** Drill into department- and role-specific salary distributions to quantify the absolute number of below-average earners.
2. **Stakeholder Alignment:** Present these findings and recommendations to Finance, HR leadership, and the Executive Board for budget approval.
3. **Implementation Roadmap:** Develop a three-phase rollout plan—immediate salary corrections, mid-term incentive programs, and long-term market benchmarking processes.

By adopting these measures, LayKon Designs & Research Institute will not only ensure fair and competitive compensation but also strengthen employee engagement and retention across all levels.



