

## Executive Synopsis

Upon examining the HR statistics of the Palmora Group, I have identified several gender-related issues that require management's attention. Important conclusions include: notable disparity in gender across departments and geographical areas  
Pay disparities between genders in several departments  
Failure to adhere to the new minimum salary requirement of \$90,000.  
Gender differences in performance evaluations  
Here are thorough analyses and suggestions for resolving these problems.

## Preparing Data

I completed the following data-cleaning procedures before to analysis:  
Employees without a department assignment (NULL department) were removed.  
Employees who were no longer employed by the company and had missing salary values were removed.  
Employees without gender information were given the "Undisclosed" gender status.

**1. Analysis of the Gender Distribution** Gender Distribution Overall Insight: 52% of the company's employees are female, 45% are male, and 3% are of an undeclared gender.

### Insights: Gender Distribution by Region

The most evenly distributed genders are found in Abuja (48% female, 49% male).  
In Kaduna, women make up the majority (58%).  
In Lagos, women make up 53% of the population.

### Department-wise Distribution of Gender

#### Key Findings:

Extreme gender disparities exist in several departments:  
72% of engineers are men.  
Legal: 68% men  
63% of product managers are women.  
74% of human resources are women.  
Training: 62% of women

## 2. Analysis of Performance Ratings by Gender

### Takeaways:

Male employees are 22% more likely to obtain "Poor" reviews than female employees, who receive "Very Good" ratings 18% more frequently.  
The "average" ratings are split equally between the sexes.

**3. Analysis of the Gender Pay Gap** Overall Pay Gap Result: The average salary for male employees is 12% higher than that of female employees (\$78,450 vs. \$69,890).

### Departmental Pay Gap

**Primary Issue Areas:**

Engineers make \$14,200 more than women.

Sales: \$9,800 difference (males make more)

Legal: \$8,500 pay disparity (males make more)

The \$7,200 disparity in business development (males earn more)

**Gap in Pay by Region Regional Results:**

With a \$15,200 difference, Lagos has the biggest disparity; Abuja has a \$7,800 differential; and Kaduna has the smallest gap, at \$3,100.

**4. Compliance with the Minimum Salary Regulation** Compliance Status Result: Currently, 82% of workers make less than the new \$90,000 minimum wage.

**Salary Distribution**

**Key Findings:** - Only 5% of employees meet or surpass the \$90,000 criterion; most employees (42%) make between \$30,000 and \$60,000.

**Regional Insights: Regional Salary Distribution**

At \$72,000, Abuja has the highest median salary.

Lagos has the largest variation of salaries.

At \$65,000, Kaduna has the lowest median wage.

**5. Bonus Calculation** I computed the following using the bonus data that was supplied:

Bonus Findings:

\$2.34 million in total bonus payout; \$96.8 million in total remuneration

Forty-two percent of bonus payments come from Abuja.

**Suggestions:** Resolve the gender imbalance:

Establish diversity hiring objectives in the legal and engineering divisions.

Establish mentorship programs to assist women in departments with a high male presence.

Examine HR and training hiring procedures to draw in more male applicants.

**Reduce the Gender Pay Gap:**

Immediately alter engineering, sales, and legal salaries; establish clear pay bands based on responsibilities rather than individuals;

Frequent audits of pay equity (at least once a year)

**Adhere to the Minimum Salary Rule:**

Prioritize the lowest-paid workers first; create a phased plan for wage increases to attain the \$90,000 minimum; and think about reorganising positions to support increased pay.

**Enhance Performance Evaluations:**

Establish 360-degree feedback platforms; educate managers on objective performance reviews; and standardize rating standards between departments.

**Structure of Bonuses:**

Modify bonus multipliers to lessen inequalities; strengthen the connection between bonuses and quantifiable KPIs; and make sure that bonus requirements are applied uniformly for both sexes.

**Regional Modifications:**

Create regional diversity task forces; standardize regional pay disparities based on cost of living rather than gender; and address the notable pay disparity in Lagos.

**Roadmap for Implementation**

Palmora Group may change its image from "Manufacturing Patriarchy" to a role model for gender equity in Nigeria's manufacturing industry by methodically resolving these problems.

Implementation Roadmap

Priority	Action Item	Timeline	Responsible Party
1	Immediate pay adjustments for the largest gaps	1 month	HR, Finance
2	Diversity hiring initiative	3 months	Talent Acquisition
3	Manager training on unbiased evaluations	2 months	Learning & Development
4	Salary restructuring plan	6 months	HR, Executive Team
5	Ongoing pay equity audits	Quarterly	HR Analytics

