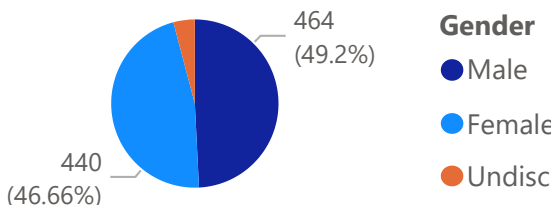
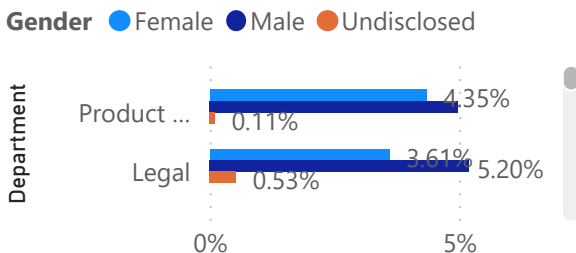


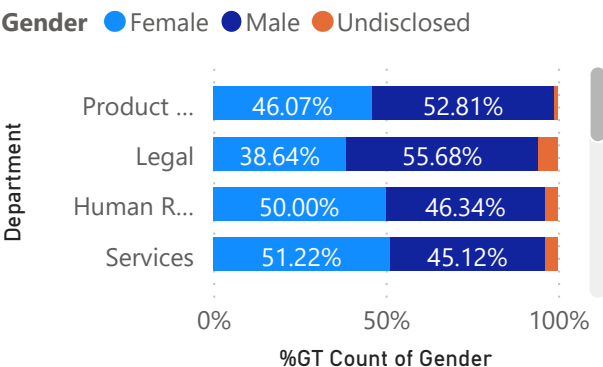
Percentage Distribution of Employees by Gender



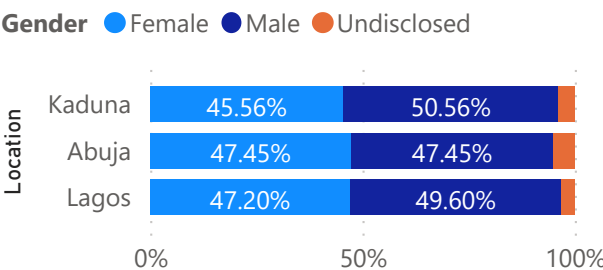
% Distribution of Employees gender by department



Gender distribution by department



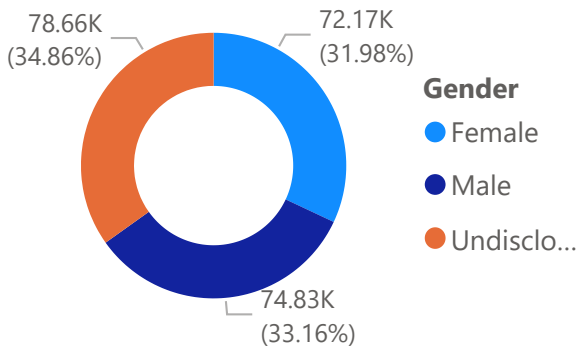
Gender distribution by location



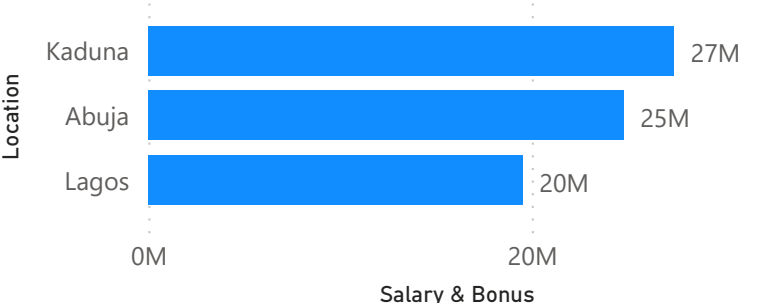
PALMORIA GROUP EMPLOYEE DATA AT A GLANCE

PHILIPS OGBAJE - UTIVA CAPSTONE PROJECT

Average of Salary by Gender



Total amount paid as salary and bonus per region



Number of Employees

943

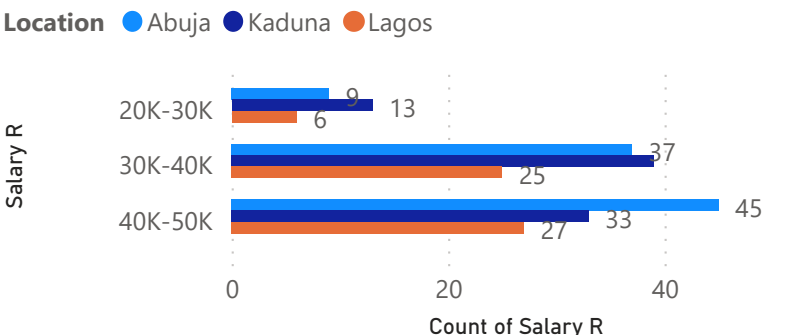
Count of Name

Total amount paid out company wide as salary and Bonus

71.74M

Salary & Bonus

Salary distribution by bands of 10,000 and Location



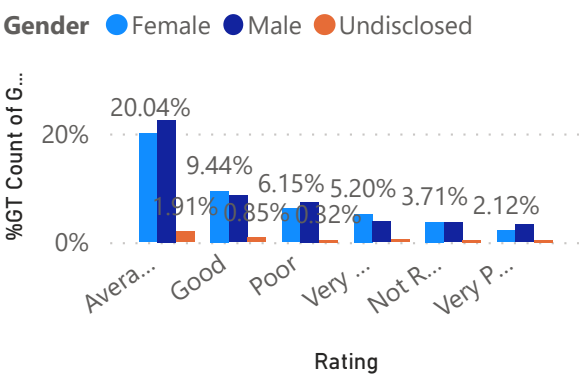
Amount paid to individual employees as bonus and salary

76.07K

Amount paid s bonus to individual employees as bonus

2.32K

Employees Rating by Gender



Gender Distribution of Employees by Location

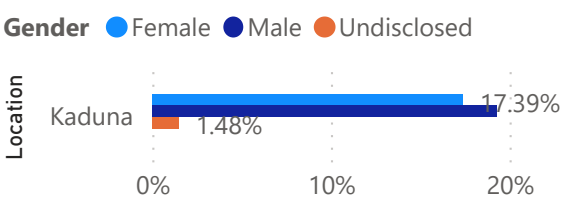
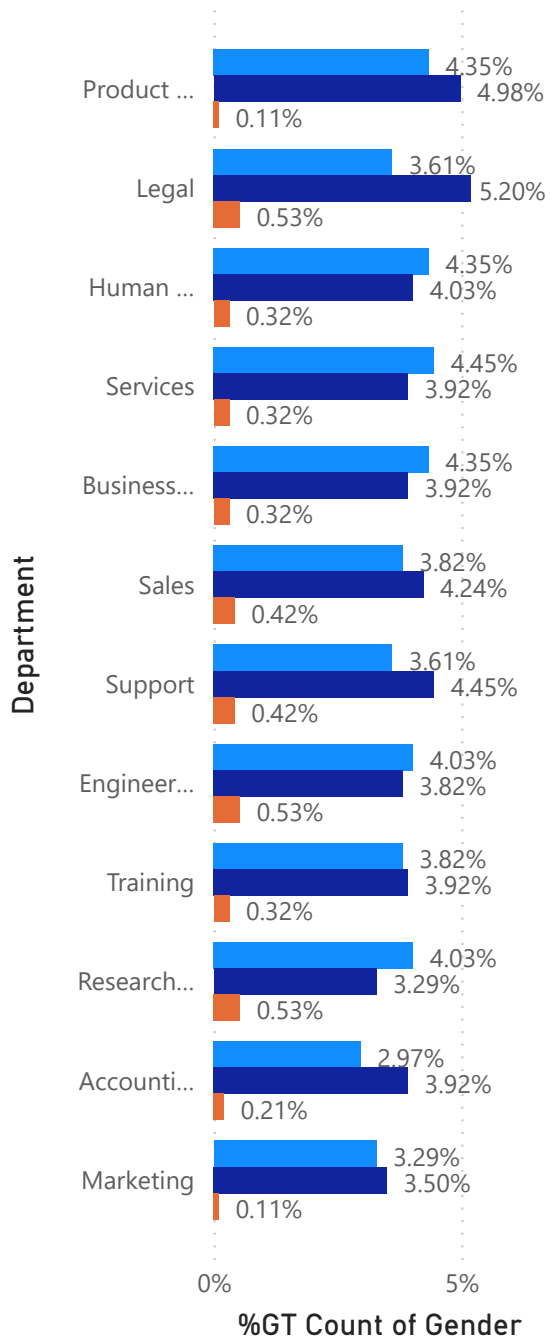


Table showing company salary structure and gender pay gap by department and location

Department	Female	Male	Undisclosed
Accounting	72938.93	77530.00	10110.00
Abuja	66110.00	82677.50	10110.00
Kaduna	70615.00	63360.00	10110.00
Total	72165.68	74834.61	7110.00

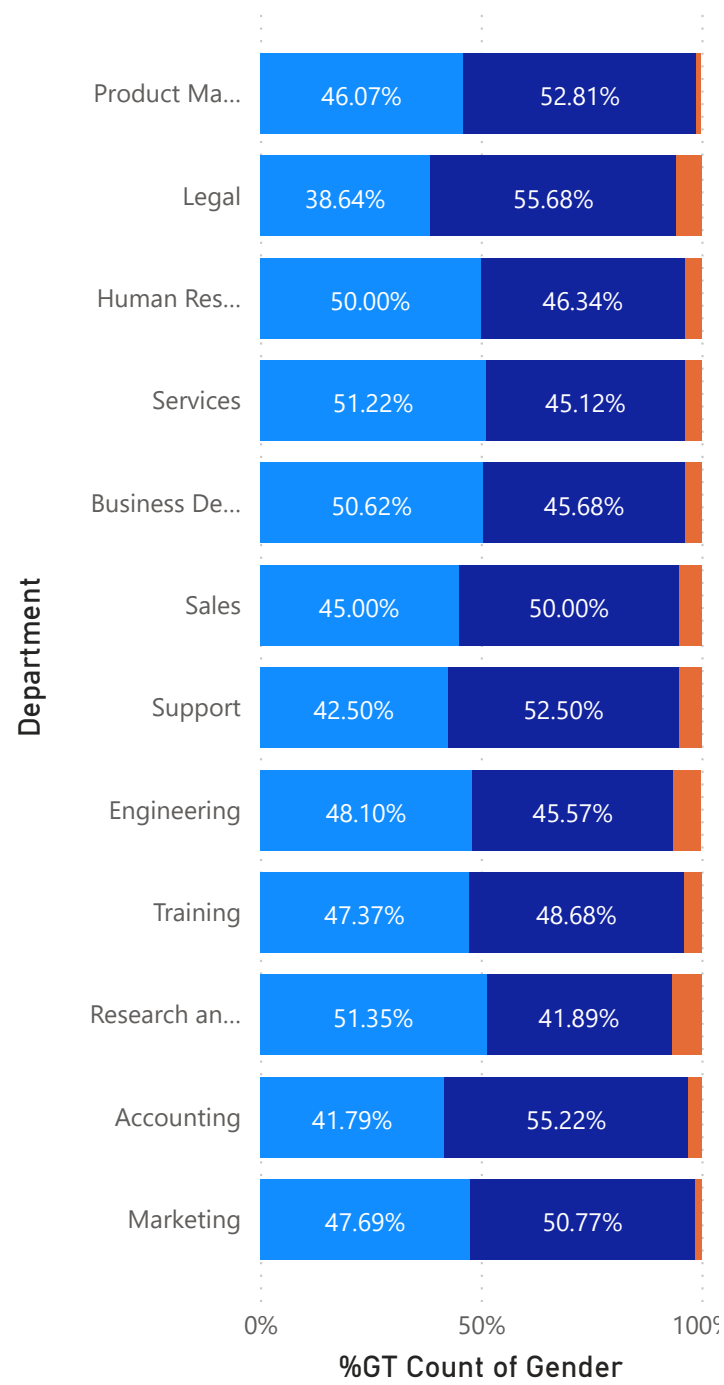
% Distribution of Employees gender by department

Gender Female Male Undisclosed



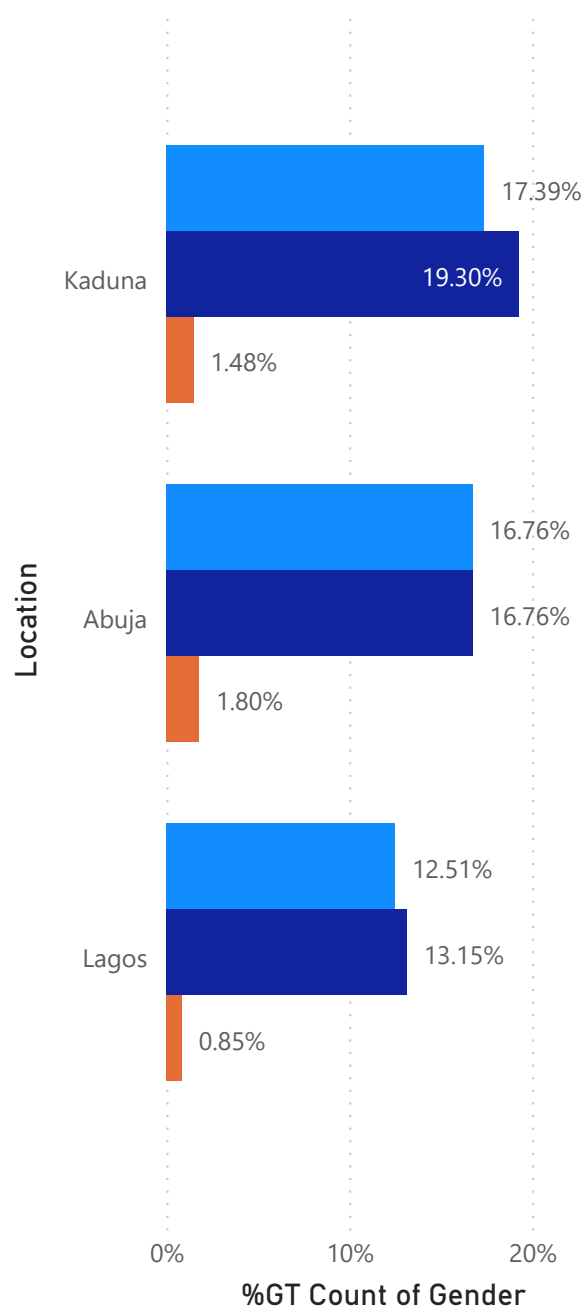
Gender distribution by department

Gender Female Male Undisclosed



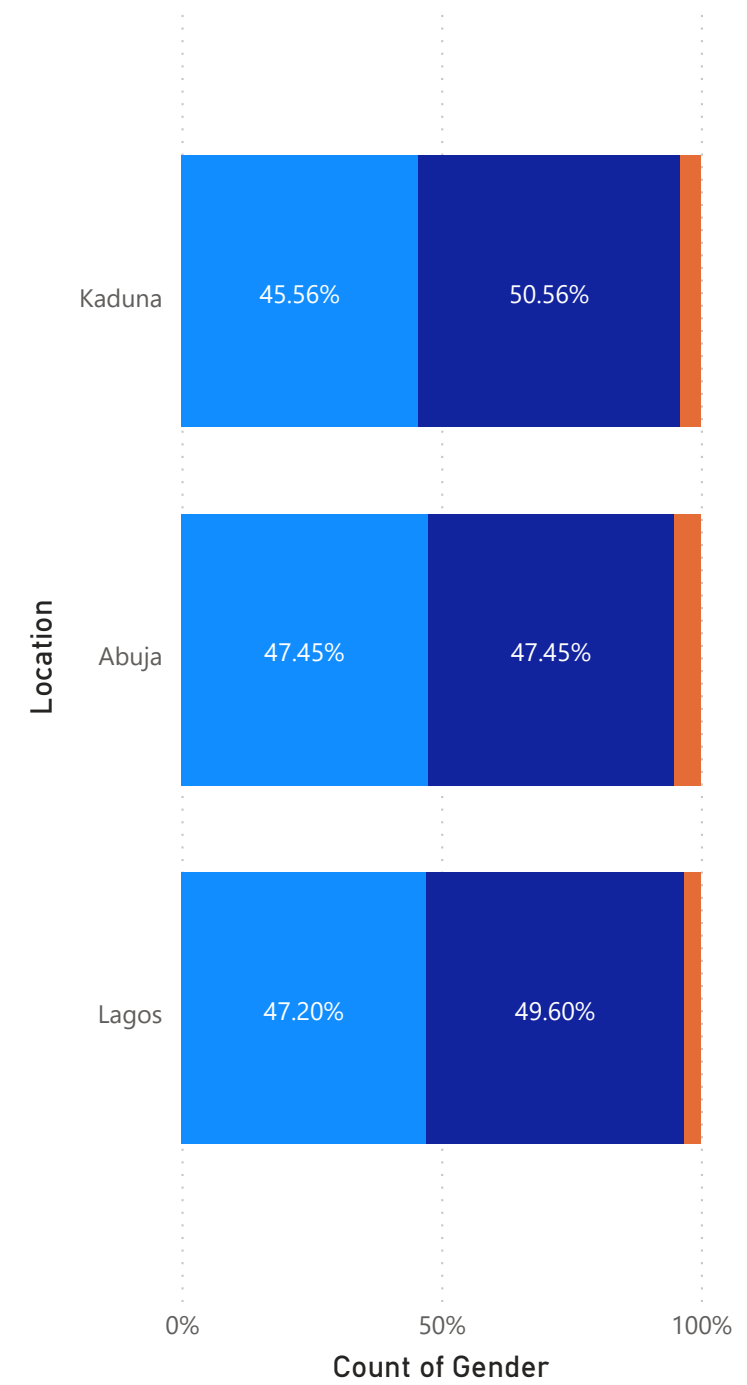
Gender Distribution of Employees by Location

Gender Female Male Undisclosed



Gender distribution by location

Gender Female Male Undisclosed



Rating of employees performance by gender

Gender Female Male Undisclosed

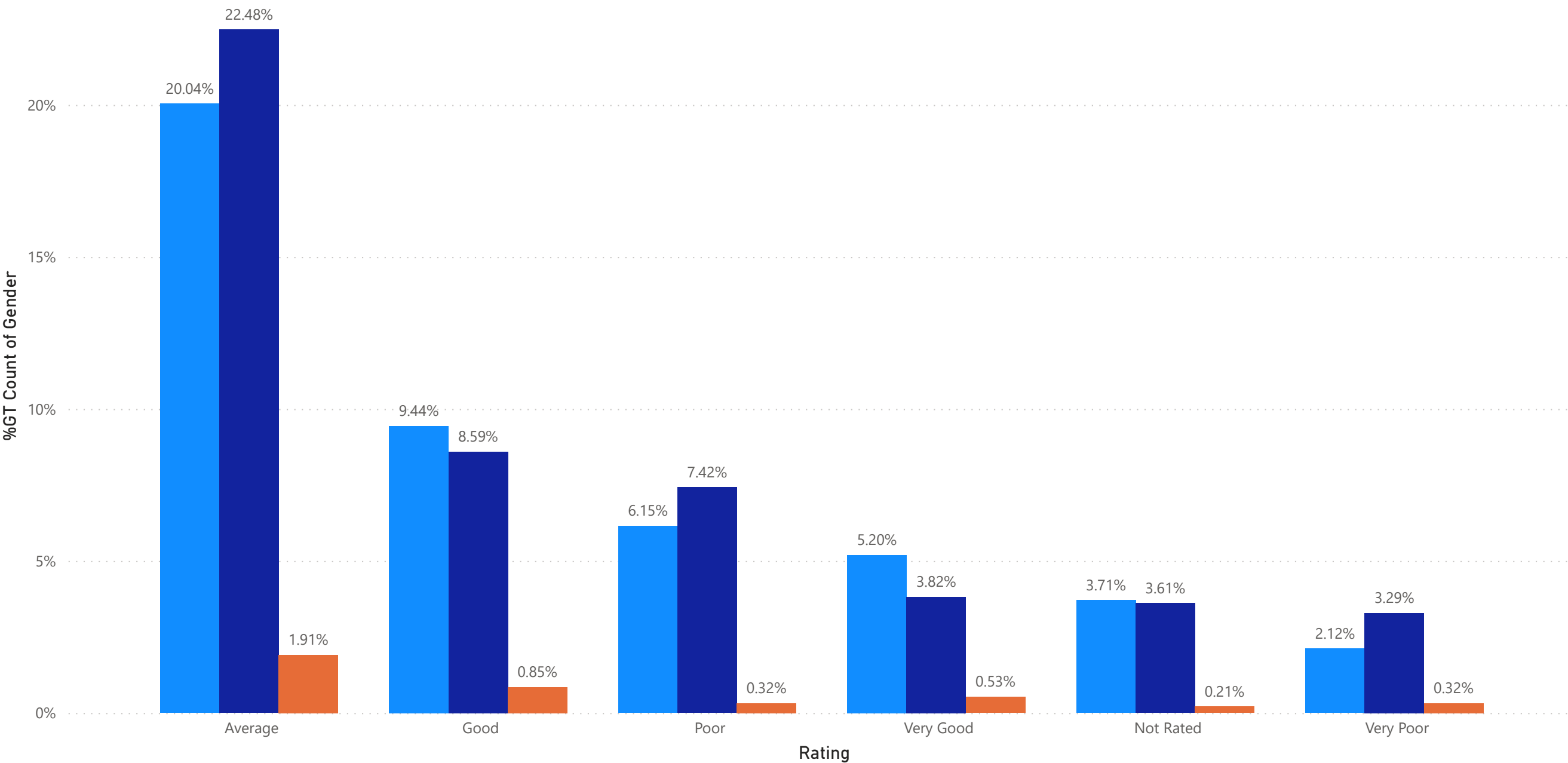


Table showing company salary structure and gender pay gap by department and location

Department	Female	Male	Undisclosed	Total
Accounting	72938.93	77530.00	102560.00	76358.51
Abuja	66110.00	82677.50	107110.00	77882.31
Kaduna	70615.00	63360.00		66987.50
Lagos	91738.00	94104.29	98010.00	93494.62
Business Development	74627.80	82016.49	49956.67	77089.14
Abuja	68051.82	72354.44	47545.00	67947.73
Kaduna	73394.12	91408.57	54780.00	80693.75
Lagos	81805.38	78835.71		80265.56
Engineering	75422.11	67916.94	78626.00	72204.81
Abuja	72499.23	66354.62	68235.00	69341.79
Kaduna	87336.15	57430.00	85553.33	77144.58
Lagos	65681.67	74864.00		70782.96
Human Resources	66578.78	73796.05	94283.33	70936.95
Abuja	61497.50	82145.83	94283.33	72663.23
Kaduna	72600.59	71871.58		72215.83
Lagos	63945.00	64705.71		64300.00
Legal	68506.76	72997.96	76774.00	71477.27
Abuja	67253.64	70540.00	59910.00	68851.47
Kaduna	65535.38	76672.22	78795.00	72413.64
Lagos	73748.00	71546.00	106460.00	74257.14
Marketing	79107.74	73701.82	105870.00	76774.92
Product Management	70773.17	76100.85	36480.00	73201.35
Research and Development	66603.95	69062.58	78614.00	68445.41
Sales	70406.67	72039.75	89125.00	72159.13
Services	73075.48	79456.22	67066.67	75734.76
Abuja	68852.86	74219.00	72450.00	71143.20
Kaduna	74265.00	79853.33	64375.00	76205.76
Lagos	76415.83	83324.17		79870.00
Support	72415.00	77414.52	76225.00	75230.25
Abuja	70706.25	77108.24	48090.00	73242.06
Kaduna	71849.29	79235.33		75669.66
Total	72165.68	74834.61	78658.72	73747.45

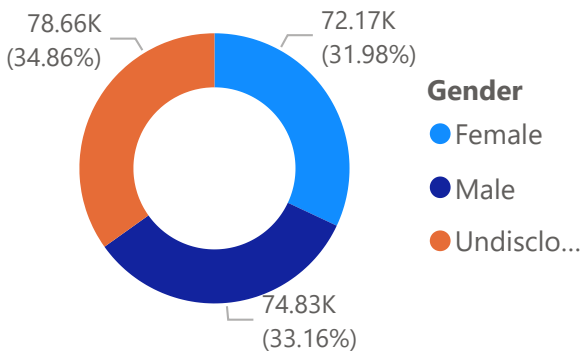
From the table on the left, there are pay gaps in some departments and locations. The gaps differ also according to gender. The average employee salary is \$73,750. Using that as a benchmark, I have distinguished those who meet the average and the rest who did not. The figures of those who meet this average are coloured in black while those who earn below the average are in red. I discovered that employees in the accounting department earned above the average across all gender especially in Lagos.

In Abuja, the female employees earn lesser than their male and those whose gender is undisclosed.

In Kaduna however, both genders earn less than the average. This trends also continues all through the entire department and location.

It is recommended therefore that those departments and regions whose salary figures appear in red should be considered by management for salary review.

Average of Salary by Gender



73.75K

Average of Salary

Amount paid to individual employees as bonus and salary

28K

Min of Salary

76.07K

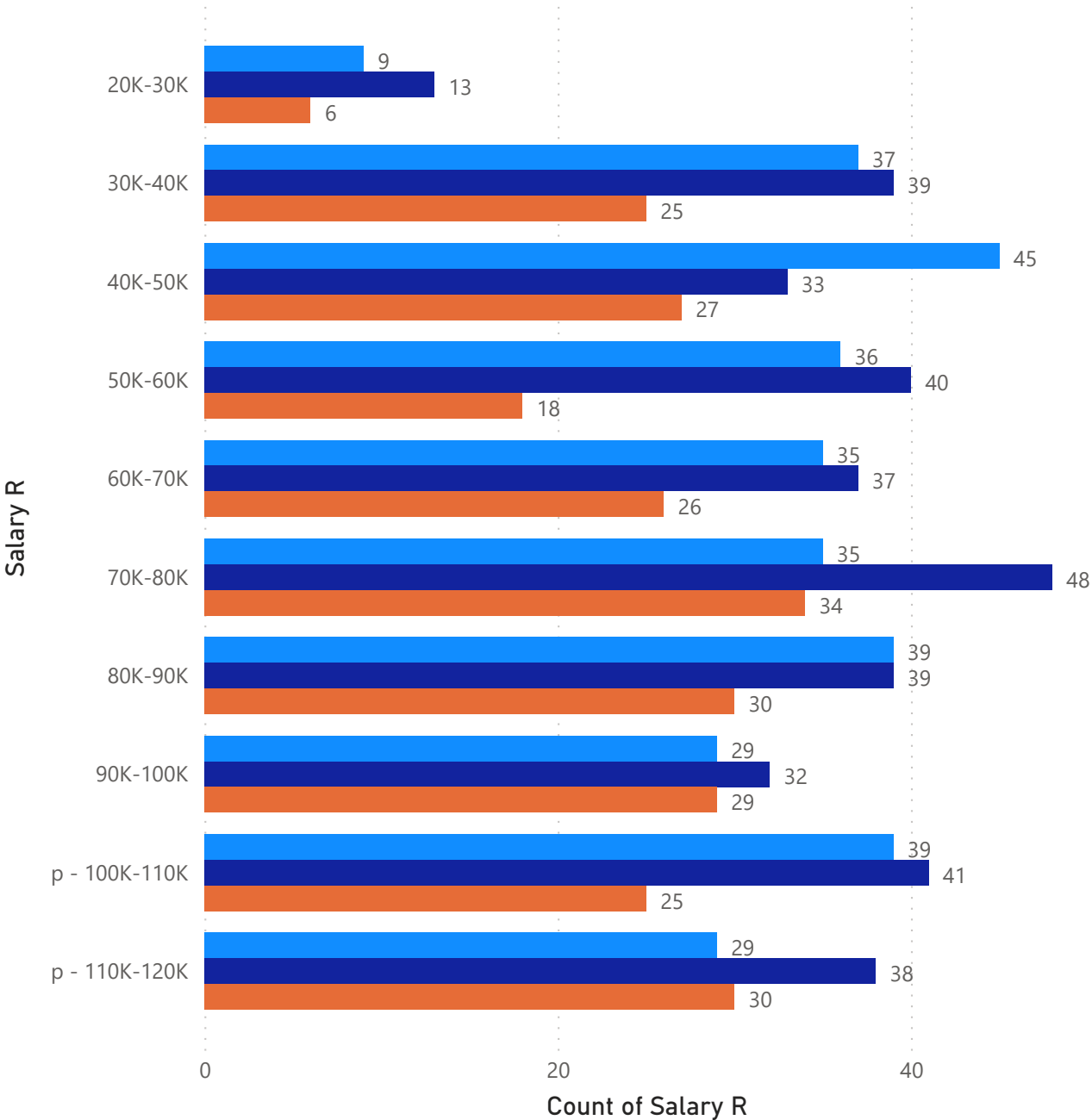
Average of Salary & Bonus

From the figure above, the company does not meet the requirements of the new regulation which stipulates that manufacturing companies must pay their employees minimum \$90,000. The minimum salary is \$28,000 while the average salary is \$73,750,000. Additionally, the average salary inclusive of the bonus is \$76,007. This is way below the stipulated amount. This is further shown in the chart on the top left side.

In this case, the chart shows the average salary distribution by gender. The company still did not meet the requirements of the law.

Salary distribution by bands of 10,000 and Location

Location Abuja Kaduna Lagos



Total amount paid out company wide as salary and Bonus

Amount paid as bonus to individual employees as bonus

Amount paid to individual employees as bonus and salary

71.74M

Salary & Bonus

2.32K

Average of Bonus Amount

76.07K

Average of Salary & Bonus

Table showing the salary distribution of employees by band of 10,000

Salary R	Abuja	Kaduna	Lagos	Total
70K-80K	35	48	34	117
80K-90K	39	39	30	108
40K-50K	45	33	27	105
p - 100K-110K	39	41	25	105
30K-40K	37	39	25	101
60K-70K	35	37	26	98
p - 110K-120K	29	38	30	97
50K-60K	36	40	18	94
90K-100K	29	32	29	90
20K-30K	9	13	6	28
Total	333	360	250	943

Total amount paid as salary and bonus per region

