# **Recommendation Report**

**Palmoria Group HR Analysis – Strategic Recommendations  
*Prepared by:***

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## **Executive Summary**

Following a detailed HR data analysis of Palmoria Group using **Power BI**, critical insights have emerged relating to **gender distribution**, **salary equality**, **bonus allocation**, and **regulatory compliance**. The findings, derived from company-provided data (Palmoria Group emp-data.xlsx and Palmoria Group Bonus Rules.xlsx), highlight areas requiring immediate HR intervention to protect the company’s brand and support its expansion goals across Nigeria and beyond.

## **1. Promote Gender Balance Across Regions & Departments**

### ***Insight:***

From the **Gender Distribution by Region and Department** visual in the Power BI dashboard, it’s evident that:

* The **Engineering** and **Legal** departments are significantly male-dominated.
* Some regions, like **North and South**, also show uneven gender representation.

### ***Recommendation:***

* Launch a **targeted female recruitment strategy**, especially for technical roles.
* Introduce **mentorship and promotion tracks** to grow women into leadership roles.
* Monitor gender trends quarterly via updated dashboards.

## **2. Close the Gender Pay Gap**

### ***Insight:***

A Power BI chart comparing **Average Salary by Gender** reveals:

* In several departments, **male employees consistently earn more** than female employees.
* This disparity remains even after adjusting for location and job rating.

### ***Recommendation:***

* Conduct a **salary equity review** starting with departments that show the highest gap.
* Create a **transparent pay band policy** across all roles.
* Embed salary equity checks into the **annual HR audit cycle**.

## 3. Ensure Compliance with the $90,000 Minimum Salary Law

## **Insight:**

Using the “Salary < $90,000” filter and **Salary Band Distribution by Region**, we identified:

* **12.6% of employees earn below the required threshold**, placing the company at legal and reputational risk.
* The **East region** has the highest number of non-compliant salaries.

### ***Recommendation:***

* Immediately adjust all sub-$90,000 salaries to the minimum.
* Implement **automated salary compliance checks** monthly using Power BI alerts.

## **4. Improve Bonus Allocation Fairness**

### ***Insight:***

Using the calculated **Bonus % and Total Pay** columns, we found:

* Some low-rated employees received the same or higher bonuses than higher-performing peers.
* Potential rating inconsistencies exist across regions.

### ***Recommendation***:

* Standardize performance rating rubrics across the organization.
* Train all managers on **unconscious bias in ratings**.
* Link bonus calculations directly to Power BI performance dashboards to ensure transparency.

## **5. Foster a More Inclusive Workplace Culture**

### ***Insight:***

In the cleaned data, employees with **undisclosed gender** were reassigned as “Undisclosed,” making up **4.2%** of the workforce. This may indicate discomfort or fear of bias.

### **Recommendation:**

* Launch an **anonymized inclusion feedback survey**.
* Roll out **Diversity, Equity & Inclusion (DEI)** workshops.
* Provide safe spaces for staff to express their identity without judgment.

## Final Thoughts

If Palmoria Group implements these data-backed recommendations:

👉 Gender inequality will be reduced across key departments  
👉 The company will avoid penalties for minimum salary violations  
👉 Bonus payments will become more transparent and performance-driven  
👉 HR can demonstrate a measurable commitment to inclusion

📌 *This report was generated from a Power BI dashboard analyzing live data from Palmoria Group’s HR systems. Full project files and dashboards are available at https://github.com/Nedusparkle88/Palmoria-HR-Case-Study.*