Palmoria Group HR Analysis

Palmoria Group, a Nigerian manufacturing company, faced public scrutiny over gender inequality in its workforce.   
As a response, the management initiated a gender-focused HR data analysis project.  
This report presents data cleaning steps, transformations, analysis logic, and key visual insights developed using Microsoft Power BI.

# 🟩 Power Query Editor – Data Cleaning

1. Loaded 'emp-data.csv' and 'Bonus Rules.xlsx'.  
2. Removed rows where 'Department' is NULL and 'Salary' is blank or zero.  
3. Replaced missing gender values with 'Not Specified'.  
4. Converted 'Salary', 'Bonus Amount', and 'Total Pay' to Fixed Decimal type.  
5. Converted 'Bonus %' to Percentage type.

# 🟦 Data View – Calculated Columns

- Bonus %: Applied using rating rules from Bonus Rules table.  
- Bonus Amount = Salary \* Bonus %  
- Total Pay = Salary + Bonus Amount  
- Pay Band: Bucketed salaries into 10k ranges.  
- Salary Compliance: Flagged employees below $90,000 minimum.

# 🟥 Report View – Visualizations

1. Gender Distribution: By overall, department, and region.  
2. Ratings by Gender: Bar chart.  
3. Gender Pay Gap: Salary by gender across regions and departments.  
4. Salary Compliance: Bar chart of compliant vs below-minimum employees.  
5. Pay Band Distribution: Histogram grouped by $10k bands, per region.  
6. Bonus Allocation: KPIs and tables for region-wise and individual bonuses.

# ✅ Recommendations

- Increase female representation in regions/departments with major imbalance.  
- Address departments where gender pay gaps are significant.  
- Enforce salary compliance by raising all salaries to $90,000 minimum.  
- Monitor bonus fairness to ensure equal recognition of performance.  
- Continue capturing gender and department data for all staff to improve tracking.