

# **Palmorla Group HR Analytics Report**

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Gender Equality, Pay Gap & Performance-Based Bonus Analysis

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## Executive Summary

This project was initiated by Palmoria Group to address concerns of gender inequality, salary disparities, and bonus fairness across its three regions. Using Power BI, multiple datasets were cleaned, analyzed, and visualized to uncover key HR insights and provide data-driven recommendations.

## Methodology

- Datasets Used:
  - HR Data
  - Bonus Rules Table
  - Employee Metadata
- Tools:
  - Power BI Desktop
  - DAX
  - GitHub
- Key Steps:
  1. Data cleaning (removal of NULLs, standardizing gender and ratings)
  2. Modeling and relationships
  3. DAX columns: rating score, bonus, salary band
  4. Dashboards and visual insights

## Key Insights

- Gender Distribution:

Females are underrepresented in executive and engineering departments.
- Performance Ratings by Gender:

Female employees had slightly higher average ratings in some departments.
- Gender Pay Gap:

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Significant gaps in Business Development, Services, and Support departments.

## - Salary Band Compliance:

654 employees earn below the \$90,000 minimum salary regulation. Kaduna region is the most affected.

## - Bonus Allocation:

Bonus amounts were calculated using department and performance scores.

Total bonus payout = \$2.2M

## Recommendations

1. Conduct gender pay audits in departments with high disparities.
2. Promote diversity in hiring for underrepresented roles.
3. Ensure salary structure complies with the \$90,000 regulation.
4. Improve transparency in performance-based bonus structures.

## Appendix

- Data Sources: HR Data, Bonus Rules Table
- Tools Used: Power BI, Excel, GitHub
- GitHub Repo: <https://github.com/Noble-Meta/Palmoria-HR-Analytics>