



PALMORIA GROUP

EMBRACING EQUITY:

Charting A Course For
Palmoria's Inclusive Future.

PRESENTED BY:

INTRA ANALYTICS



VISION

To be Africa's
Bank of First
Choice



MISSION

To remain true to our
name by providing the
best financial
services possible



CORE VALUES

E ntrepreneurship
P rofessionalism
I nnovation
Customer Centricity



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MEET THE TEAM



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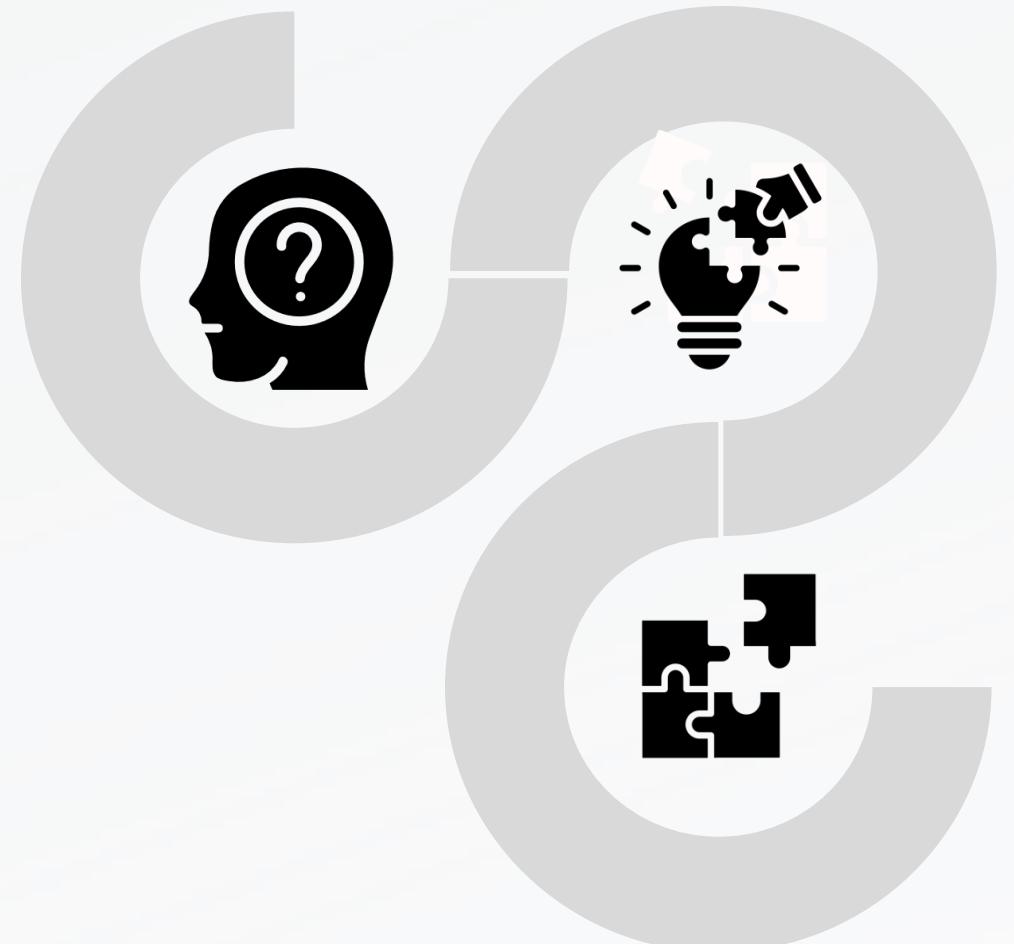
INTRODUCTION

- According to the World Economic Forum in 2018, it will take 108 years to close the global gender gap.

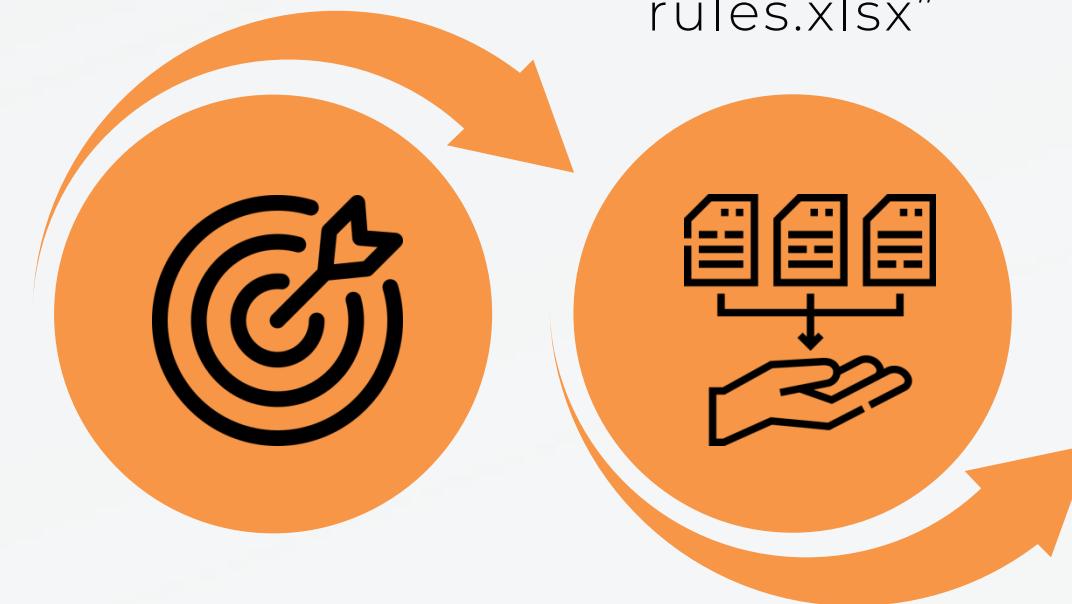


PROBLEM STATEMENT

Recent media coverage purports that Palmoria Group is heavily biased against females. Tabloids coverage poses a threat to the company's expansion ambitions and Intra Analytics has been tasked to investigate the authenticity of the media's claim.



THE APPROACH



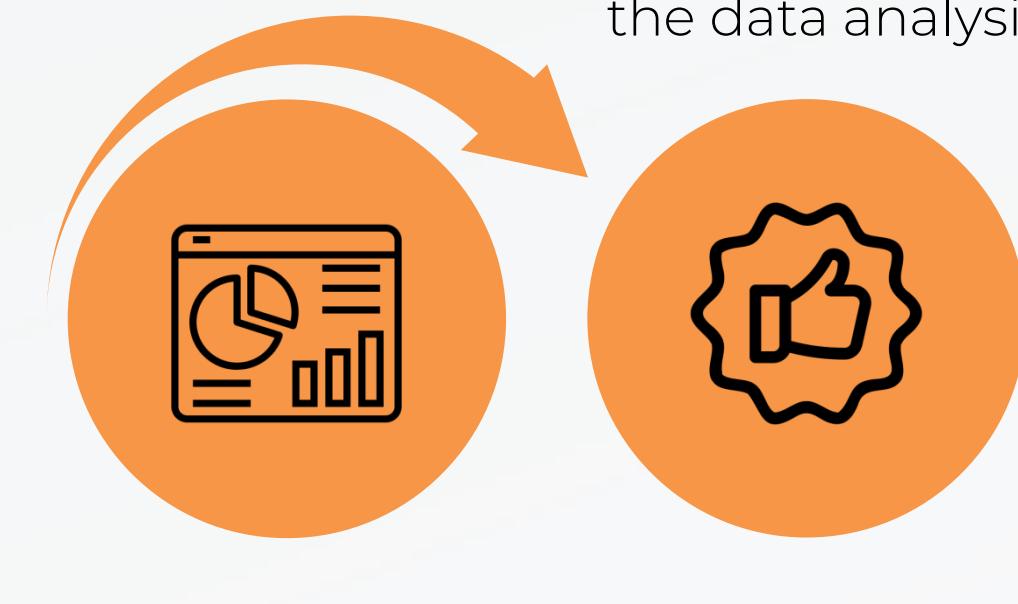
Business Understanding

The aims and objectives of the project were established



Data Preparation

The datasets were loaded to Power Query for cleaning and transformation



Visualization

Strategic interactive reports were created to communicate the insights generated

Analysis

The data was analyzed to gain insights and answer the key business question.

Business Recommendation

Recommendations were made based on the insights generated from the data analysis

KEY BUSINESS QUESTIONS

Is there a gender disparity within the organization?



Is there a gender pay gap across the organization?



What are the ratings based on gender?



Does the company's salary structure meet the manufacturing industry minimum wage regulation?



KEY BUSINESS QUESTIONS

What is the annual bonus pay to employees based on performance ratings?



What is the total amount left to be paid to bridge the minimum wage requirement gap?



What is the total amount(bonus inclusive) to be paid per region and company wide?

FINDINGS

**Let's get into
PowerBI to see our findings**

A picture they say is worth a thousand words...



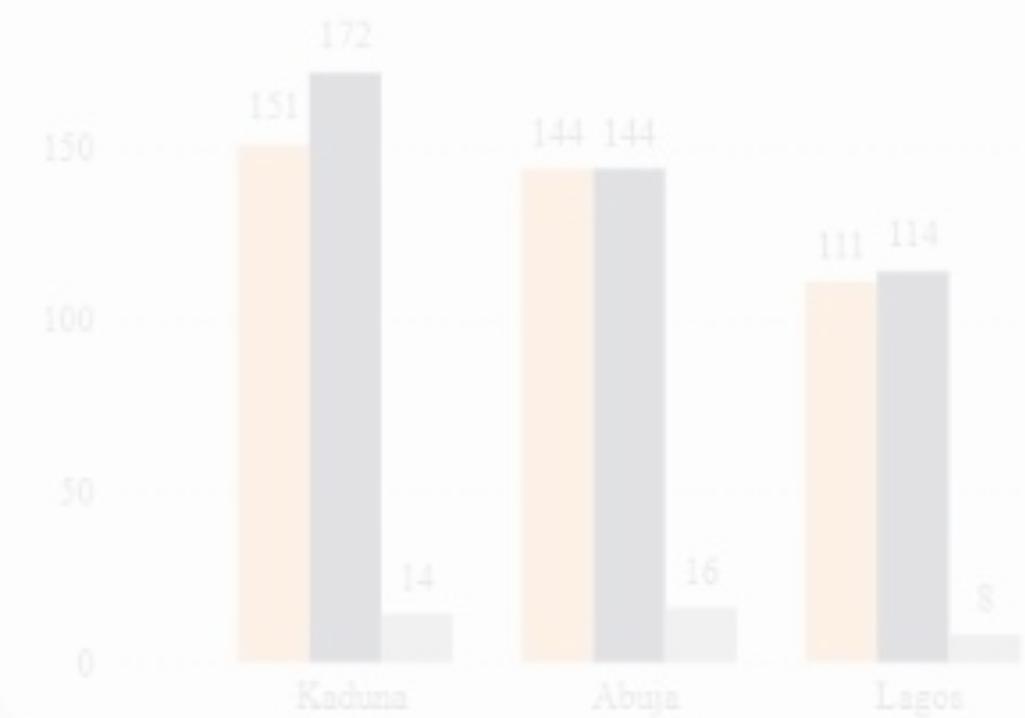
Rating and Gender

Gender ● Female ● Male ● Undisclosed

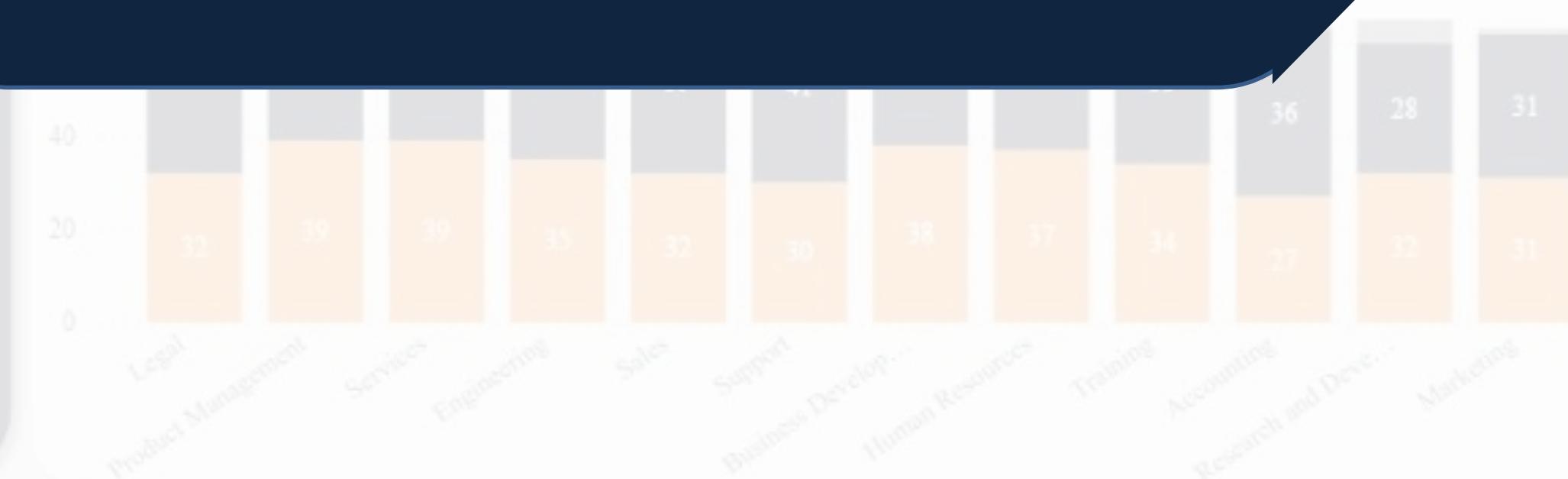
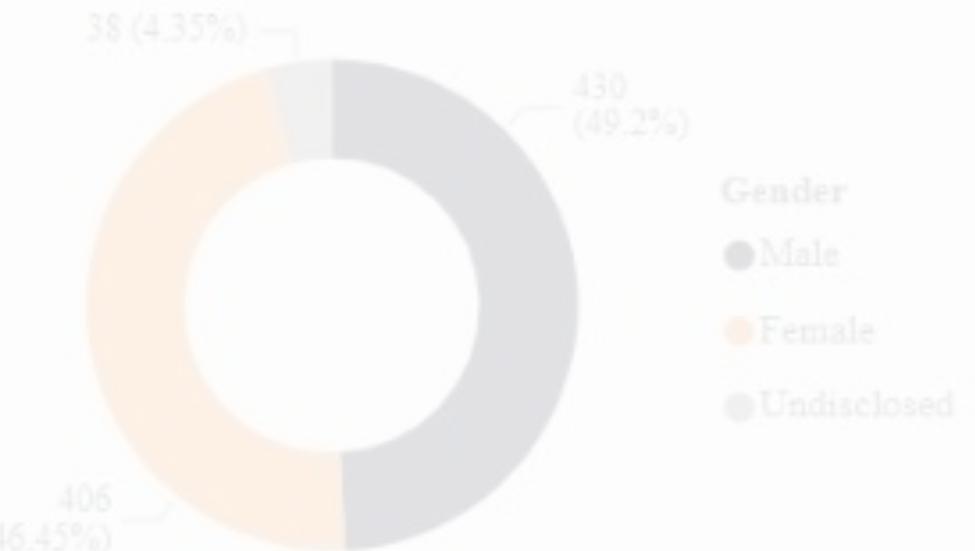


Employee by Location and Gender

Gender ● Female ● Male ● Undisclosed



Gender Distribution



NAVIGATION

GENDER AND RATINGS

SALARY AND REGULATIONS

PERFORMANCE BONUS

GENDER NEEDED

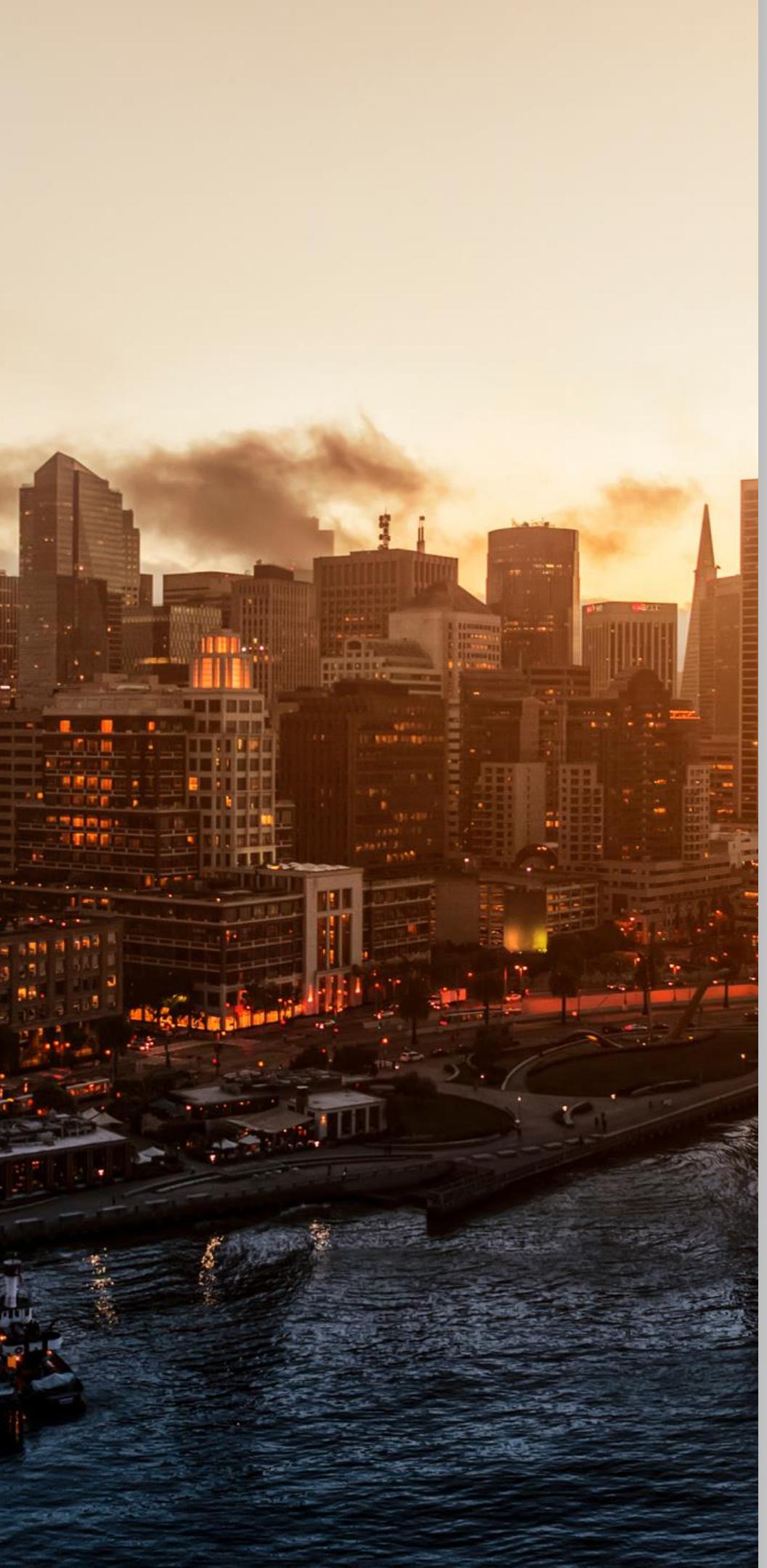


LIMITATIONS

- The dataset provided was missing key elements such as employee grade, job roles, and leadership positions.
- Company revenue was also not provided, making it difficult to advise accordingly for compliance in the increment of salaries.
- The undisclosed gender affected the accuracy of the findings

BUSINESS RECOMMENDATIONS

- Promote diversity in biased areas through mentorship and rewards
- Utilize the model provided to ensure accuracy and balance in future hiring processes in specific departments and locations.
- Review and adjust salary structure for wage standard compliance
- Create feedback channels for ongoing workplace fairness
- Require employees to choose a binary gender identity for analysis purposes



CONCLUSION

The insights derived from our findings show that the gender gap between male and female is minimal, therefore the news must be debunked.

However, the minimum wage requirement is a major issue that needs to be addressed with immediate effect to ensure compliance and employee satisfaction

49.2%



MALES

46.5%



FEMALES



PALMORIA GROUP



Intra Analytics

