



## GENDER OVERVIEW

## SALARY ANALYSIS

## BONUS DETAILS

## SUMMARY

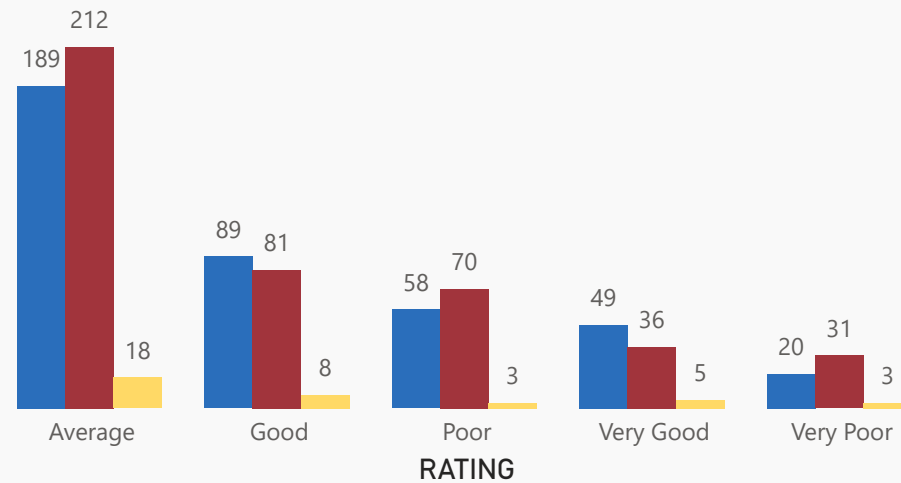
Gender

Location

Department

# PALMORIA GROUP EMPLOYEE ANALYSIS

## GENDER DISTRIBUTION BY RATINGS



872

TOTAL EMPLOYEE



37

UNDISCLOSED GENDER



430

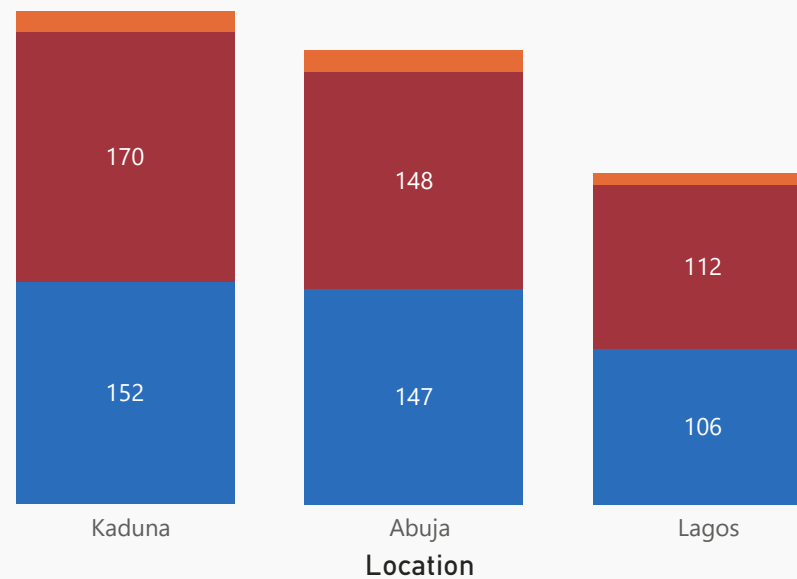
MALE COUNT



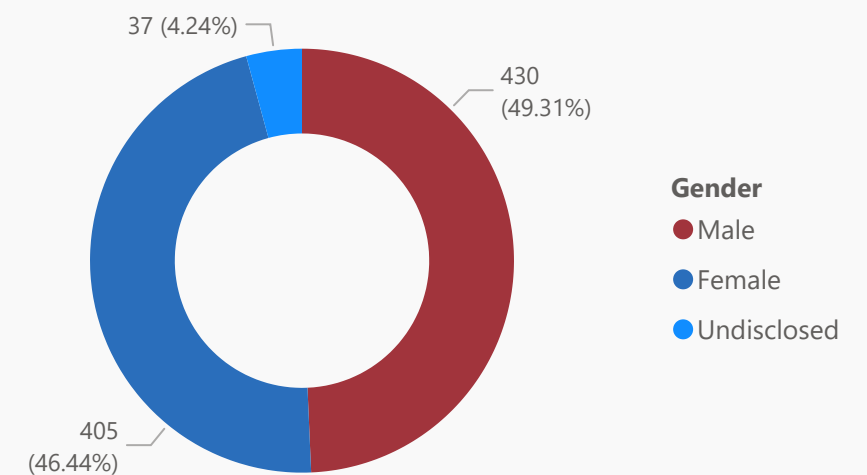
405

FEMALE COUNT

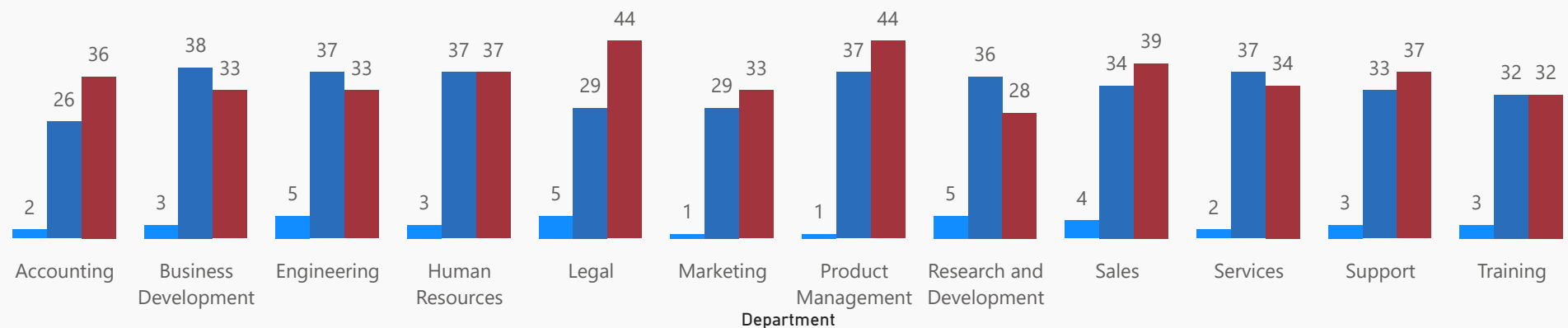
## GENDER DISTRIBUTION BY LOCATION



## EMPLOYEE GENDER DISTRIBUTION



## GENDER BY DEPARTMENT





# PALMORIA GROUP EMPLOYEE ANALYSIS

\$64.26M

SALARY

\$2.19M

TOTAL BONUS

\$74.51K

Avg. Male Salary

\$66.45M

BONUS SALARY

2.99%

Gender Pay Gap

\$72.28K

Avg. Female Salary

GENDER OVERVIEW

SALARY ANALYSIS

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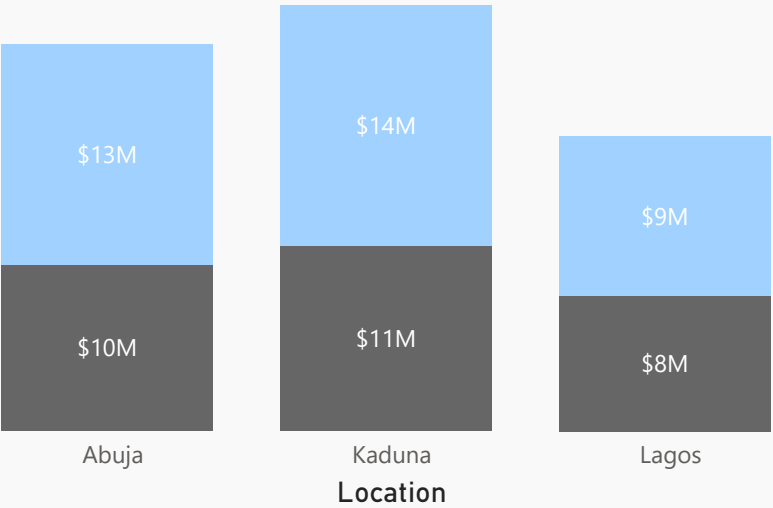
SUMMARY

Gender

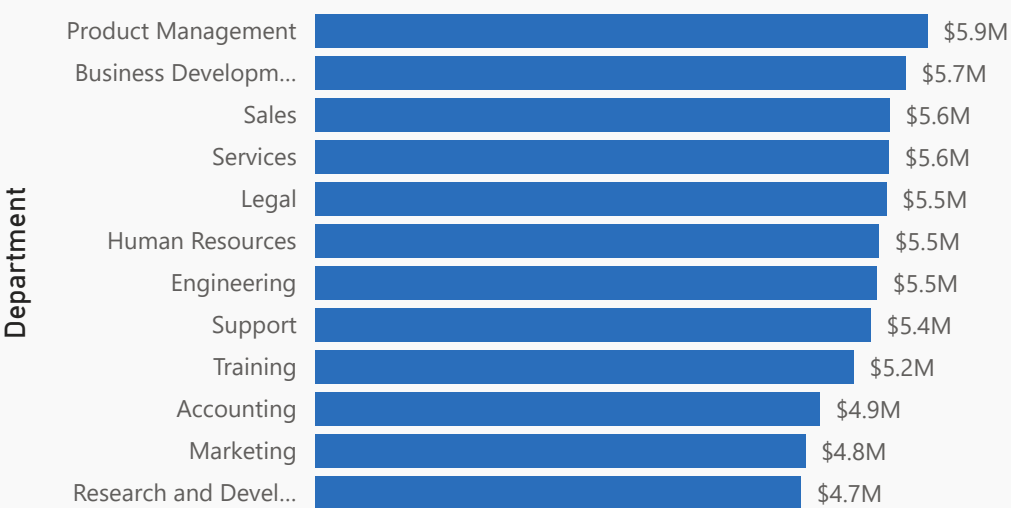
Location

Department

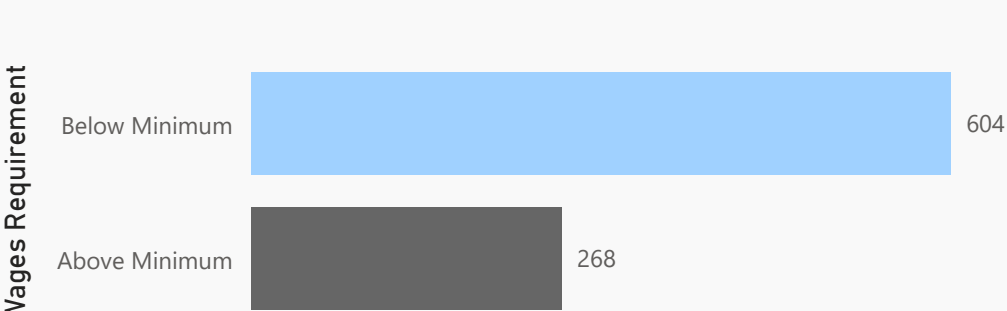
## MIN. WAGES REQUIREMENT BY LOCATION



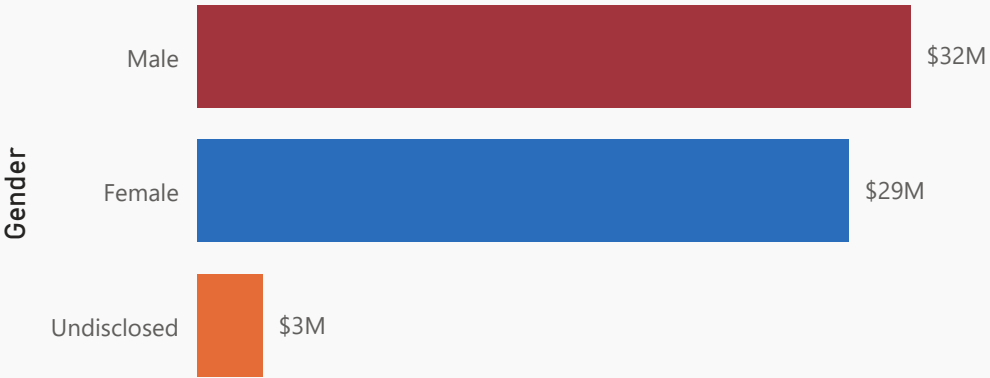
## TOTAL SALARY BY DEPARTMENTS



## EMPLOYEES MIN. WAGES REQUIRMENTS



## TOTAL SALARY BY GENDER





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SUMMARY

Gender

All

Location

All

Department

All

PALMORIA GROUP EMPLOYEE ANALYSIS

Location Name	Abuja			Kaduna			Lagos		
	Sum of Salary	Sum of Bonus	BONUS SALARY	Sum of Salary	Sum of Bonus	BONUS SALARY	Sum of Salary	Sum of Bonus	BONUS SALARY
Abbie Tann							\$116,520	\$5,826	\$122,346
Abigael Basire	\$61,620	\$2,156.7	\$63,776.7				\$61,620	\$677.82	\$62,297.82
Abramo Labbez							\$77,000	\$2,541	\$79,541
Abran Danielsky				\$32,720	\$1,145.2	\$33,865.2			
Addi Studdeard	\$72,500	\$725	\$73,225				\$72,500	\$362.5	\$72,862.5
Addia Penwright	\$28,130	\$562.6	\$28,692.6						
Addy Pimblett							\$66,460	\$2,126.72	\$68,586.72
Adela Dowsett							\$95,020	\$2,660.56	\$97,680.56
Adelina Cheeseman				\$45,510	\$3,458.76	\$48,968.76			
Adella Hartshorne	\$41,160	\$2,222.64	\$43,382.64				\$41,160	\$1,111.32	\$42,271.32
Adey Ryal							\$32,500	\$682.5	\$33,182.5
Adi Seawright				\$48,590	\$242.95	\$48,832.95			
Adolph Hartin							\$89,960	\$899.6	\$90,859.6
Adolph McNalley	\$85,920	\$1,546.56	\$87,466.56						
Adrienne Gave							\$78,440	\$862.84	\$79,302.84
Aeriela Aickin	\$37,550	\$1,201.6	\$38,751.6						
Aeriell Cuell	\$108,290	\$541.45	\$108,831.45						
Agnes Collicott	\$83,750	\$1,758.75	\$85,508.75						
Aile Strathearn							\$114,600	\$6,646.8	\$121,246.8
Aileen McCritchie							\$80,170	\$1,924.08	\$82,094.08
Aindrea Lenormand	\$71,180	\$3,843.72	\$75,023.72						
Aldrich Glenny				\$90,880	\$2,181.12	\$93,061.12			
Alexine Portail							\$60,330	\$1,266.93	\$61,596.93
Alexis Gotfrey							\$114,470	\$6,982.67	\$121,452.67
Alfred Peplay							\$60,580	\$4,604.08	\$65,184.08
Ali Roubert	\$69,460	\$4,237.06	\$73,697.06						
Alic Bagg				\$113,750	\$2,388.75	\$116,138.75			
Alicea Pudsall	\$67,630	\$1,352.6	\$68,982.6						
Alida Welman				\$69,860	\$1,886.22	\$71,746.22	\$69,860	\$908.18	\$70,768.18
Alikee Jecock				\$85,000	\$1,615	\$86,615			
Alisha Bloshcke	\$36,480	\$1,167.36	\$37,647.36						
Allene Gobbet	\$78,390	\$2,743.65	\$81,133.65						
Allvce Hincham							\$101,420	\$2,434.08	\$103,854.08
Total	\$22,441,050	\$795,084.45	\$23,236,134.45	\$24,719,500	\$824,261.46	\$25,543,761.46	\$17,098,300	\$572,223.31	\$17,670,523.31

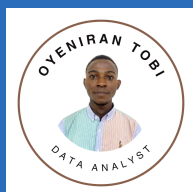


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# PALMORIA GROUP EMPLOYEE ANALYSIS

## FINDINGS

### DEPARTMENT WITH HIGH GENDER PAY GAP

Departments such as Business Development, Human Resources, Research & Development, Engineering, and Services show significantly high pay gaps of 11.46%, 7.61%, 7.96%, -13.09%, and 8.40%, respectively.

*The Business Development department, being the second-highest paying department and having a high number of female staff across regions, has an 11.46% GPG, which means females earn 11.46% less than males.*

*The Human Resources department, despite having equal gender staff strength across regions and departments, shows that females earn 7.61% less than males.*

*The Research & Development department, despite having more female employees than males, shows that females earn 7.96% less than males.*

*The Services department, despite having more females than males, shows that females earn 8.40% less than males.*

*The Engineering department, which has more females than males, shows that females earn 13.09% more than males.*

### \$90,000 MINIMUM WAGE

*Out of all employees, 208 staff earn above the \$90,000 minimum wage, while 604 employees are underpaid.*

### REGIONAL BONUS SALARY PROJECTION

*Abuja is expected to pay \$23.24 million as the new salary including bonuses.*

*Lagos is expected to pay \$17.67 million.*

*Kaduna is expected to pay \$25.54 million.*