

Palmeria Group HR Analysis

Gender, Salary, and Bonus Insights
Report

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Executive Summary

- - Analyzed gender distribution across departments and regions
- - Identified gender pay gap trends
- - Assessed performance rating fairness by gender
- - Verified compliance with \$90,000 minimum salary requirement
- - Allocated performance-based bonuses using company rules

Gender Distribution by Region & Department

Insert Chart: Gender distribution by Region and Department (bar chart)

Salary & Gender Pay Gap

Insert Chart: Average salary by Gender, grouped by Region and Department

Performance Ratings by Gender

Insert Chart: Ratings breakdown by Gender (stacked bar or grouped column)

Salary Band Distribution by Region

Insert Chart: Salary band (\$10k intervals) distribution by Region

Bonus Distribution Insights

- Total bonus allocation by Region
- Highest bonus allocation by Department
- Top-performing employees with highest total pay (salary + bonus)

Recommendations

- - Investigate departments with persistent pay gaps
- - Monitor gender balance in hiring across all regions
- - Adjust compensation where necessary to meet regulatory compliance
- - Use bonus rules to reinforce fair performance culture
- - Consider more inclusive data collection for gender/ratings