

# Paldoria group

Employee Analysis report

Sept 2022

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# Statistics

Total Employees

**943**

Female

**440**

(47%)

Male

**464**

(49%)

Unspecified

**39**

(4%)

Palmaria group has a significantly high number of male workers than female

# Revenue

Female

**\$32M**

46%

Male

**\$35M**

50%

Unspecified

**\$3M**

4%

Bonus

**\$2M**

Salary

**\$70M**

The total salary payout for male workers is higher than male workers

## Average Salary

Female

**\$72K**

Male

**\$75K**

Unspecified

**\$3M**

The average salary of Male workers is higher than the female workers

# Lagos

Female

**\$9M**

118(47%)

Male

**\$10M**

124(50%)

Unspecified

**\$1M**

8(3%)

Total payout

**\$20M**

Lagos has Higher number of male workers to female

# Abuja

Female

**\$11M**

158(47%)

Male

**\$12M**

158(47%)

Unspecified

**\$1M**

17(5%)

Total payout

**\$25M**

Abuja Male workers have higher salary payout even though it has the same number of male and female workers

# Kaduna

Female

**\$12M**

164(46%)

Male

**\$14M**

182(51%)

Unspecified

**\$1M**

14(4%)

Total payout

**\$27M**

Kaduna has more male workers to female and a higher male salary payout to female



## Key Observations

- Seven(7) out of total twelve(12) departments including Product management, legal, sales, support, training, accounting and marketing have high number of male workers than female.
- The average salary of Male workers is higher than the female workers.
- Kaduna and Lagos have more male workers than females with Kaduna having a significant difference in gender gap.
- Male workers in Palmoria group have more poor and very poor ratings than their female counterpart.
- Kaduna has the highest total salary payout considering that it has more workers than Abuja and Lagos.

# Recommendations

- Each department should be reviewed with focus on departments with high male workers to ascertain the cause for gender gap i.e. Less qualifications, skills, abilities etc.
- All location to be reviewed to vet out workers with multiple work locations .
- Management to review salaries for each department and person to ensure genders with same department, position, skills are paid equally.
- Management to ensure individual work performances are reviewed and rated to vet out workers with low performance ratings to give them room for improvement.
- Management to consider skills enhancement programs for workers to help address and close skills gap.