Palmoria group

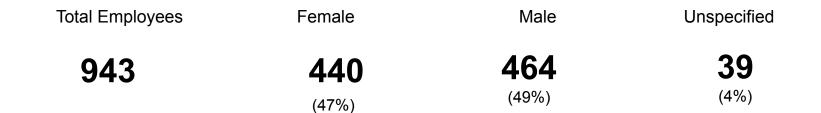
Employee Analysis report

Sept 2022

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Statistics



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

Revenue

Female	Male	Unspecified	Bonus	Salary
\$32M	\$35M	\$3M	\$2M	\$70M
46%	50%	4%		

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

Average Salary

Female Male Unspecified

\$72K \$75K \$3M

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

Lagos



Lagos has Higher number of male workers to female

Abuja



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

Kaduna

 Female
 Male
 Unspecified
 Total payout

 \$12M
 \$14M
 \$1M
 \$27M

 164(46%)
 182(51%)
 14(4%)

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.