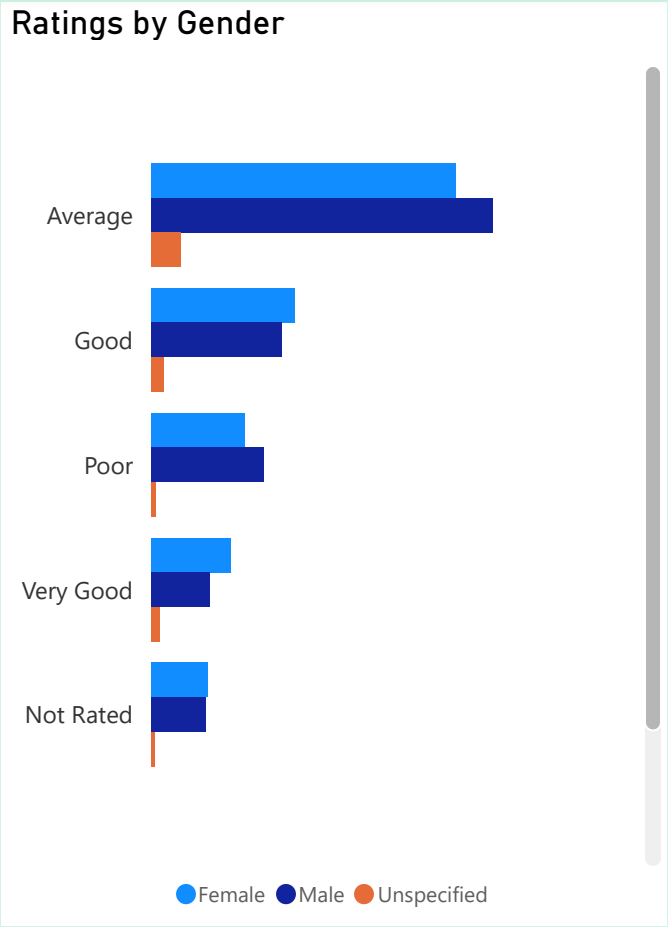
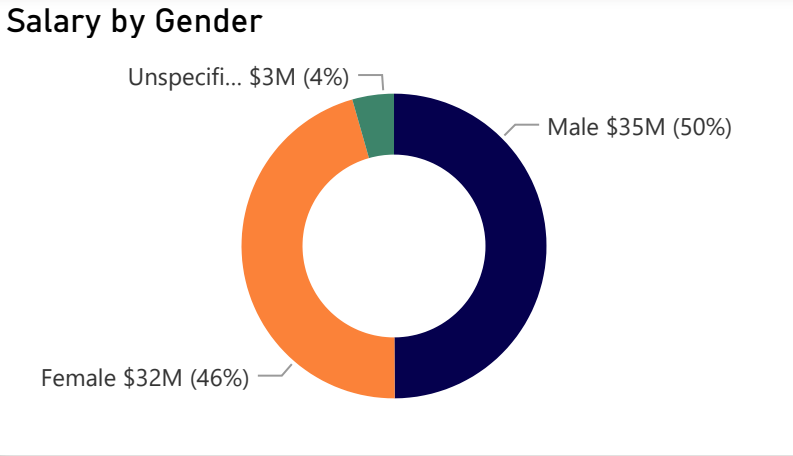
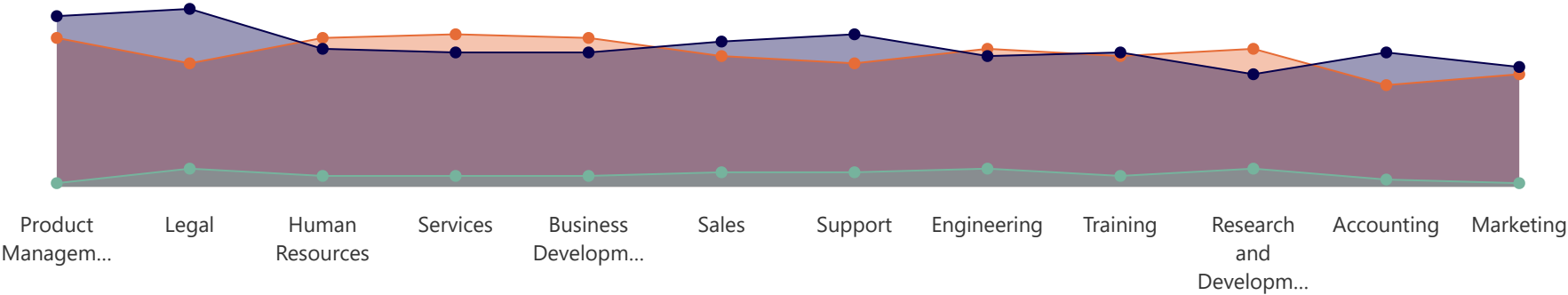


PALMORIA GROUP EMP ANALYSIS



Gender distribution by Department



Name	Department	Location	Rating	Salary	Payout
Abbie Tann	Business Development	Lagos	Good	\$116,520	\$122,346
Abigael Basire	Engineering	Abuja	Average	\$61,620	\$63,776.7
Abigael Basire	Engineering	Lagos	Poor	\$61,620	\$62,297.82
Abramo Labbez	Research and Development	Lagos	Average	\$77,000	\$79,541
Abran Danielsky	Engineering	Kaduna	Average	\$32,720	\$33,865.2
Addi Studdeard	Product Management	Abuja	Poor	\$72,500	\$73,225

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 women.
- 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.