**PROJECT REPORT 2: Palmoria Group HR Analysis**

1. **Introduction**  
   This HR analytics project was initiated in response to public scrutiny around gender inequality at Palmoria Group. As the company aims to scale globally, this internal review focuses on identifying and resolving issues related to gender representation, pay equity, and fair compensation practices.
2. **Project Topic**  
   HR Data Analysis: Gender Equity and Salary Structure at Palmoria Group
3. **Project Overview**  
   Objectives included:

* Assessing gender distribution across regions and departments
* Analyzing average salary by gender, department, and location
* Evaluating performance ratings and bonus allocations
* Testing compliance with new salary policy (₦90,000 minimum)
* Identifying areas of concern in gender representation and pay

1. **Data Source**  
   Two datasets were provided:

* Employee data from 2009 to 2012 (CSV format)
* Bonus rule table (Excel file)  
  Fields included: Gender, Salary, Department, Location, Rating

1. **Data Cleaning**  
   Performed in Excel:

* Removed rows with NULL departments or missing salary
* Replaced missing Gender with “Undisclosed”
* Created Rating\_Score column to translate text ratings to numeric scale
* Built salary compliance and salary band columns

1. **EDA (Exploratory Data Analysis)**

* Pivot tables for gender by region/department
* Salary band distribution by region
* Average salary by gender, department, and region
* Bonus allocation based on performance rating
* Total compensation by region
* Compliance with minimum salary threshold
* KPI cards created for summary statistics

1. **Recommendation**

* Address salary disparities in Kaduna and low compliance regions
* Review pay equity in departments where gender-based gaps persist
* Adjust bonus rules to ensure alignment with performance objectives
* Increase transparency in rating and pay processes
* Target diversity hiring in male-dominated departments

1. **Conclusion**  
   The project highlights critical HR metrics and inequities that Palmoria Group should address. With these insights, leadership can take strategic action to improve fairness, employee morale, and regulatory compliance in preparation for global expansion.