



# Paldoria HR Risk & Pay Dashboard

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01

# Situation & Mandate

# Reputational Alert Drives Executive Ask

## Media Scrutiny

A recent media article highlighted potential gender inequality at Palmoria Group, raising concerns among stakeholders and prompting an urgent need for a comprehensive analytics review.



## Executive Mandate

The CHRO has commissioned an immediate analysis to provide clear evidence on gender representation, pay gaps, compliance with the new \$90k salary floor, and a transparent bonus model to protect the company's reputation and meet regulatory expectations.

# Scope & Data Assets Confirmed

## Data Scope

The analysis covers 946 active employees across three regions and multiple departments, ensuring a comprehensive view of the workforce.

01

## Data Integration

Employee data is merged with transparent bonus rules, providing a holistic view of compensation. The dataset is anonymized and validated for accuracy.

02

## Tool Utilization

Power BI is used to load and analyze the data, enabling dynamic filter-driven exploration and supporting executive decision-making with interactive dashboards.



02

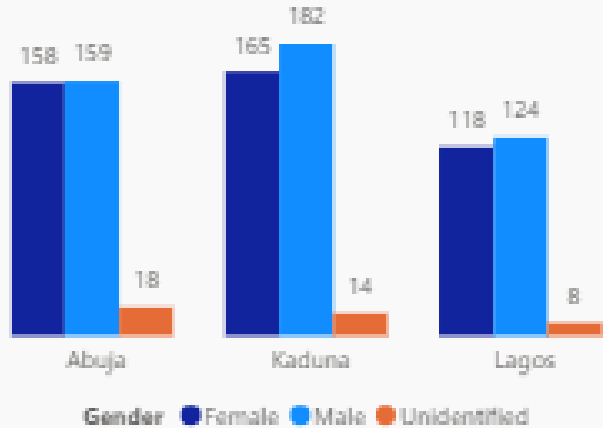
## Key Findings at a Glance



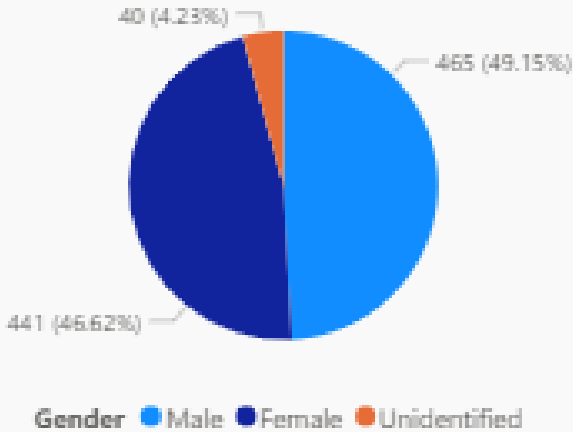


# Palmoria Group Analysis Dashboard

## Gender by Region & Department



## Gender Distribution



Department

All

Region

All

946

Total Employee

30.9%

Salary > 90K

\$72.14K

AvgSalary Female

\$2M

Sum of Bonus

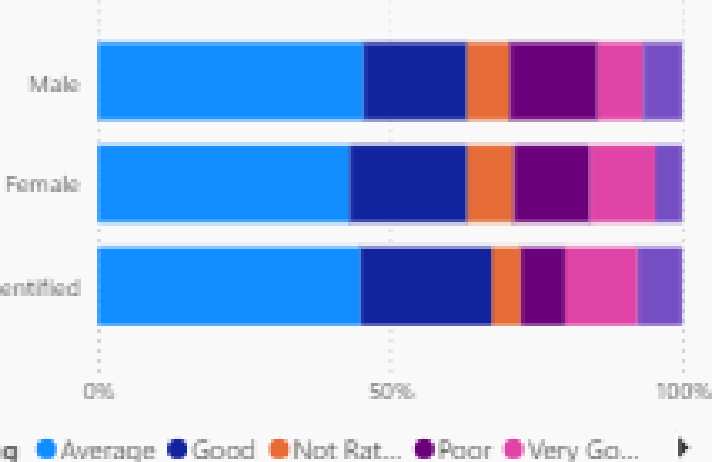
\$71.9M

Salary + bonus

75K



## Gender by rating



## Employee grouped by band(10k)



## Total Amount to be paid by Region & Company

Region	Sum of TotalPay bonus inclusive
Kaduna	\$27,478,731.8
Abuja	\$24,917,424.2
Lagos	\$19,526,793.3
Total	\$71,922,949.3

Rating

Average

Good

Not Rated

Poor

Very Good



## Sum of TotalPay bonus inclusive by Region

Kaduna \$27,478,731.8

Abuja \$24,917,424.2

Lagos \$19,526,793.3

# Workforce Nearly Balanced, Pay Is Not

## Gender & Pay Disparity

While the workforce is nearly balanced with 49% male, 47% female, and 4% undisclosed, female employees earn 3.8% less on average. Only 31% of staff meet the \$90k regulatory minimum, indicating significant compliance and reputational risks.



# Lagos Shows Largest Gender & Pay Gap

## Regional Disparity

The Lagos region has the highest male-to-female ratio and the widest salary dispersion, making it a critical area for targeted remediation efforts.

## Financial Exposure

With \$19.5M in total compensation at risk, addressing gender and pay gaps in Lagos will have a significant impact on overall compliance and equity.

## Actionable Insights

Using the dashboard filters, leadership can drill down into specific departments and job families within Lagos to identify and address the root causes of these disparities.

# Bonus Pool Integrity Validated

## Transparent Allocation

The transparent, rating-driven bonus rules allocate \$2M company-wide, ensuring fair and defensible bonus payouts. The model recalculates dynamically under any filter, providing finance and HR with confidence in reported regional totals and year-end accruals.

## Bonus

## Integration with Salary Data

The bonus model is seamlessly integrated with salary data, allowing for a comprehensive view of total compensation. This integration supports accurate financial reporting and strategic decision-making.

03

# Financial Exposure Summary

# Total Compensation Spend by Region

## Regional Spend

Kaduna leads with \$27.5M in total compensation, followed by Abuja at \$24.9M and Lagos at \$19.5M, summing to a company-wide total of \$71.9M.

## Headcount Impact

Drill-down filters reveal whether higher spend in each region is driven by headcount, seniority mix, or bonus rates, guiding cost-control decisions and resource allocation.

## Strategic Insights

Understanding regional spend patterns helps leadership identify areas for optimization and ensure that compensation strategies align with business goals and financial constraints.

## Dynamic Reporting

The dashboard's dynamic filters allow for real-time analysis of regional compensation, enabling quick adjustments and informed decision-making in response to changing business conditions.

# Below-Threshold Population Risk



## Compliance Risk

69% of employees earn under \$90k, representing a significant uplift liability. Salary-band visuals highlight concentrations in lower bands across regions, enabling HR to size remediation cost scenarios and sequence salary adjustments prudently.

04

# Recommended Executive Actions

# Launch Compliance & Pay Equity Sprints

## Salary Adjustments

Prioritize salary adjustments for roles and departments with dense below-\$90k populations to address immediate compliance risks and improve overall pay equity.

### Role-Level Audit

Conduct a role-level pay-equity audit to control for experience and ensure sustainable fixes rather than one-off increases, supporting long-term fairness and compliance.

### Targeted Remediation

Focus on regions and departments with the highest concentrations of below-threshold employees to maximize the impact of remediation efforts and reduce overall risk.



# Strengthen Data & Governance

Close the 4% undisclosed-gender gap through improved onboarding workflows, ensuring accurate and complete data capture for future analysis and decision-making.

**Data Improvement**

Institute monthly dashboard refresh and quarterly HR-leadership review to track remediation KPIs and maintain external stakeholder confidence, ensuring ongoing compliance and transparency.

**Governance  
Monitoring &**

# Communicate Timeline & Policy

01

## Internal Communication

Publish an internal remediation roadmap to keep employees informed about planned actions and timelines, fostering trust and engagement.

02

## Public Statement

Draft a public pay-equity statement to safeguard the company's reputation while changes are implemented, demonstrating commitment to fairness and transparency.

03

## Bonus Policy Review

Align bonus policy review with equity outcomes to prevent inadvertent widening of gaps and ensure that bonus allocations support overall pay equity goals.

04

## Stakeholder Alignment

Ensure that all communications are aligned with stakeholder expectations, maintaining confidence and trust in the company's commitment to fairness and compliance.





# 05

## Next Steps & Contact

# Immediate Next 30 Days



## Action Plan

HR to deliver a costed salary-adjustment plan, Finance to validate bonus accrual impacts, and Communications to draft an equity statement. The dashboard remains live for ongoing scenario modeling and board reporting, ensuring transparency and accountability.

# Your Analytics Partner

01

## Contact Information

For deeper dives, refreshed data, or expanded studies, contact Aduga Emmanuel, the analyst behind this engagement. The interactive report and documentation are ready for stakeholder distribution and audit review.

02

## Ongoing Support

Aduga Emmanuel is available to provide ongoing support and insights, ensuring that the company remains on track with its remediation efforts and continues to drive toward greater pay equity and compliance.

# THANK YOU

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