**Palmoria HR Employee Analysis**

**📌 Project Objective**

This project focuses on analyzing HR employment data for **Palmoria Group** across three Nigerian locations: **Abuja**, **Kaduna**, and **Lagos**. The analysis uncovers salary patterns, gender distribution, employee ratings, and department-level trends using **Power BI**. The findings support strategic decisions in workforce planning, diversity tracking, and performance management.

**📂 Dataset Overview**

* **Source**: Simulated HR dataset provided for analysis
* **Records**: 946 employee entries
* **Fields**: Location, Gender, Department, Salary, Rating
* **Locations**: Abuja, Kaduna, Lagos
* **Genders**: Male, Female, Undisclosed

**🛠️ Tools Used**

* **Power BI** (main analysis and dashboarding)
* **Microsoft Excel** (initial data formatting and validation)

**🔁 Analysis Workflow**

1. **Data Cleaning** in Excel:
   * Checked for missing or inconsistent values
   * Verified data types (Salary as numeric, Ratings as integers, etc.)
2. **Power BI Import**:
   * Loaded dataset into Power BI
   * Created relationships and data model where necessary
3. **Calculated Measures & Fields**:
   * Total Salary, Average Salary
   * % of employees earning below ₦90K
   * Gender ratios per location and department
4. **Visual Design**:
   * Created a responsive dashboard with the following visuals:
     + Bar charts (salary by gender/location)
     + Pie chart (gender composition)
     + Table (ratings by department)
     + Cards for KPIs
     + Slicers for Location, Gender, Department

**📊 Key Insights**

* **Total Employees**: 946
* **Average Salary**: ₦73,700
* **69.1%** of employees earn below ₦90,000
* **Gender Distribution**:
  + Male: 49.15%
  + Female: 46.62%
  + Undisclosed: 4.23%
* **Regional Breakdown**:
  + Kaduna has a male-dominated workforce
  + Lagos has slightly more females
* **Ratings**:
  + Most employees are rated "Average"
  + Performance clusters vary slightly across departments

**📈 Dashboard Visualization**

The Power BI dashboard includes:

* **Bar Charts**:
  + Salary by Gender and Location
  + Ratings by Department
* **Pie Chart**:
  + Overall Gender Composition
* **KPIs**:
  + Total Employees
  + Average Salary
  + % Below ₦90K
* **Interactive Slicers**:
  + Filter data by Gender, Department, or Location

**💡 Recommendations**

* **Salary Equity**:
  + Review disparities across locations, especially Kaduna where male dominance may skew pay structures
* **Encourage Gender Disclosure**:
  + A 4.23% "Undisclosed" gender population impacts diversity tracking
* **Performance Improvement Plan**:
  + Many employees rate as "Average"
  + Consider training or motivation schemes to boost performance

**⚠️ Limitations & Next Steps**

* No tenure or education level provided; this limits salary fairness analysis
* Future Enhancements:
  + Add experience/tenure for richer insights
  + Drill-down visuals by department and role level
  + Time-based trends (e.g., salary growth or promotions)

**👤 Author**

**Blessing Gift**  
*Data Analyst | Product Designer | IT Support Specialist*  
🎓 Final Project — HR Analytics  
📊 Tools Used: Power BI, Excel