


Report on the HR analysis of Palmoria Group

Overview

This capstone project analyses HR data to assess gender representation, pay equity, performance ratings, and minimum wage compliance within the **Palmoria Group**. The project aims to offer actionable insights to HR leadership for diversity and inclusion initiatives.


1. Gender Representation

- **Overall distribution:**
 - Male: ~55–60%
 - Female: ~35–40%
 - Undisclosed: small but notable share
- **By Department:**
 - **Technical roles** are male-dominated (e.g., Engineering, IT).
 - **Support and admin roles** have a more balanced or female-majority representation.
- **By Region:**
 - Certain regions have more gender-balanced staffing; others (e.g., HQ) show strong male dominance.

 **Insight:** Gender representation varies significantly by department and region, hinting at role-based and geographic hiring biases.


2. Performance Ratings by Gender

- Performance rating scale: *Very Poor* → *Very Good* (converted to numeric 1–5)
- **Mean performance ratings:**
 - Male: ~3.5–3.7
 - Female: ~3.6–3.8
- No significant skew, but some regions show **female employees outperforming males slightly**.

 **Interpretation:** Despite equal or better performance, women may still experience a pay gap — a core equity concern.

3. Salary & Pay Gap Analysis

- **Overall Gender Pay Gap:**
 - Women earn **~13.5% less** than men on average.
 - Women earn **~86.5%** of what men earn.
- **By Department:**
 - Significant gaps in:
 - **Engineering** (20–25%)
 - **Finance**
 - **Marketing**
 - Minimal gaps in HR and Admin.
- **By Region:**
 - Some regional salary inequalities are tied to **local economies or HQ-centric perks**.

 **Insight:** There are clear and quantifiable gender pay gaps. Some are **systemic** (across departments), while others are **localized**.


4. Minimum Wage Compliance

- A segment of employees earn **below the \$90,000 benchmark**.
- Majority are compliant, but those below minimum wage:
 - Tend to be **women**
 - Work in **support roles** or **non-HQ regions**

 **Implication:** Gender and region intersect in wage inequality — a red flag for HR compliance.

5. Salary vs Performance

- A **scatter plot** shows no strong correlation between performance and salary.
- High-performing women are **not always compensated proportionally** compared to men.

 **Conclusion:** Performance alone doesn't explain compensation — suggesting possible bias or outdated pay structures.

Executive Summary: Key Findings

Insight Area	Key Message
Gender Distribution	Women are underrepresented in core functions and certain regions
Pay Gap	13.5% pay gap against women; visible across multiple departments
Rating vs Salary	No clear correlation, esp. for women; indicates possible systemic bias
Minimum Wage Compliance	Some employees, largely women in support roles, earn below threshold
Performance Ratings	Women have similar or slightly better ratings on average

Recommendations for Management

- Salary Review:**
 - Adjust salaries for underpaid roles below minimum wage threshold.
- Departmental Pay Audits:**
 - Target Engineering, Finance, and Marketing.
- Transparent Compensation Frameworks:**
 - Create unified structures across regions and genders.
- Bias-Free Evaluations:**
 - Standardize rating and promotion protocols.
- Ongoing Monitoring:**
 - Quarterly reports on gender equity metrics and regional discrepancies.