

PALMORIA REPORT

REGION

Location

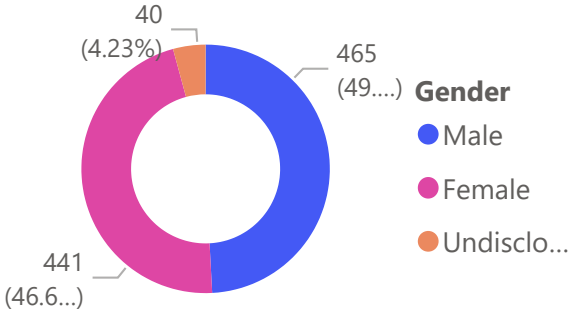
All

GENDER

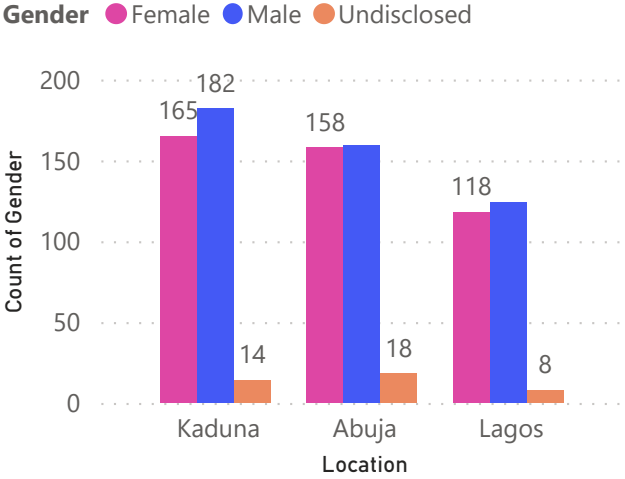
Gender

All

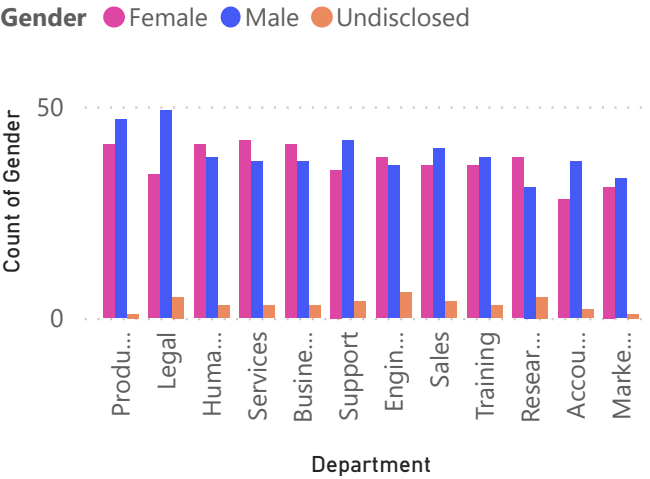
PALMORIA GENDER DISTRIBUTION



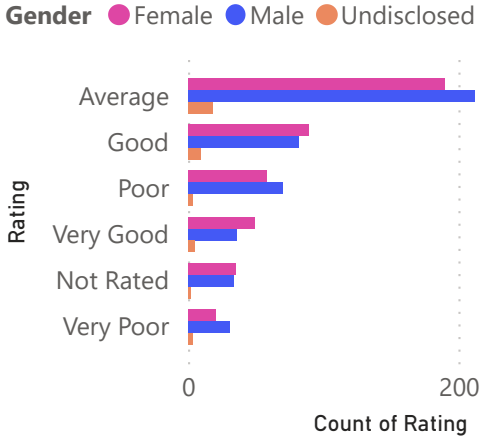
GENDER DISTRIBUTION BY REGION



GENDER DISTRIBUTION BY DEPARTMENT



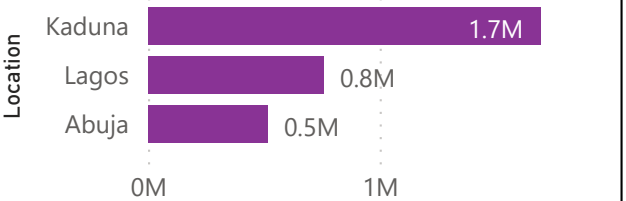
INSIGHT ON RATINGS BASED ON GENDER



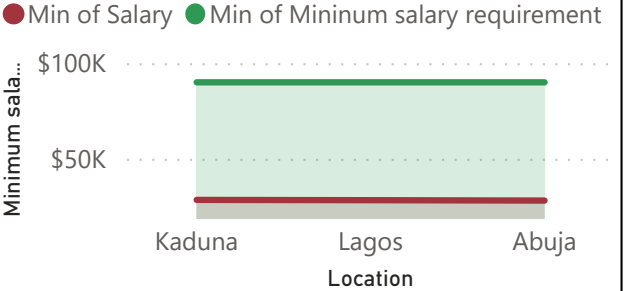
GENDER SALARY GAP BREAKDOWN ACROSS DEPARTMENTS AND REGIONS

Department	Abuja	Kaduna	Lagos	Total Salary Gap
Legal	741550	528140	-22020	1247670
Accounting	727850	-101570	200040	826320
Support	179540	123700	427120	730360
Product Management	421390	299380	-45730	675040
Sales	-279200	376130	250020	346950
Human Resources	1790	131350	-58620	74520
Training	-512050	259510	302610	50070
Marketing	-300280	640270	-360170	-20180
Business Development	-97380	32020	40230	-25130
Services	-221750	9560	82900	-129290
Research and Development	-66960	71000	-394050	-390010
Engineering	-79880	-675930	334780	-421030

SALARY GAP ACROSS REGIONS



90k minimum salary requirement



EMPLOYEE PAY DISTRIBUTION



PALMORIA REPORT

TOTAL BONUS PAYMENT

\$71.92M

Salary with Bonus

BONUS TOTAL PER REGION

Location	Salary with Bonus
Kaduna	\$27,478,731.78
Abuja	\$24,917,424.21
Lagos	\$19,526,793.31
Total	\$71,922,949.30

EMPLOYEE ANNUAL BONUS ALLOCATION

Employee_ID	Name	Salary	Bonus value	Salary with Bonus
1	Ches Bonnell	\$88,050	\$7,748.40	\$95,798.40
2	Garwin Peasegood	\$68,220	\$2,933.46	\$71,153.46
3	Laney Renne	\$57,350	\$2,466.05	\$59,816.05
4	Axel Grigaut	\$110,780	\$1,329.36	\$112,109.36
5	Saunders Blumson	\$56,370	\$3,607.68	\$59,977.68
6	Rasla Fisby	\$109,000	\$6,976.00	\$115,976.00
7	Stefa Eggleston	\$88,380	\$1,855.98	\$90,235.98
8	Dorolice Farry	\$76,300	\$1,602.30	\$77,902.30
9	Elliot Tuplin	\$44,530	\$935.13	\$45,465.13
10	Iain Wiburn	\$84,760	\$1,779.96	\$86,539.96
11	Beatrix Schoales	\$114,010	\$2,394.21	\$116,404.21
12	Dyna Doucette	\$103,550	\$2,174.55	\$105,724.55
13	Gardy Grigorey	\$107,090	\$1,070.90	\$108,160.90
14	Marlie Charsley	\$108,450	\$1,084.50	\$109,534.50
15	Joella Maevela	\$76,210	\$3,886.71	\$80,096.71
Total		\$69,723,670	\$2,199,279.30	\$71,922,949.30

ANALYSIS OF PALMORIA SALARY STRUCTURE

The Legal department has the highest gap in salary of male and female employees. In Abuja and Kaduna, Male employees got higher salary than their female counterparts.

All regions have the a gap in salaries of male and female employees but Kaduna has the highest gap in salary of male and female employees.

However, the company generally has no standard salary structure . It would be better if the company has salary structure based on experience, qualifications, and employee level and any other relevant classification. This would remove disparities in salary related to gender.

EVALUATION OF MINIMUM SALARY REQUIREMENT

The minimum salary in all regions is below the minimum \$90,000 salary requirement.