

# PALMORA GROUP HR ANALYSIS

Gender Count

**946**

Gender Count

**465**

Male Count

**441**

Female Count

**40**

Unspecified

Gender  
Percentage

**49.15%**

Male %

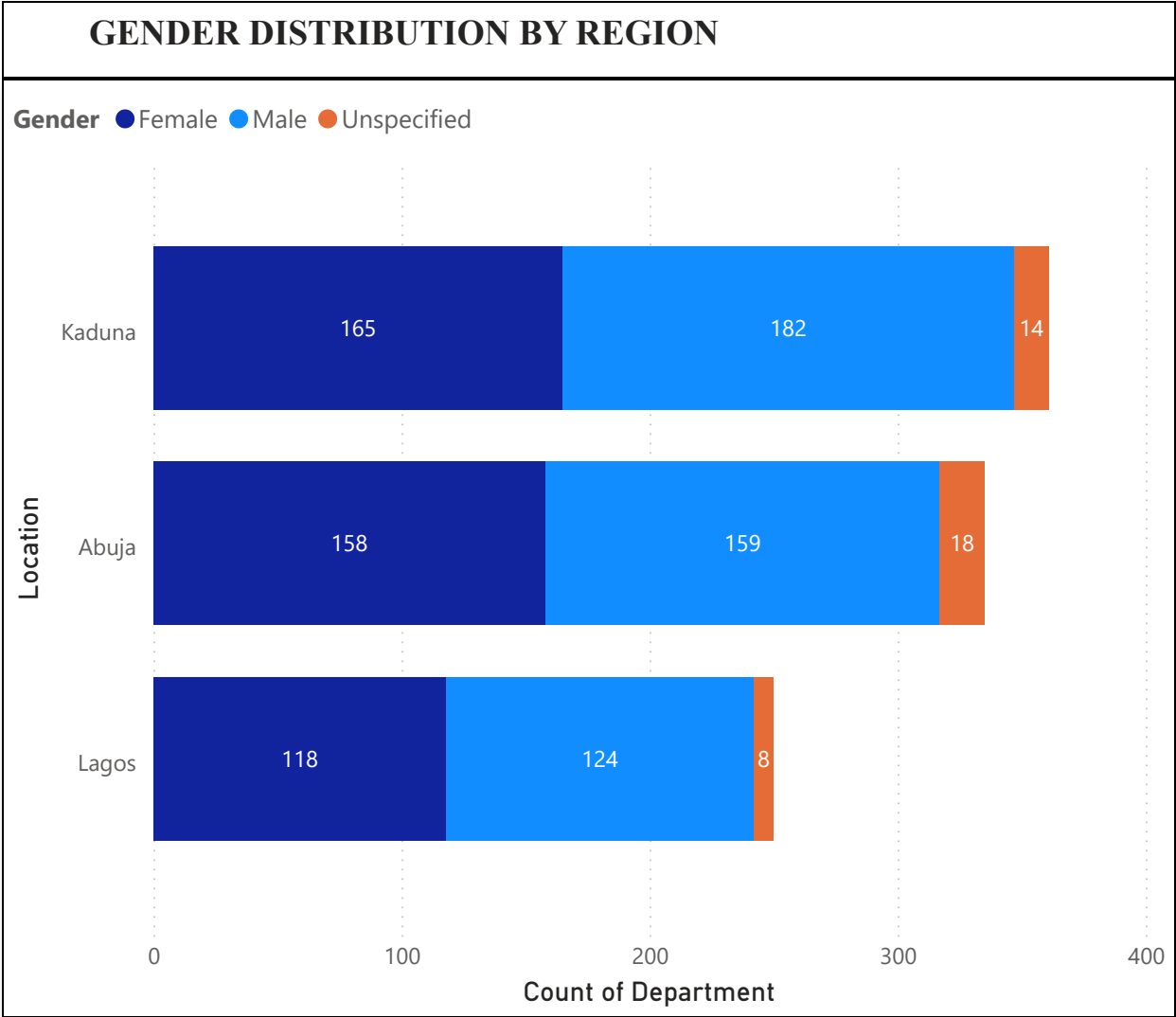
**46.62%**

Female %

**4.23%**

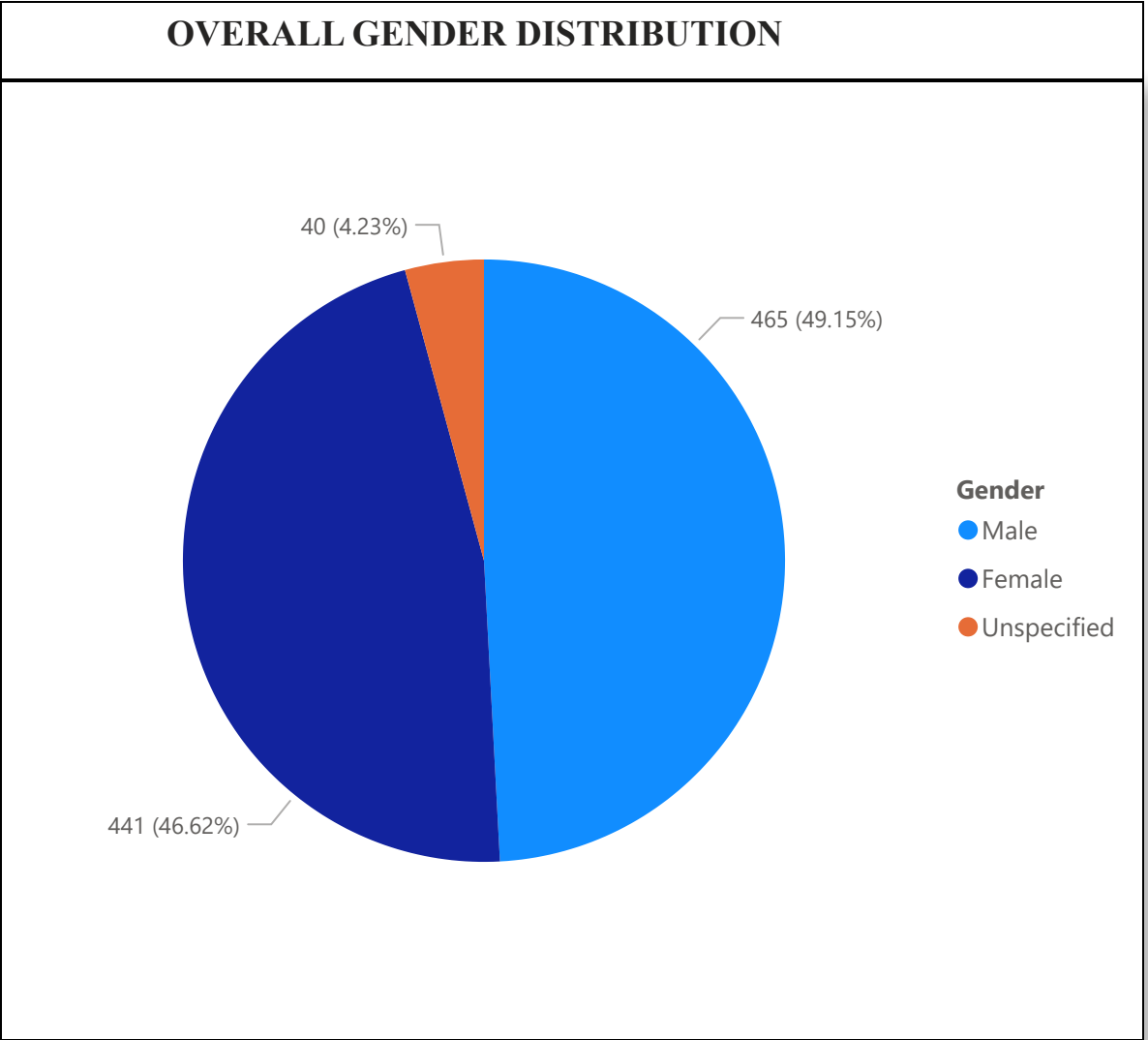
Unspecified %

# GENDER DISTRIBUTION ANALYSIS



Location

All



Department

All

## EMPLOYEE COUNT BY REGION

**250**

**Lagos**

**361**

**Kaduna**

**335**

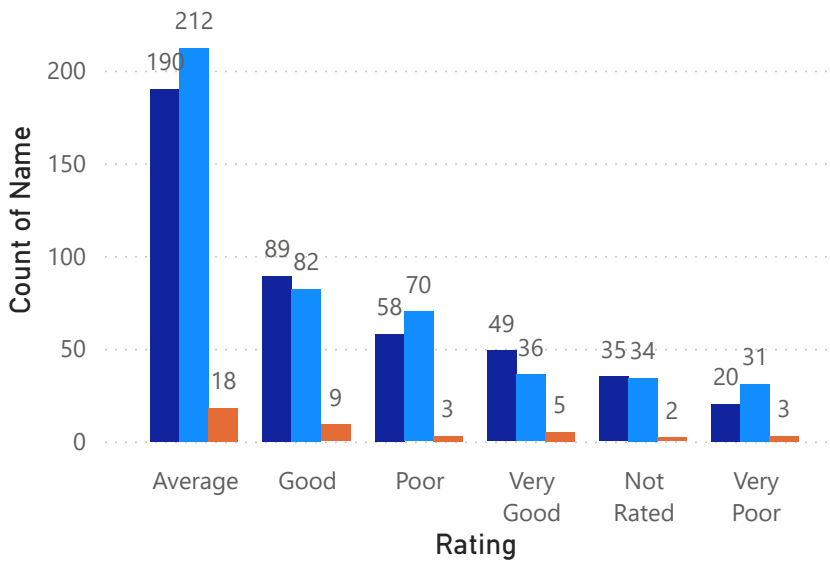
**Abuja**

**Kaduna has a relatively higher number of employees compared to the remaining states especially and this might be as a result of higher workload in the state.  
This would be used in further analysis.**

# RATINGS INSIGHTS BASED ON GENDER

RATINGS DISTRIBUTION BY GENDER

Gender ● Female ● Male ● Unspecified



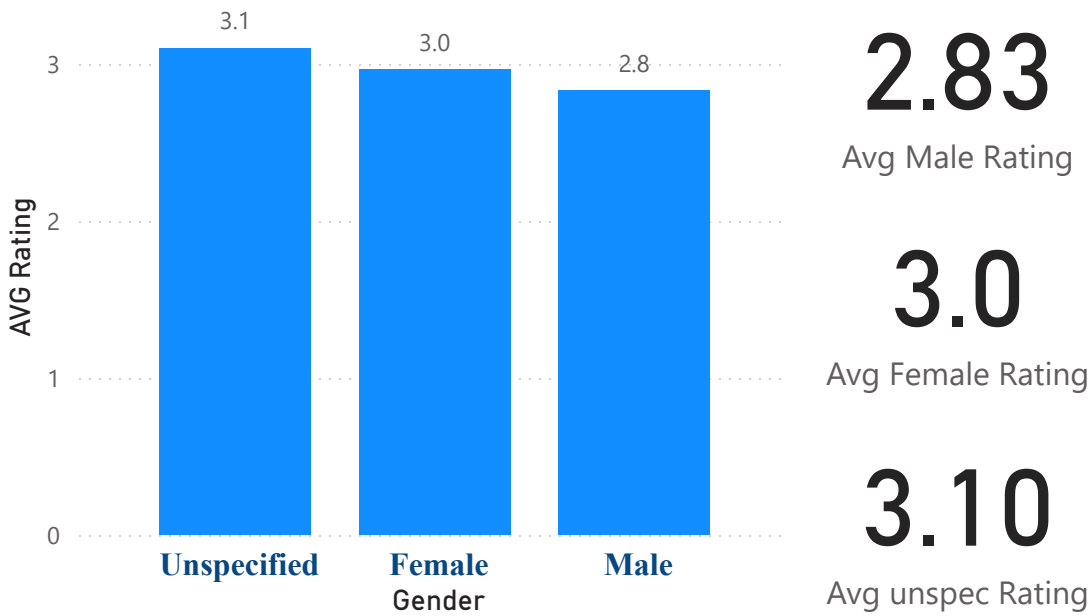
Select all

Female

Male

Unspecified

AVERAGE RATINGS BY GENDER



Males have the highest average rating, while females are rated slightly lower.

# SALARY STRUCTURE AND GENDER PAY GAP ANALYSIS

## AVERAGE SALARY

**\$74.79K**

MALE

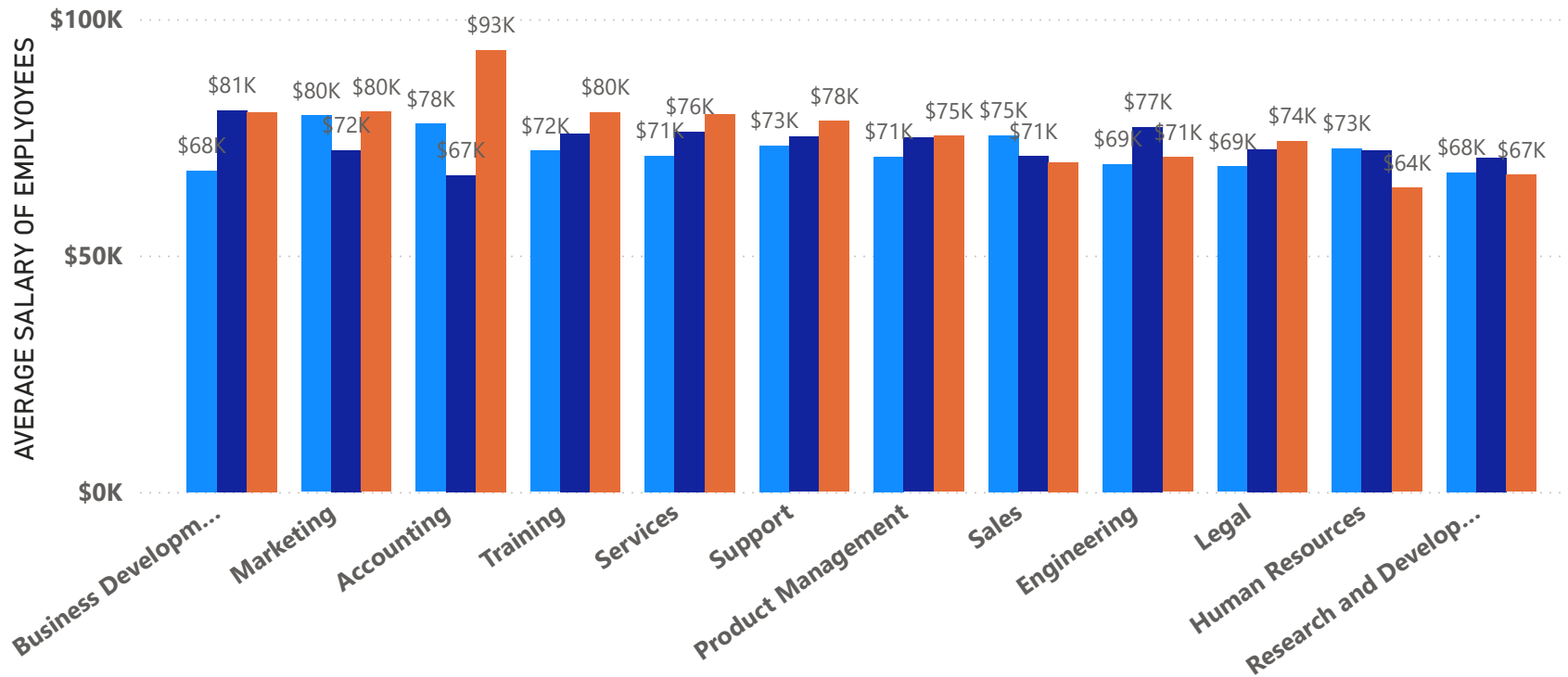
**\$72.14K**

FEMALE

**\$78.37K**

UNSPEC.

Location ● Abuja ● Kaduna ● Lagos



## Gender Pay Gap of Male to Female

**3.5**

Gender Pay Gap %

Females earn 3.5% less than males on average across the company. This pay gap excludes unspecified gender

# SALARY STRUCTURE AND GENDER PAY GAP ANALYSIS

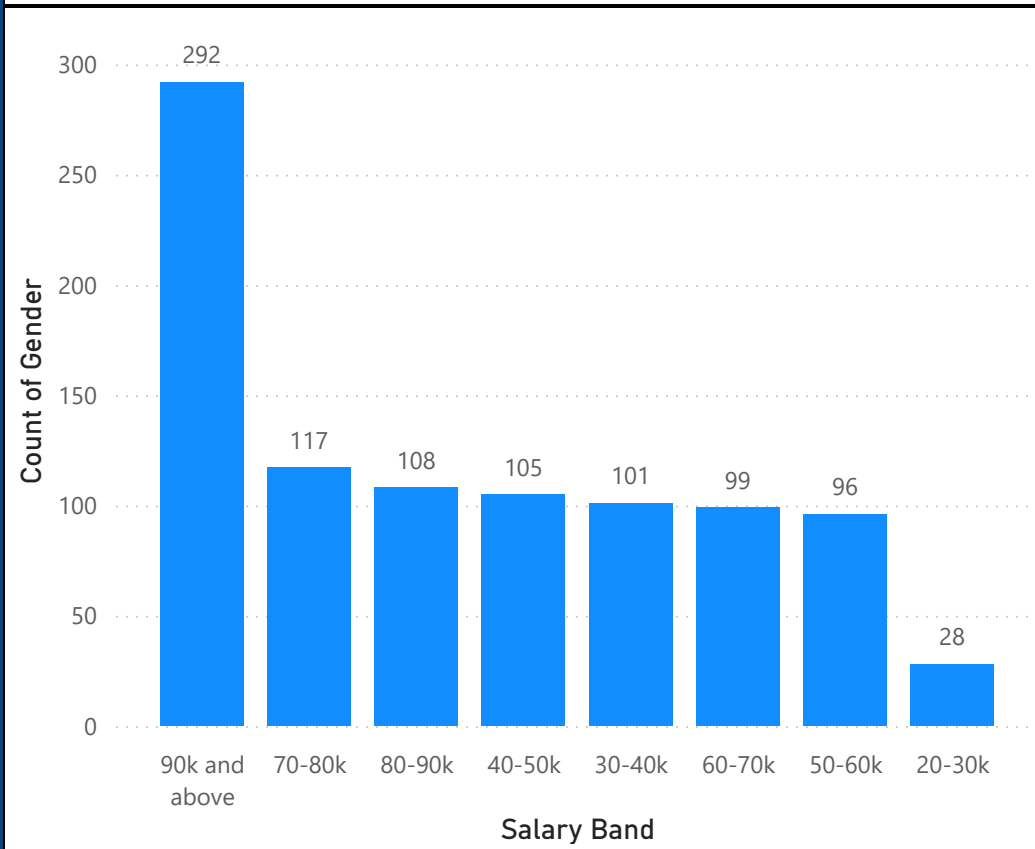
Department	Abuja	Kaduna	Lagos
Accounting	20.0	-11.5	2.5
Business Development	5.9	19.7	-3.8
Engineering	-9.3	-52.1	12.3
Human Resources	25.1	-1.0	1.2
Legal	4.7	14.5	-3.1
Marketing	-23.4	14.0	-17.6
Product Management	4.4	7.8	11.0
Research and Development	-17.5	8.7	19.2
Sales	2.1	2.8	6.2
Services	7.2	7.0	8.3
Support	8.3	10.4	-8.0

This analysis explores the gender pay gap across departments and regions (Abuja, Kaduna, Lagos). A positive percentage indicates a gap favoring males, while a negative percentage indicates a gap favoring females.

The analysis reveals inconsistent pay practices across departments and regions. While some areas show equitable distribution, others — especially Kaduna and Abuja — display significant disparities. There is a clear need for region-specific salary audits, standardized pay structures, and an ongoing review to ensure gender equity in compensation.

# SALARY DISTRIBUTION BY SALARY BAND

**SALARY BAND BY NUMBER OF EMPLOYEES**



**A recent regulation was adopted which requires manufacturing companies to pay employees a minimum of \$90,000**

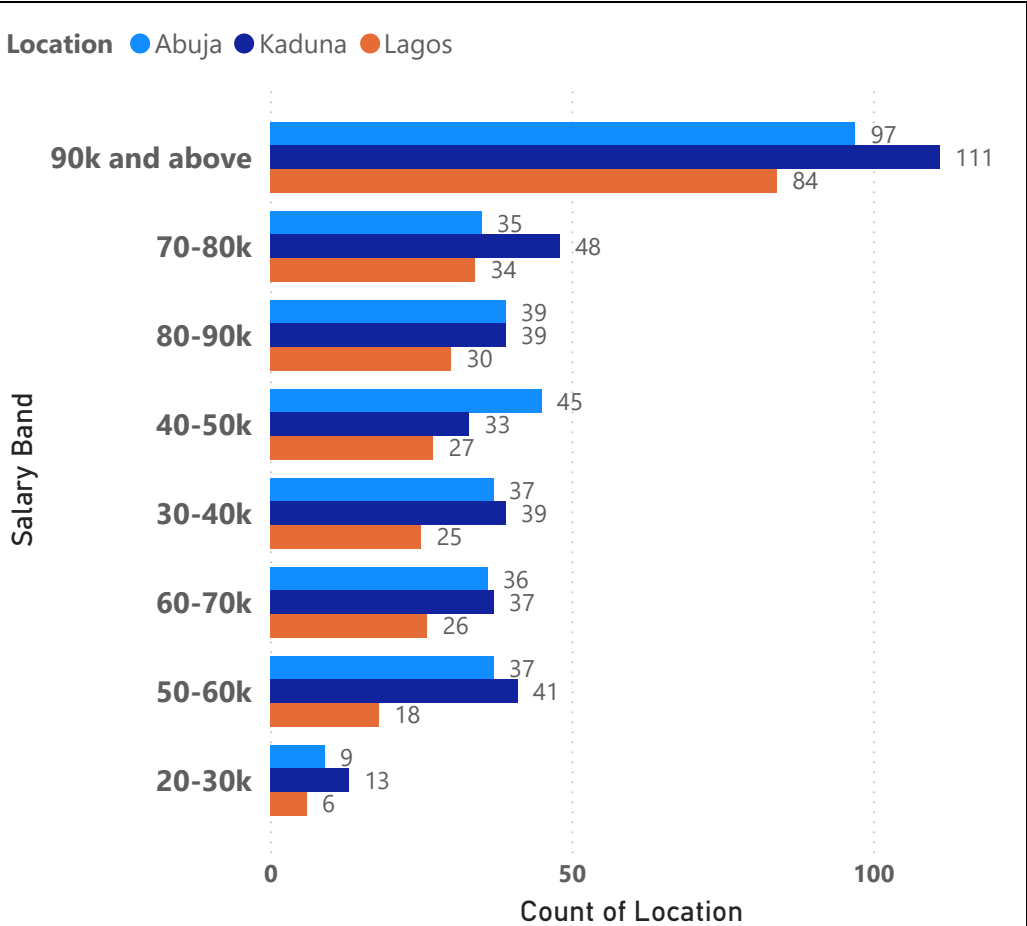
**According to the bar chart in this visual, Only 292 employees in this company receive a minimum of \$90,000 as salary.**

**654 employees are still below this threshold and this shows that the company does not meet the requirements for this new regulation.**

**Only 31% of employees receives minimum salary of \$90,000.**

# SALARY DISTRIBUTION BY SALARY BAND

## SALARY DISTRIBUTION BY REGION



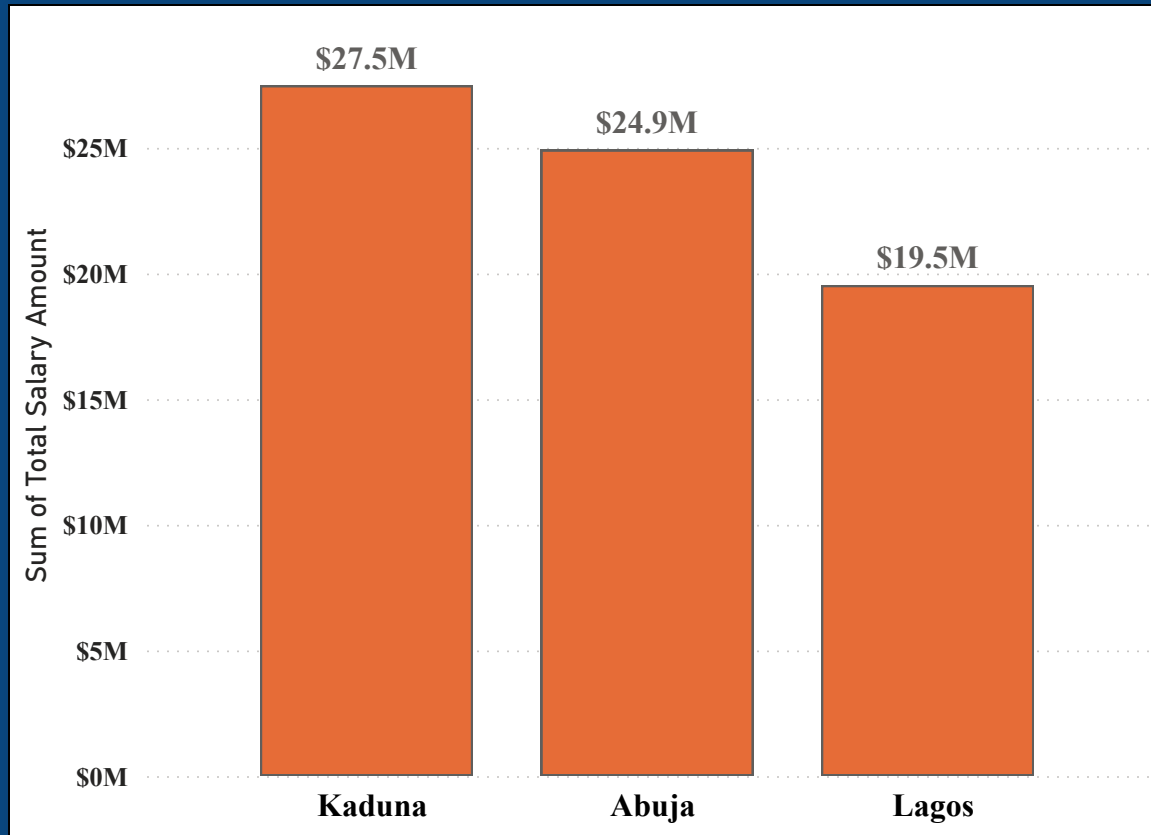
This chart shows the distribution of salaries by regions. Three regions; Abuja,, Kaduna and Lagos are distributed based on their salary band.

Kaduna State is the state with the highest number of employees receiving a minimum of \$90,000. The 111 employees is a 12.6% gap from the 97 employees receiving the minimum threshold in Abuja and a 24.3% gap from the 84 employees receiving the minimum threshold in Lagos.

A total of 238 employees in Abuja,250 employees in Kaduna and 166 employees in Lagos do not receive up to the minimum threshold slated by the policy regulations.



## TOTAL SALARY BY REGION



**\$71.92M**

Total Salary Amount

The chart here shows the total salary distribution by region and as seen on the chart, Kaduna is paid a total of \$27.5m followed by Abuja with \$24.9m and Lagos with \$19.5m.

This wide margin is attributed to the large difference in number of workers in each state. this does not call for alarm but necessary measures should be taken to ensure equality in regions.