# 📊 Palmora Group Employee Data Analysis

This Power BI project provides insights into the employee demographics, salary trends, and performance ratings within Palmora Group. It explores gender distribution, department structure, rating breakdowns, and location-based trends.

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## 🖼️ Dashboard Preview

![Palmora Dashboard](c26ec90d-1e11-44f8-ab5d-279f7a012a58.png)

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## 📈 Key Visuals Explained

### 1. \*\*Gender Distribution\*\*

- \*\*Chart:\*\* Donut chart

- \*\*Insight:\*\* Gender distribution is fairly balanced, with Male (49.15%) and Female (46.62%).

### 2. \*\*Performance Rating by Gender\*\*

- \*\*Chart:\*\* Line and bar charts

- \*\*Insight:\*\* Most employees received an \*\*"Average"\*\* or \*\*"Good"\*\* rating. Very few were rated \*\*"Very Poor"\*\* or \*\*"Not Rated"\*\*.

### 3. \*\*Location-Based Breakdown\*\*

- \*\*Chart:\*\* Clustered bar chart

- \*\*Insight:\*\* Highest concentration of employees is in \*\*Kaduna\*\*, followed closely by \*\*Abuja\*\* and \*\*Lagos\*\*.

### 4. \*\*Department and Gender Count\*\*

- \*\*Chart:\*\* Column chart

- \*\*Insight:\*\* Gender participation varies slightly by department, with departments like \*\*Legal\*\*, \*\*Sales\*\*, and \*\*HR\*\* having more males.

### 5. \*\*Salary Distribution by Gender\*\*

- \*\*Chart:\*\* Bar chart

- \*\*Insight:\*\* The \*\*average salary\*\* across genders remains consistent, ranging between ₦70,000 and ₦75,000.

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## 🧠 Insights

- \*\*Diversity:\*\* Gender balance is strong, but there are minor differences by department.

- \*\*Performance Management:\*\* Most employees are rated as average or good, suggesting room for growth initiatives.

- \*\*Location Efficiency:\*\* Employee distribution aligns with key city hubs.

- \*\*Compensation Equality:\*\* Salary appears fairly distributed across genders.

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## 🛠️ Tools Used

- \*\*Power BI Desktop\*\*

- \*\*DAX\*\*

- \*\*CSV/Excel Data Sources\*\*

- \*\*GitHub for Version Control\*\*

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## 📂 Files Included

| File | Description |

|-------------------------------|----------------------------------------------|

| `Palmora\_Dashboard.pbix` | Main Power BI report file |

| `Employee\_Data.csv` | Raw employee data |

| `Bonus\_Rules.xlsx` | Bonus rate lookup table |

| `README.md` | Project summary and documentation |

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