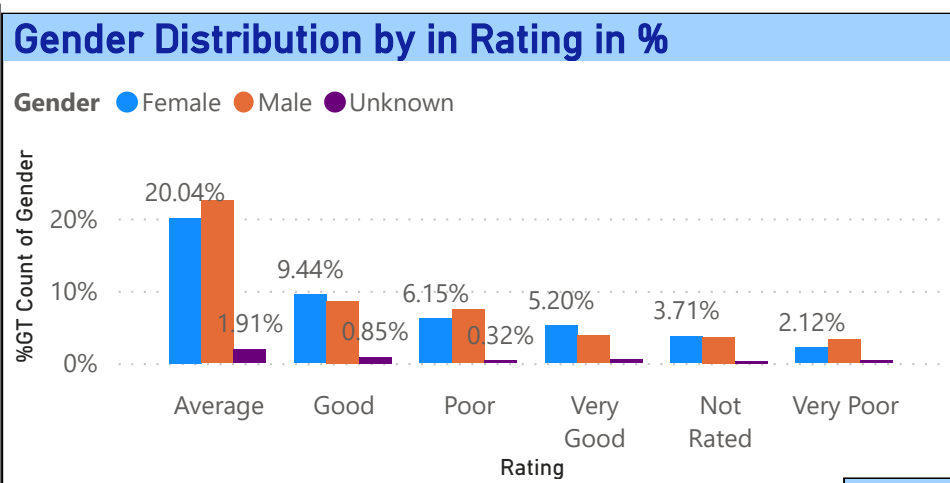
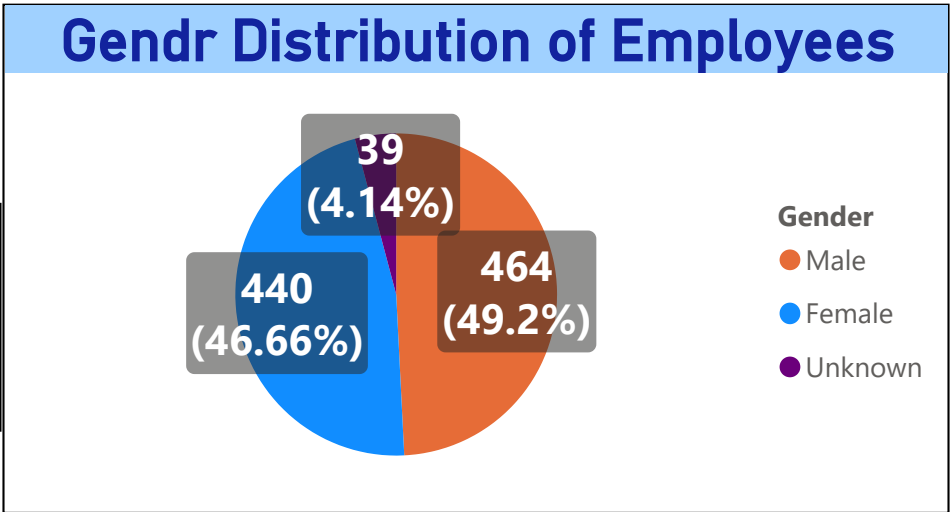




PALMORIA GROUP - UTIVA CAPESTONE PROJECT BY UZOMA EWURUM

Number of Employees
943

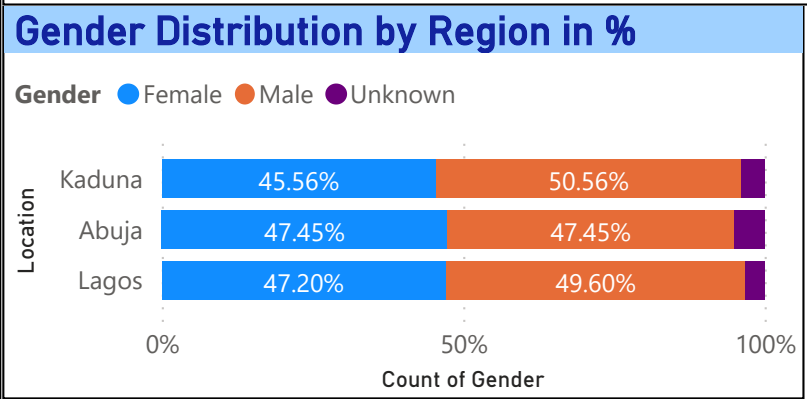
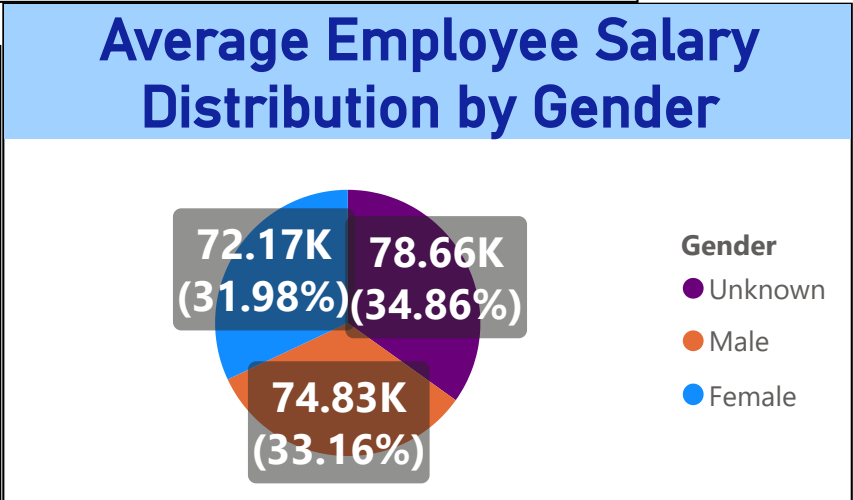
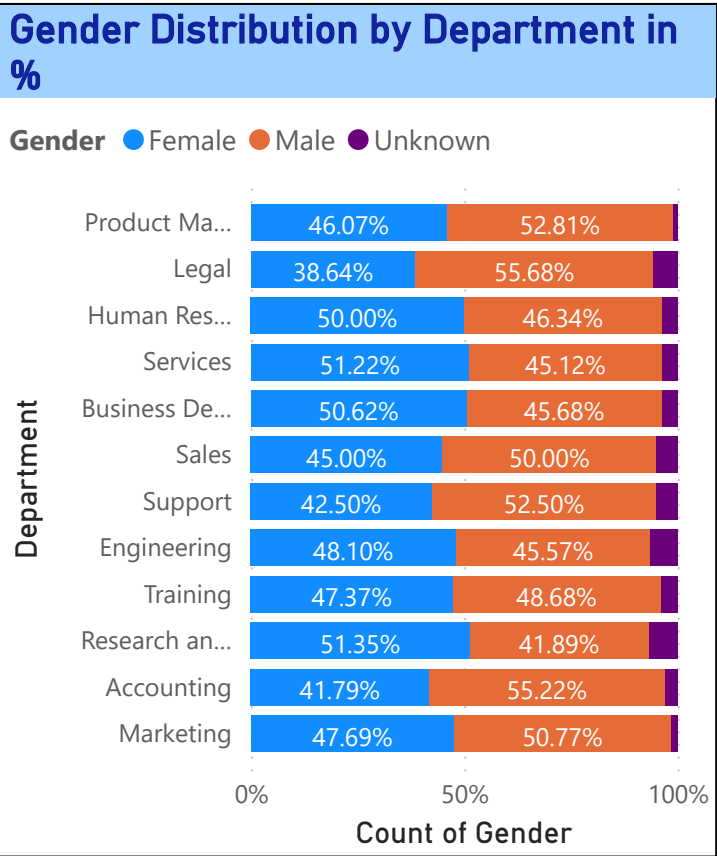
Average Salary of Employees
73.75K



Bonus Paid to Individual Employees
2.32K

Bonus + Salary Paid to Individual Employees
76.07K

Total Salary to be paid (Company wise)
71.74M



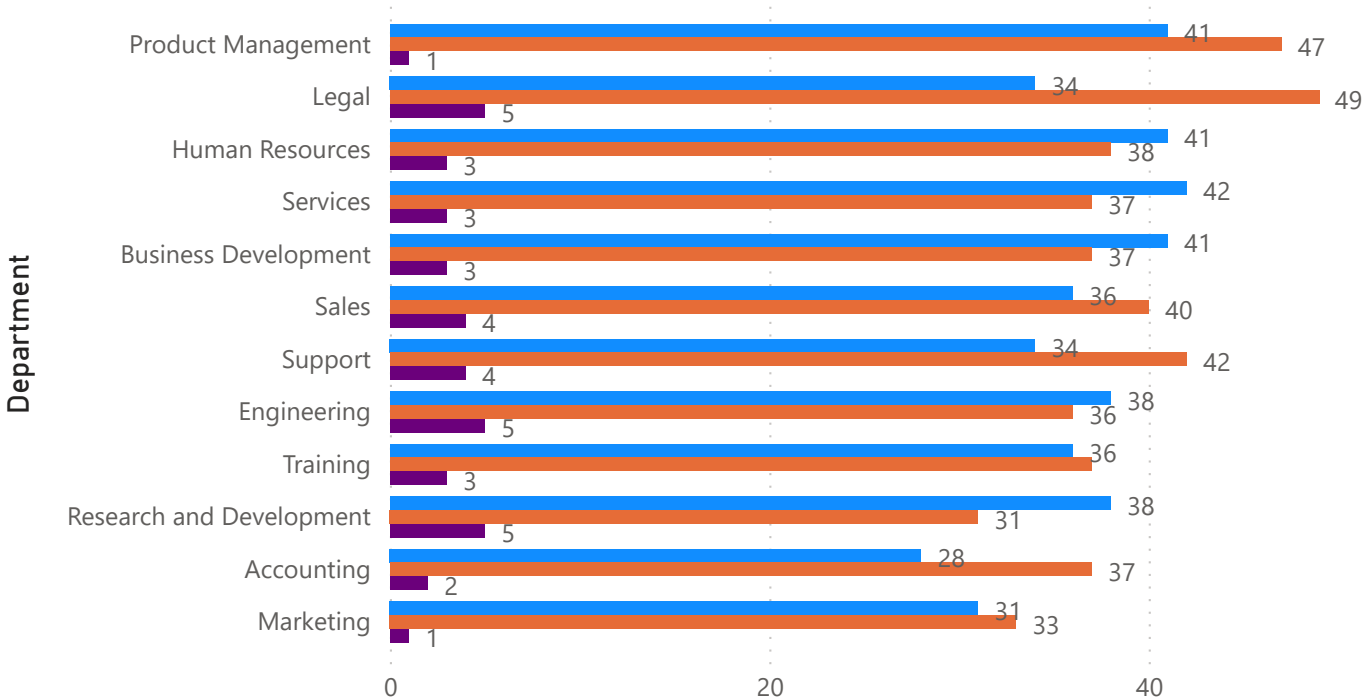
Gender Pay Gap Distribution Table

Department	Female	Male	Unknown	Total
Business Development	74,627.80	82,016.49	49,956.67	77,089.14
Marketing	79,107.74	73,701.82	105,870.00	76,774.92
Accounting	72,938.93	77,530.00	102,560.00	76,358.51
Training	77,082.22	74,896.22	84,943.33	76,328.29
Services	73,075.48	79,456.22	67,066.67	75,734.76
Support	72,415.00	77,414.52	76,225.00	75,230.25
Product Management	70,773.17	76,100.85	36,480.00	73,201.35
Engineering	75,422.11	67,916.94	78,626.00	72,204.81
Sales	70,406.67	72,039.75	89,125.00	72,159.13
Legal	68,506.76	72,997.96	76,774.00	71,477.27
Human Resources	66,578.78	73,796.05	94,283.33	70,936.95
Research and Development	66,603.95	69,062.58	78,614.00	68,445.41
Total	72,165.68	74,834.61	78,658.72	73,747.45

REPORT - QUESTION 1

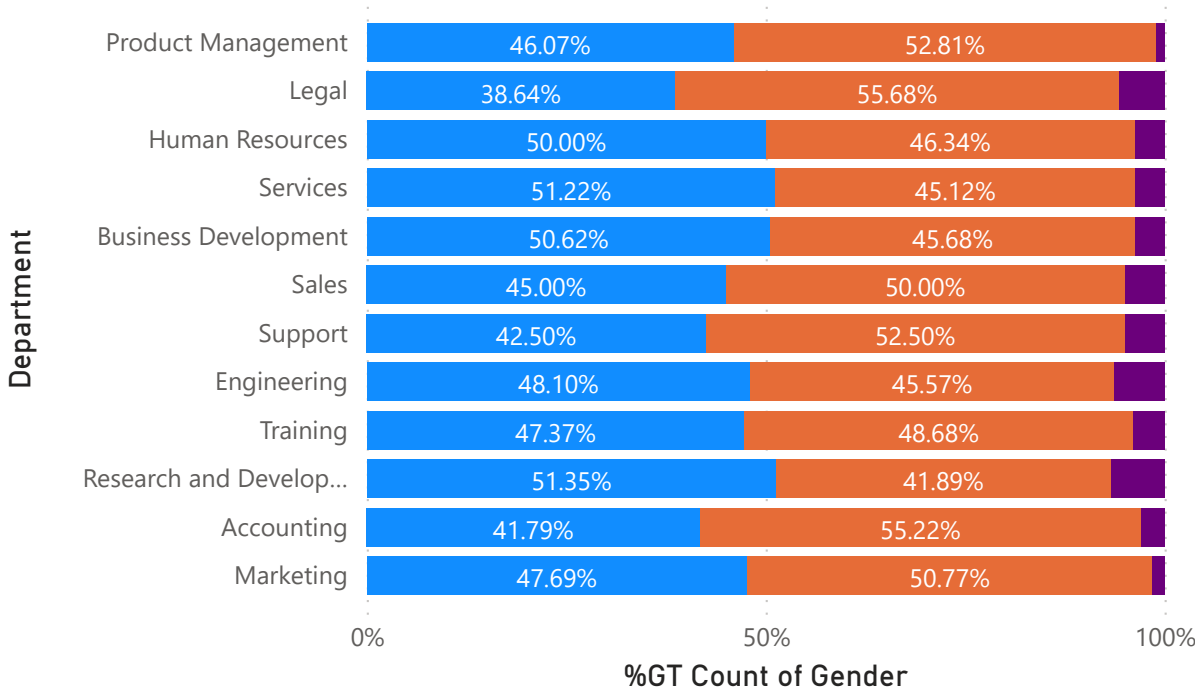
Count of Gender by Department and Gender

Gender Female Male Unknown



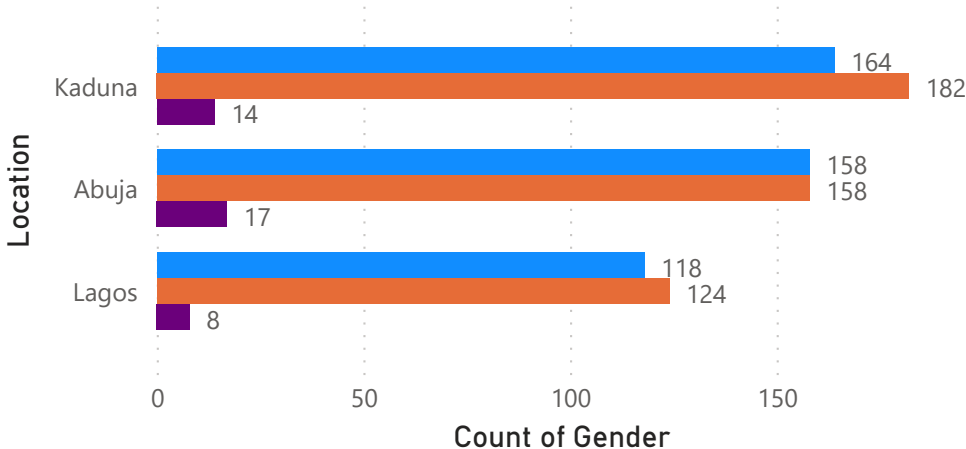
%GT Count of Gender by Department and Gender

Gender Female Male Unknown



Count of Gender by Location and Gender

Gender Female Male Unknown



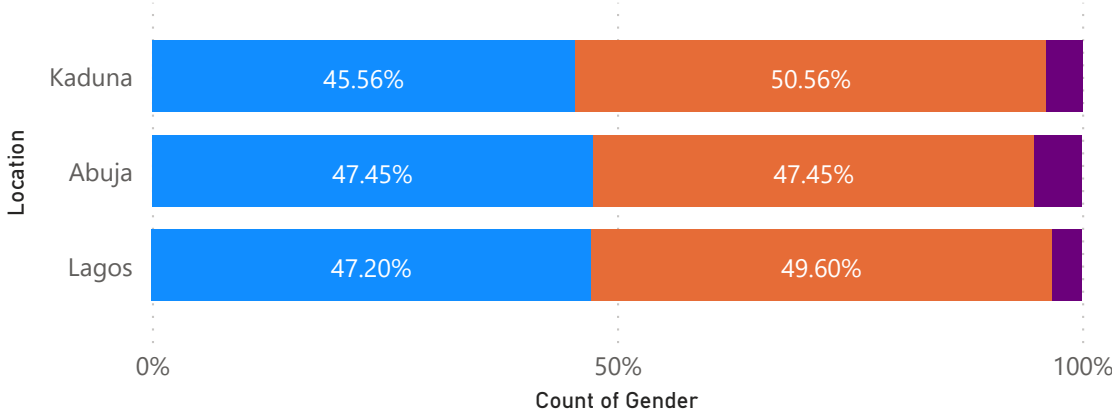
Male had the highest total Count of Gender at 464, followed by Female at 440 and Unknown at 39.

Legal in Gender made up 5.20% of Count of Gender.

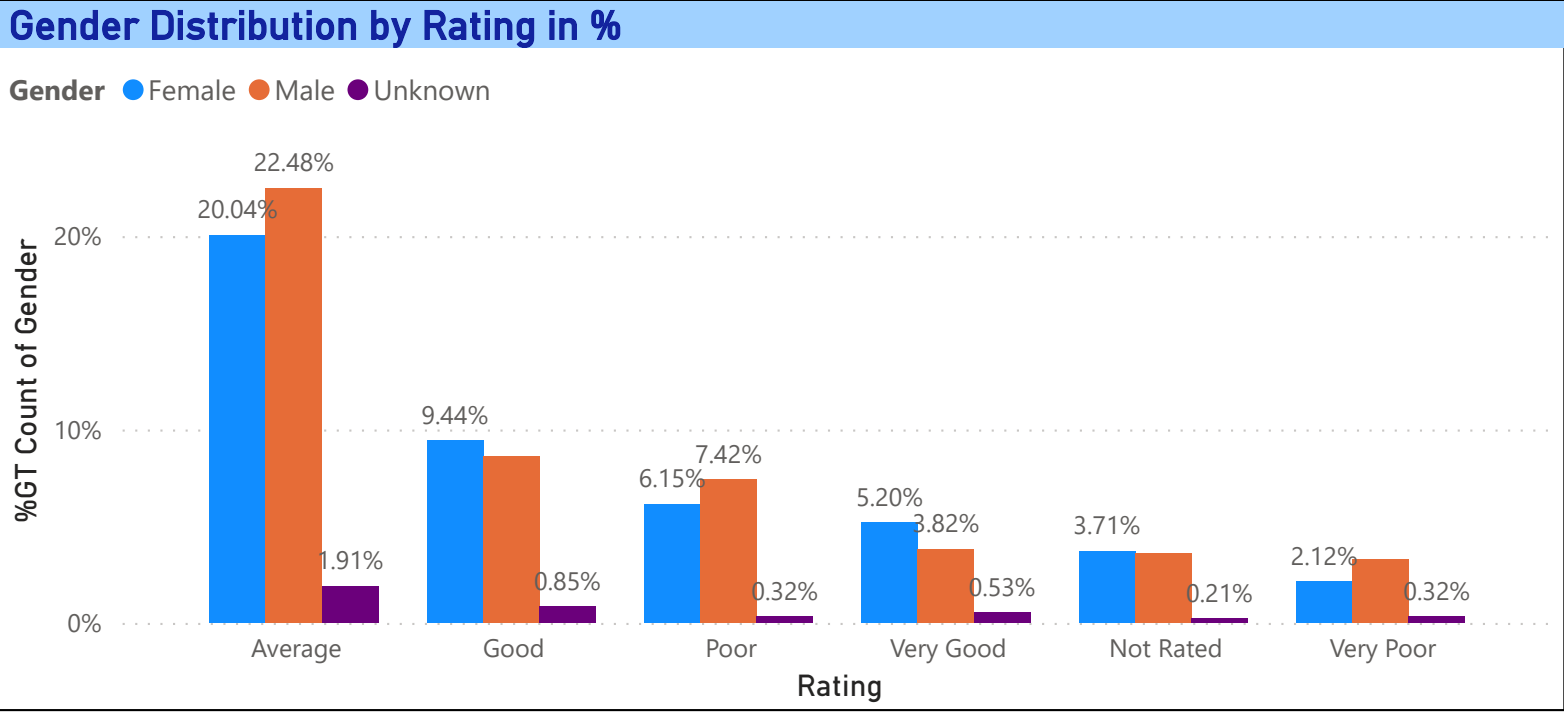
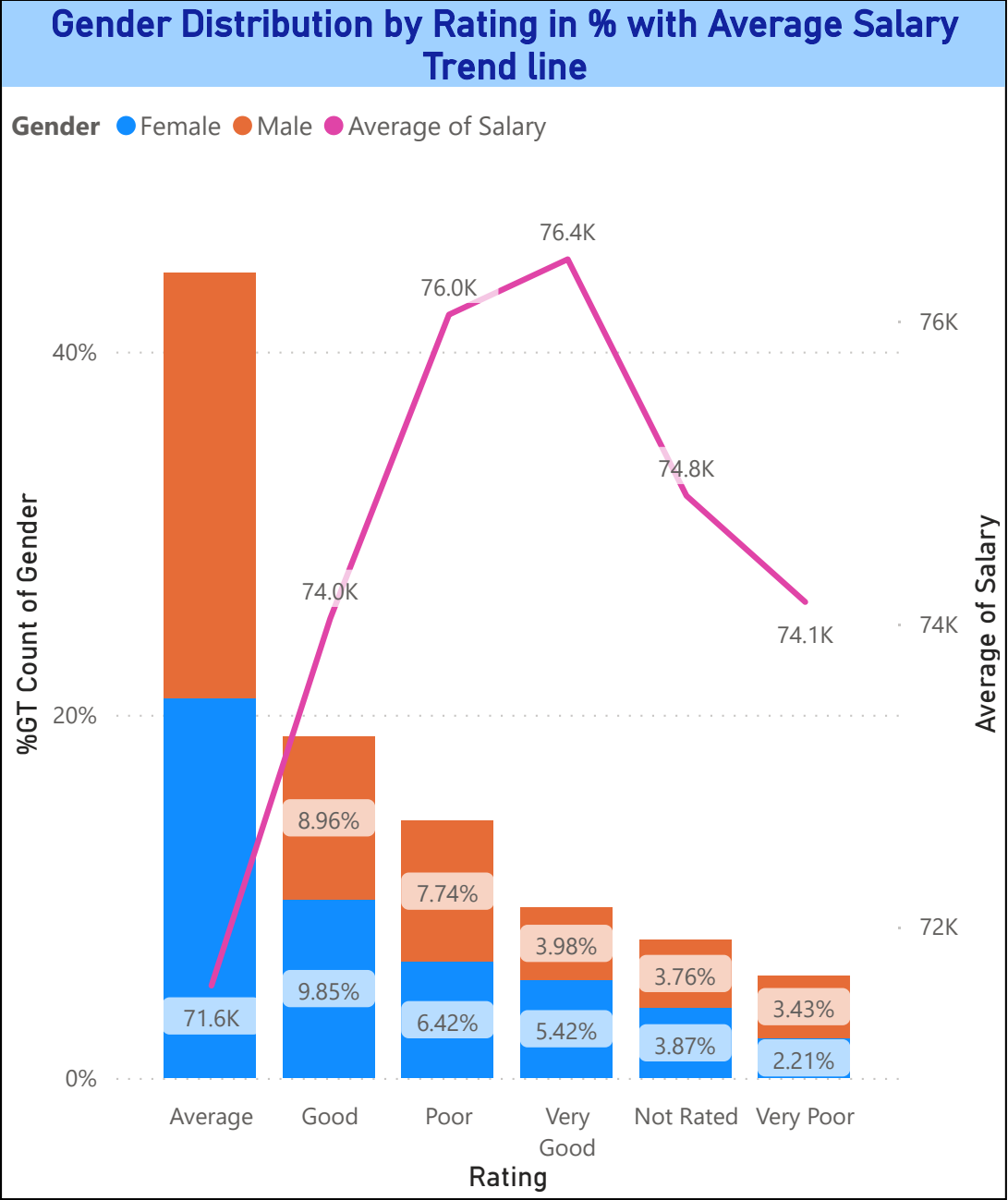
Male had the highest average Count of Gender at 38.67, followed by Female at 36.67 and Unknown at 3.25.

Count of Gender by Location and Gender

Gender Female Male Unknown



REPORT - QUESTION 2

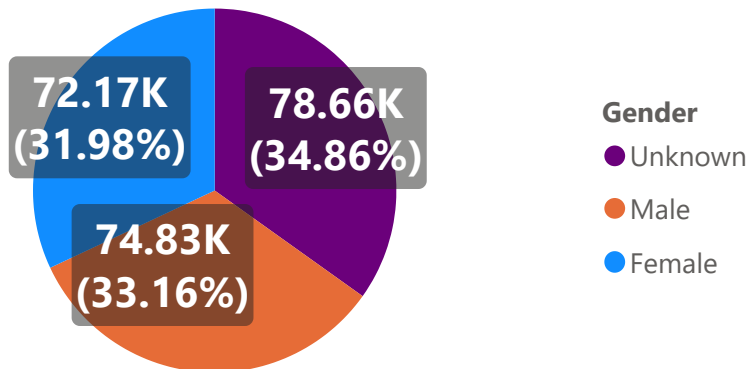


Gender Distribution Table Showing Rating by Average Salary				
Rating	Female	Male	Unknown	Total
Average	70,855.71	72,282.50	82,564.44	72,080.62
Good	73,744.72	74,355.80	90,057.50	74,755.96
Not Rated	70,853.71	78,958.24	60,270.00	74,436.62
Poor	74,516.55	77,310.43	58,806.67	75,649.69
Very Good	74,210.41	79,404.72	66,806.00	75,876.78
Very Poor	67,987.00	78,118.39	76,693.33	74,286.85
Total	72,165.68	74,834.61	78,658.72	73,747.45



REPORT - QUESTION 3

Average Employee Salary Distribution by Gender

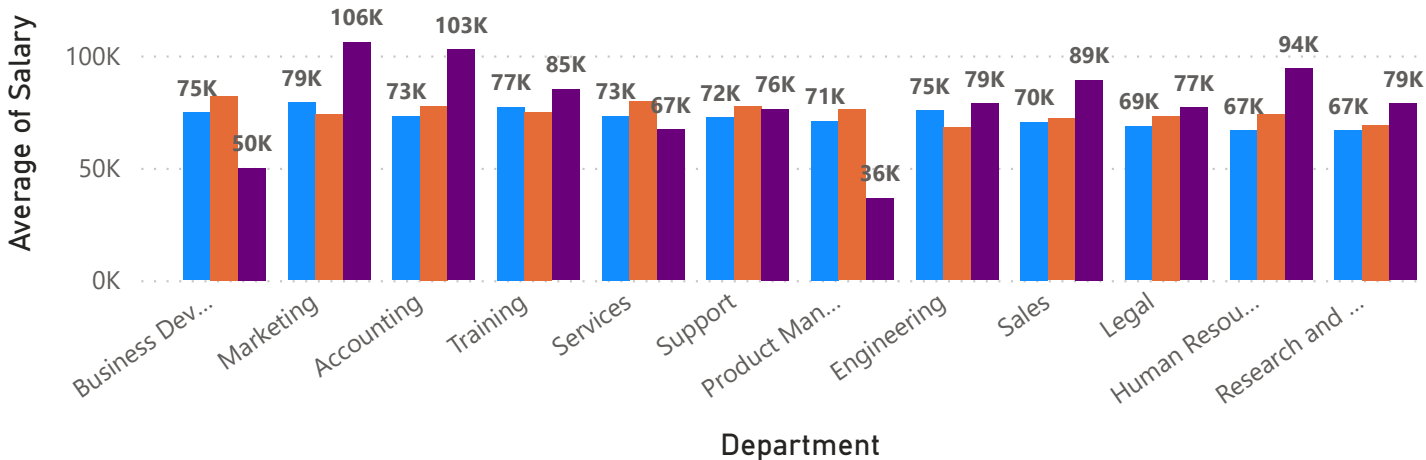


Gender Pay Gap Distribution Table

Department	Female	Male	Unknown	Total
Business Development	74,627.80	82,016.49	49,956.67	77,089.14
Marketing	79,107.74	73,701.82	105,870.00	76,774.92
Accounting	72,938.93	77,530.00	102,560.00	76,358.51
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Engineering	75,422.11	67,916.94	78,626.00	72,204.81
Sales	70,406.67	72,039.75	89,125.00	72,159.13
Legal	68,506.76	72,997.96	76,774.00	71,477.27
Human Resources	66,578.78	73,796.05	94,283.33	70,936.95
Research and Development	66,603.95	69,062.58	78,614.00	68,445.41
Total	72,165.68	74,834.61	78,658.72	73,747.45

Number of Employees

Gender ● Female ● Male ● Unknown



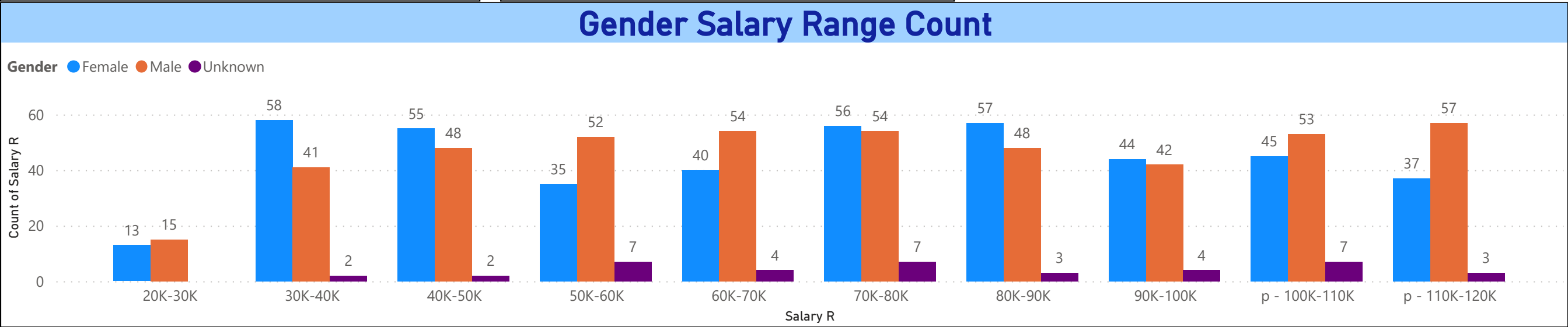
Average Salary of Employees	Minimum Salary of Employees
73.75K	28K

REPORT - QUESTION 4

Maximum Salary of Employees	Total Salary of Employees
120K	70M

Gender Salary Range Count By Department				
Salary R	Female	Male	Unknown	Total
⊕ 20K-30K	13	15		28
⊕ 30K-40K	58	41	2	101
⊕ 40K-50K	55	48	2	105
⊕ 50K-60K	35	52	7	94
⊕ 60K-70K	40	54	4	98
⊕ 70K-80K	56	54	7	117
⊕ 80K-90K	57	48	3	108
⊕ 90K-100K	44	42	4	90
⊕ p - 100K-110K	45	53	7	105
⊕ p - 110K-120K	37	57	3	97
Total	440	464	39	943

Gender Salary Range Count By Location				
Salary R	Female	Male	Unknown	Total
⊕ 20K-30K	13	15		28
⊕ 30K-40K	58	41	2	101
⊕ 40K-50K	55	48	2	105
⊕ 50K-60K	35	52	7	94
⊕ 60K-70K	40	54	4	98
⊕ 70K-80K	56	54	7	117
⊕ 80K-90K	57	48	3	108
⊕ 90K-100K	44	42	4	90
⊕ p - 100K-110K	45	53	7	105
⊕ p - 110K-120K	37	57	3	97
Total	440	464	39	943



REPORT - QUESTION 5

Total Bonus Paid
to Employees

2.19M

Bonus Paid to
Individual Employees

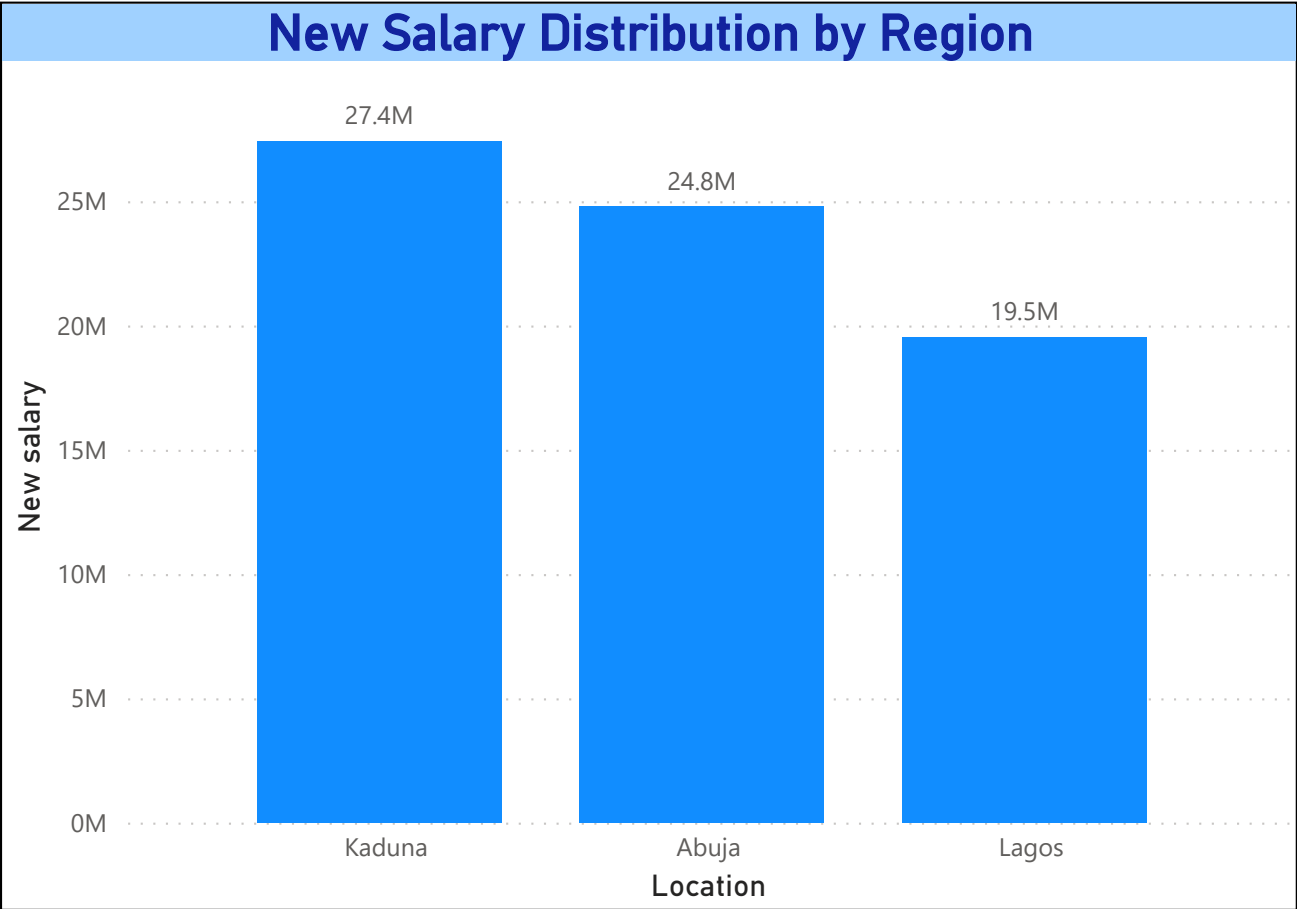
2.32K

Bonus + Salary Paid to
Individual Employees

76.07K

Total Salary of
Employees to be paid

71.74M



REPORT

Total number of employees were **943**, out of which **49.2% (464)** were males, **46.6% (440)** were females and **4.14% (39)** were undisclosed.

1. There are **12** departments, out of which **7** had higher percentage of male employees while **5** had higher percentage of female. The company has **3** locations with higher percentage of male employees in both Lagos and Kaduna but same percentage of males and female employees in Abuja. In Summary, Male had the highest average Count of Gender at **38.67**, followed by Female at **36.67** and Unknown Gender at **3.25**.

2. Female employees had the highest percentage count for top ratings than any other gender with **5.20%** as very good and **9.44%** as good

3. The average salary of employees in Palmoria group is **\$73,750**. The average employee salary distribution by gender shows a gap with the lowest average salary for female employees as **\$72,170** which is below average while both male and unknown gender went above average with **\$74,830** and **\$78,660** respectively. However, in order to identify gender pay gap within the departments and location using the gender pay gap distribution table which has highlighted average gender salary below average employee salary, the below departments and location showed the highest gender pay gap that management should focus on

❑ Business Development Department with Kaduna as the highest gender pay gap

❑ Accounting Department with Abuja as the highest gender pay gap

❑ Services Department with Kaduna as the highest gender pay gap

❑ Support Department with Abuja as the highest gender pay gap

❑ Product Management with Lagos as the highest gender pay gap followed by Kaduna

4. The average salary of employees in Palmoria group is **\$73,750**.

Thus, Palmoria does not meet the minimum employee salary requirement of **\$90,000**. The gender salary range count graph recorded an increased count for females than males for salary ranges (**30k-40k, 40k-50k, 70K-80K, 80K-90K, 90K -100K**) and an increased count for males than females for salary ranges (**20K-30K, 50K-60K, 60K-70K, 100K-110K, 110K-120k**)

5. According to the Bonus data table provided by Mr Gamma, the calculated amount to be paid as bonus to individual employees is **\$2,320** while the total amount with salary inclusive to be paid is **\$76,070**. The total amount to be paid out per region is **19.5M** for Lagos, **27.4M** for Kaduna and **24.8M** for Abuja. Thus, total amount the company is to pay out is **71.74M**