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(2) Insight Summaries

Query 1: Employees with 2+ Job Title Changes (Promotions)

SQL Purpose: Identify employees who have held 2+ roles (indicating promotions).

Key Findings:

- 117 employees have 3 roles (2 promotions), while 125 employees have 2 roles (1 promotion).
- Frequent promotions are concentrated in departments like Sales and Product (visible in crossreferenced department data).
- Top promotable employees: **Anthony Li, Joshua Lozano**, and **Lorraine Turner** (3 roles each).

Example Data:

EmployeeID	Name	NumRoles
493	Anthony Li	3
490	Joshua Lozano	3

Query 2: Average Time Between Promotions

SQL Purpose: Calculate the average time employees wait between promotions.

Key Findings:

- Avg time between promotions: 1.0 years.
- Rapid promotion cycles suggest a culture prioritizing internal mobility but may risk burnout if not managed.

Query 3: Average Performance Score by Department

SQL Purpose: Measure department performance based on 2023 review scores.

Key Findings:

- **Top Performers:** Sales (3.21), Finance (3.2), HR (3.06).
- Lowest Performance: Engineering (2.83).
- High-performing departments (Sales/Finance) correlate with frequent promotions and transfers.
 - **■** *Performance Rankings:*

Department	AvgPerformance2023
Sales	3.21
Engineering	2.83

Query 4: Most Transferred Departments

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SQL Purpose: Identify departments with the highest internal transfers.

Key Findings:

- Product (26 transfers) and Finance (25 transfers) lead in movement.
- High transfers may indicate dynamic teams or instability.
- Engineering has the fewest transfers (17), suggesting stagnation.

Query 5: Top Performers (All Scores = 5)

SQL Purpose: Find employees with consistently perfect performance scores.

Key Findings:

- 10 employees achieved max scores (5/5) across all reviews.
- Example: Sheila Evans, Nathan Freeman, and Kyle Phillips (4 reviews each).

Example Data:

EmployeeID	Name	NumReviews
18	Sheila Evans	4

Query 6: Promotion Lag Risk (5+ Years in Role)

SQL Purpose: Flag employees stagnant in the same role for 5+ years.

Key Findings:

- 64 employees are retention risks, including Donald Walker (8.1 years) and Amanda Davis (8.5 years).
- Stagnation is most common in HR and Engineering.

Prinal Recommendations

- 1. **Mitigate Retention Risks:** Initiate career path discussions for employees with 5+ years in the same role (e.g., Engineering's Donald Walker).
- 2. **Improve Engineering Performance:** Investigate low scores in Engineering—provide training or mentorship programs.
- 3. **Leverage High Mobility in Product/Finance:** Use frequent transfers to foster cross-department collaboration and knowledge sharing.
- 4. **Recognize Top Performers:** Reward employees like Sheila Evans (perfect scores) to maintain engagement.
- 5. Audit Promotion Pace: Ensure 1-year promotion cycles are sustainable and tied to skill development.