

Career Development and Growth Analysis Report

AverageWorkLifeBalance by Department



Averageyearsincurrentroles by Department



Averageyearsatcompany by Date

7.01

Averagesincelastpromotion by Date

2.19

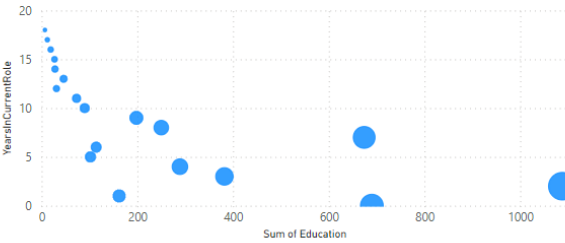
Averageyearsatcompany by JobRole



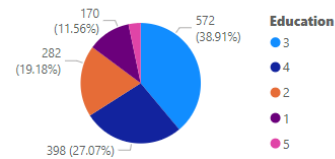
Averageyearsincurrentroles by JobRole



Sum of Education and Sum of PerformanceRating by YearsInCurrentRole



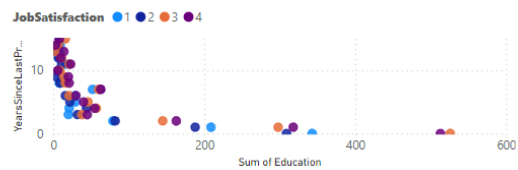
Sum of EmployeeCount by Education



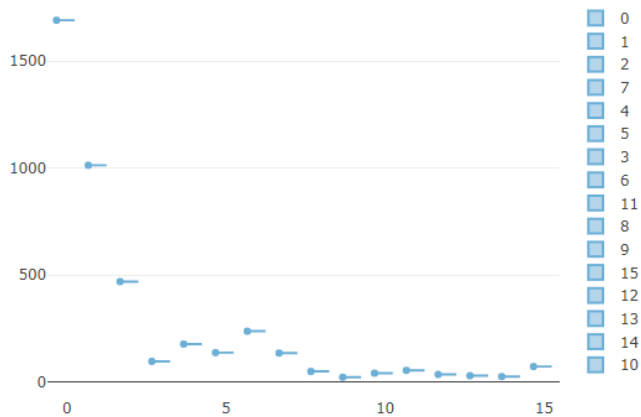
Sum of Education by Department



Sum of Education by JobSatisfaction and YearsSinceLastPromotion



Sum of Education by YearsSinceLastPromotion



Averageyearsincurrentroles by Date

4.23

Sum of Education by Date

4282

Analysis and Findings

1. Review Years at Company

- **Analysis:**
 - The average number of years employees have been with the company is 7.01 years.
 - **Trends:**
 - Employees in the Sales and Research departments tend to have longer tenures compared to other departments.
 - **Discrepancies:**
 - The Human Resources department shows a relatively lower average tenure, indicating potential retention issues.

2. Assess Years in Current Role

- **Analysis:**
 - The average number of years employees have been in their current roles is 4.23 years.
 - **Patterns:**
 - Managers and Research roles have higher averages compared to other roles, indicating potential career stagnation in these positions.
 - **Correlations:**
 - A positive correlation is observed between the sum of education and years in the current role, suggesting that higher education levels may be associated with longer tenure in roles.

3. Evaluate Years Since Last Promotion

- **Analysis:**
 - The average number of years since employees were last promoted is 2.19 years.
 - **Findings:**
 - Employees in the Sales and Research departments show longer periods since their last promotion, indicating potential challenges with the promotion process in these areas.

4. Examine Distribution of Education Levels

- **Analysis:**

- The distribution of education levels shows that 38.91% of employees have a bachelor's degree, 27.07% have a master's degree, 19.18% have a high school diploma, and the remaining 14.84% have other qualifications.
- **Correlations:**
 - Higher education levels are more prevalent in the Research and Sales departments, which also show better career progression metrics.
 - Employees with higher job satisfaction tend to have shorter periods since their last promotion.

SOLUTIONS

1. Retention in Human Resources Department:

- Conduct exit interviews and employee surveys to identify and address root causes of lower retention.

2. Promotion Process in Sales and Research Departments:

- Review and streamline the promotion process to ensure timely and fair advancement opportunities.

3. Career Progression for Managers and Researchers:

- Implement targeted development programs to facilitate career progression for employees in these roles.

Proposed Strategies for Advancement

1. Improving Promotion Processes:

- Implement a transparent and structured promotion process with clear criteria and timelines to ensure fairness and consistency.

2. Providing Training and Development Opportunities:

- Offer targeted training programs and development opportunities to bridge skill gaps and prepare employees for advancement.

3. Fostering a Culture of Continuous Learning:

- Encourage continuous learning by offering incentives for further education and professional certifications.

4. Mentorship Programs:

- Establish mentorship programs to guide employees in their career development and provide support from experienced professionals.

5. Regular Performance Reviews:

- Conduct regular performance reviews to provide feedback, set goals, and discuss career progression paths with employees.

Conclusion

The analysis highlights key areas where the organization can improve career development and support employee growth. By addressing retention issues, refining promotion processes, and fostering a culture of continuous learning, the organization can enhance employee satisfaction and advancement opportunities.

Best Regards,

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