

# ***Career Development Analysis Report***

## **Overview**

The Career Development Analysis Dashboard provides key insights into employee career progression within the organization, focusing on metrics such as average years at the company, employee attrition, and years since the last promotion. The analysis is segmented by departments, job roles, and educational fields, providing a comprehensive view of factors affecting employee career development.

## **Key Metrics and Insights**

### **Overall Metrics:**

**Avg Years At Company:** 7.01 years.

**Avg Employee Attrition:** 0.84%.

**Avg Employee Years:** 11.28 years.

### **Departmental Insights:**

#### **Average of Total Working Years:**

Research & Development leads with an average of 11.34 years, followed by Human Resources at 11.56 years, and Sales at 11.11 years.

#### **Avg Years Last Promoted:**

Sales department employees were last promoted on average 2.35 years ago, followed by Research & Development at 2.14 years, and Human Resources at 1.78 years.

#### **Education Field Distribution:**

The majority of employees come from the Life Sciences field (41.45%), followed by Medical (30.38%). Other fields like Marketing, Technical Degree, and Human Resources have lower representation.

### **Job Role Analysis:**

Managers have the highest average years of service (around 22 years), followed by Research Directors with around 19 years.

Roles like Sales Representative and Laboratory Technician show lower average years in service, indicating a higher turnover or younger workforce in these roles.

### **Key Performance Indicators (KPIs)**

#### **Employee Satisfaction:**

The Avg Years At Company and Job Satisfaction correlation is minimal (0.07), indicating that job satisfaction might not be directly linked to the length of service.

However, there is a higher satisfaction score among employees with longer service in the Research & Development department.

#### **Attrition and Tenure:**

The Sales department shows a higher attrition number (92 out of 354 employees) compared to Human Resources and Research & Development.

#### **Tenure by Department:**

Employees in Research & Development have the longest average tenure, followed by Human Resources and Sales.

## **Promotion Metrics:**

### **Average Time Since Last Promotion:**

This metric shows that Sales employees have waited longer for promotions compared to other departments, which might impact their job satisfaction and attrition rates.

### **Departmental Breakdown by Education Field**

Research & Development dominates the number of employees with backgrounds in Life Sciences and Medical fields.

Sales has a higher representation of employees from Marketing and Other fields.

## **Conclusions and Recommendations**

**Promotion Strategy:** Consider revisiting the promotion timelines for the Sales department to enhance employee satisfaction and reduce attrition.

**Talent Retention:** Focus on retaining employees in critical roles such as Managers and Research Directors who have longer tenures and likely carry significant organizational knowledge.

**Job Role Focus:** Analyze the job roles with lower average years (like Sales Representatives) to understand the factors contributing to turnover and address them through targeted engagement strategies.