**Report**

Data Analysis Report: **Career Development Analysis**

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**Executive Summary**

* **Purpose**: To analyse key metrics related to career development, to identify areas for improvement, and to propose actionable strategies to support employee advancement within the organization.
* **Key Findings**: The average years at company for any role is maximum for Manager i.e. for higher roles. Also, the average years since last promotion is also higher for Manager role.
* **Recommendations**: We should provide some career advancement opportunities for higher roles too.
* **Dashboard Link**: <https://public.tableau.com/app/profile/hemlata.thadani/viz/Project3_17201921933610/CareerDevelopementAnalysis?publish=yes>

**Introduction**

* **Background**: Career Development Analysis is important to ensure career development and advancement of employees to avoid stagnation.
* **Objectives**: The main objective is to identify the areas of improvement in career development.
* **Scope**: The analysis covers Employee attrition data from all departments including all job roles and employee’s responses for work culture.

**Methodology**

* **Data Sources**: Attrition data was sourced from Technocolabs softwares.
* **Data Collection**: Data was collected on monthly basis.
* **Tools and Techniques**: Analysis was performed using Excel and Tableau for visualization.
* **Data Cleaning**: Data was provided clean so formatting done using excel, also checked for null values and outliers.

**5. Analysis**

* **Descriptive Statistics**: In Marketing field, we can see maximum average years in current role. Also, as the seniority increases, average years in the role and monthly income increases. That is for higher positions like manager, there are less promotion opportunities.
* **Data Visualization**:
  + **Charts and Graphs**: Dashboard includes the bar graphs for Average monthly income, Promotion Analysis and Average years in current job role. Also, it contains trend lines for Role tenure Analysis. Donut graph for Education Analysis and Scatter plot for Career advancement.

**6. Key Findings**

* **Summary of Insights**: All education levels have equal opportunities for career advancement. Higher roles at the work shows more average years since last promotion.
* **Implications**: This may lead to stagnation at the work for higher roles.

**7. Recommendations**

* **Actionable Steps**: We can engage employees in different training programmes. Also, we can categorize different roles and can provide training accordingly for career development for employees with different education background.
* **Strategic Decisions**: Improve promotion cycle for deserving employees and for others organize proper training programmes.

**8. Conclusion**

* **Recap**: The analysis of Employee-attrition data for Career Development indicates that there is scope for career advancement where we can provide training and promotion opportunities for the employees.
* **Future Work**: Future will focus on identifying different areas for career advancement according the work and other relevant factors.

**9. References**

* Employee-attrition data
* Tableau public for visualisation techniques