

Career Development Analysis

By the Dashboard I created and the information I gathered from the Project I have made these analyses. The important topics to draw a conclusion for Work life balance and Engagement analysis are

1. Education
2. Over time
3. Percent Salary Hike
4. Performance Rating
5. Total Working Years
6. Years at company
7. Years at Current role
8. Years since last promotion
9. Education level

These are the primary data required to draw the conclusions

I have done this survey according to the department wise. There are total six educational field employees working in this company they are

1. Human Resources
2. Life Sciences
3. Marketing
4. Medical
5. Technical Degree
6. Other

The employees from the Life science department are very well educated compared to other streams, after the life sciences Medical Department steps in and the least one is Human Resources.

And the employees who work in the Life Sciences Department or the Medical Department are likely having less promotions compared to the other departments. but, Human Resources employees are likely having rapid promotions. This can also be one of the reasons for the low attrition rate for the Human Resources department.

The employees who work in the Life Sciences and Medical Department are Likely to be very talented, Educated and skillful and these employees have already had a lot of prior experience and they have worked in different numbers of companies. so they have already been in a higher position and they may not have many positions in the company to give more promotions.

So, the promotion rate is less for these departments. When we compare it with the human resources department they may have many positions higher than the employees and also they may have many empty positions to fit new people through promotions and hiring.

As I concluded in the previous dashboard, the Research and Development department is having a high performance rating. These department employees are in their current roles for a long time compared to the remaining departments. The employees who are having high amount of job satisfaction are having less attrition rate and vice versa and also the employees who are working in the company for more years are also having less attrition rate.

So, according to my analysis the company should give a standard amount of time for the research and development department to work so they can spend their quality personal time, it also helps them work more efficiently than usual.

You can make a survey and get feedback from the employees, so we can improve on that particular problem or a thing. For the Human Resources department, providing a comfortable and advanced work environment can improve their interest to spend their time in work along with improving their relation between their colleagues.

Rewarding the employees will help them to motivate and help them to do the work even more efficiently and make sure the employees are having an efficient and understandable boss. It helps them to communicate and solve their problems and keep the work environment friendly. This is the information I have concluded from the dashboards and I think these changes can impact the work life of the employees more easily and more efficiently.