

Task 3: Career Development Analysis

Years at Company:

- Average years of an employee at a company is 7.01.
- Most of the people have good and very good (3,4) job satisfaction in the company overall but when it comes to attrition people with poor job satisfaction are leaving the company more.
- Sales department with average of 5.5years at company will leave more
- People with 0-15 years have good relationship satisfaction

Years in Current Role:

- Average years of employee in same role is 4.23
- Manager and Research director are the roles which highest average years in same role
- People with poor job satisfaction in current role are leaving more

Years Since Last Promotion:

- Average years since last promotion is 2.19
- Sales and R&D are with more average years since last promotion
- Manager and Research director are the role which have more average years since last promotion
- The overall average percentage of salary hike is 15.21% but the HR, manager, and Research director has 12-13% of hikes and these people are leaving the company more

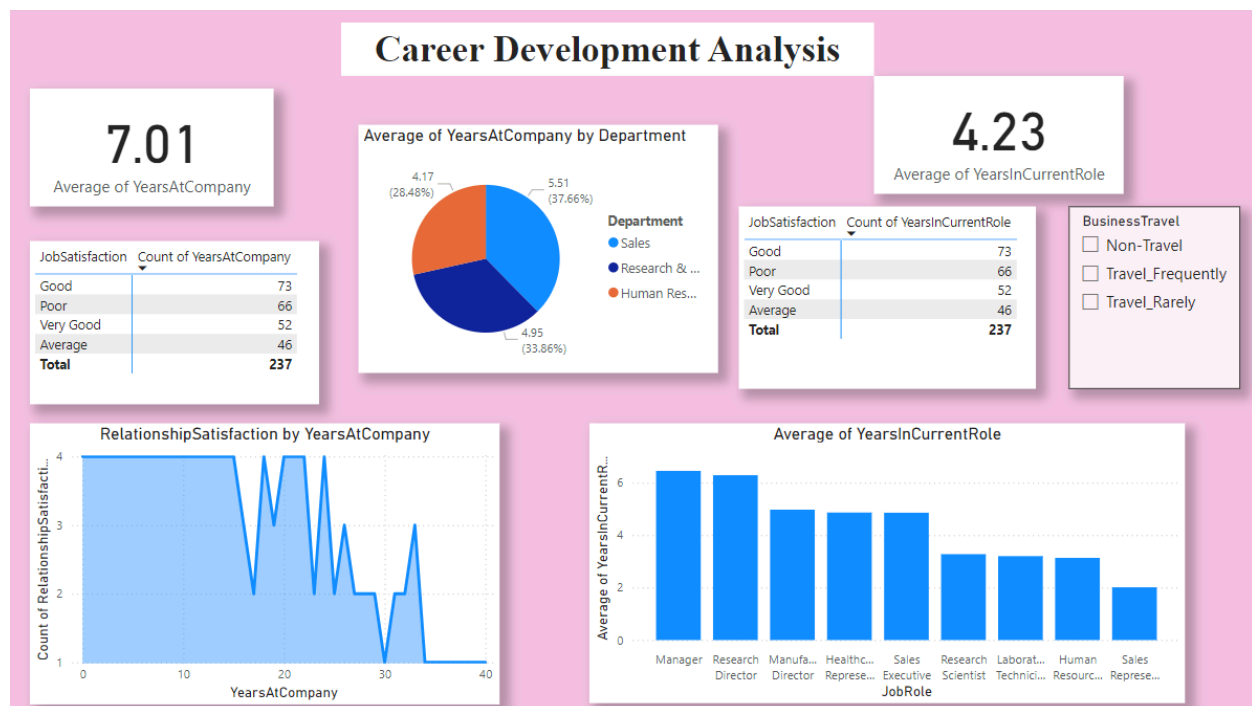
Distribution of Education Levels:

- Education levels are distributed as 1,2,3,4,5 and from our analysis we can say that education level 2,3 and 4 are more.
- With 3 and 4 education level and training times 2 are the people who are leaving more
- Education level 5 has least job satisfaction

Areas of Improvement and Recommendations

- Job satisfaction has to be improved for people with poor job satisfaction and attrition rate is more.
- Sales Department and R&D dept should be focused more on promotion, job satisfaction, environment satisfaction by promoting healthy environment and conducting the fun activities in the company
- Manager and research director roles have more average years in current role and without promotion so company should focus on these roles for giving a promotion and good hikes.
- Company should focus more on 3,4 education level by providing training and keeping them up to date with all the new technologies and giving good job satisfaction for level 5

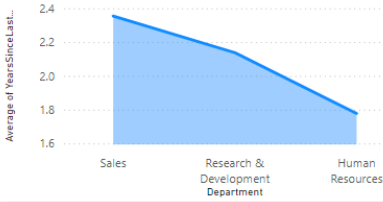
Dashboards



2.19

Average of YearsSinceLastPromotion

Average of YearsSinceLastPromotion by Department



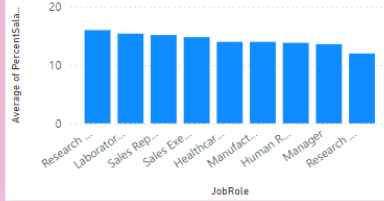
Average years since last promotion by Job Role

JobRole	Average of YearsSinceLastPromotion
Manager	4.83
Research Director	3.19
Healthcare Representative	2.97
Sales Executive	2.48
Manufacturing Director	2.12
Research Scientist	1.51
Laboratory Technician	1.42
Human Resources	1.27
Sales Representative	1.06
Total	2.19

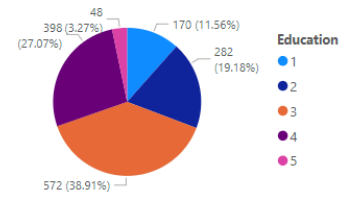
15.21

Average of PercentSalaryHike

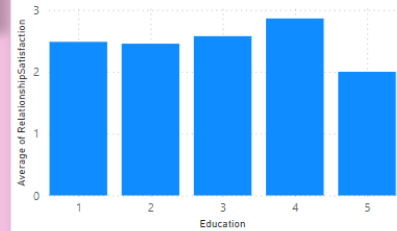
Average PercentSalaryHike by JobRole



Count of Education by Education



Average of RelationshipSatisfaction by Education



Training times for education levels

Education	0	1	2	3	4	5	6	Total
3	7	3	43	28	9	7	2	99
4	4	2	25	15	9	3		58
2	3	3	19	13	3	1	2	44
1	1	1	9	12	3	3	2	31
5			2	1	2			5
Total	15	9	98	69	26	14	6	237