

# Career Development Analysis Dashboard

## **Objective:**

The objective of this task is to analyse key metrics related to career development, identify areas for improvement, and propose actionable strategies to support employee advancement within the organization.

## **Data processing and data cleaning:**

For data processing and data cleaning I used python library. With the help of python pandas ,I started removing the irrelevant data columns and then checked for any null or missing values and removed the rows that are null and missing values, the rows that are being removed are standard hours, and over 18. Along with this I have also changed the education column to education level column.

## **Dashboard building:**

I used Power BI for dashboard building . In order to build dashboard the below are the steps I used

- I have imported the cleaned data and loaded the Data in Power BI,
- After importing the data . I have started building data visualisations using the data that is being transformed and applied to know the insights that are to be taken for career advancement and development of both employees and company by using the Key performance indicators

## Key Performance Indicators:

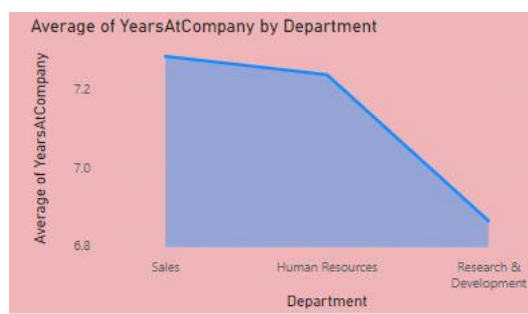
1. **Average Years at Company**
2. **Average Years in Current Role**
3. **Average Years Since Last Promotion**

## Power BI Data visualizations:

Data visualizations and insights along with the above KPIs:

### 1. Average Years at Company:

Employees at the company tend to stay for an average of 7.01 years. This suggests that the company may have a positive work environment or offer competitive compensation packages that keep employees engaged.



### 2. Average Years in Current Role:

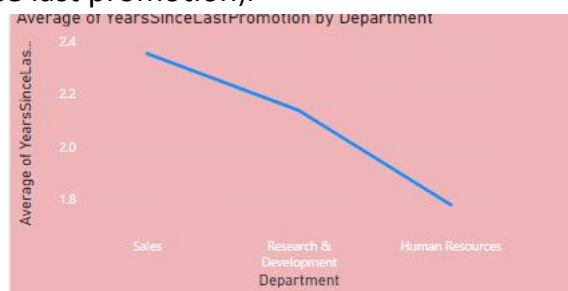
The average employee has been in their current role for 4.23 years. This could be a sign that the company promotes from within, which could be good for career advancement if employees are performing well.

The bar for low performers, regardless of job satisfaction level (ratings of 1 and 4) shows the lowest average number of years in the current role. This could be because they are not challenged or stimulated in their current roles, or they may be looking for new opportunities to improve their performance.



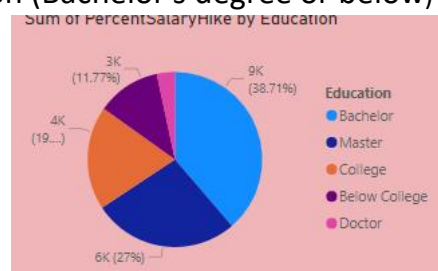
### 3. Average years Since Last promotion by Department:

Sales appears to have the fewest promotions (1.8 years on average since last promotion) whereas Human Resources has the most (2.4 years on average since last promotion).



### 4. Percentage salary Hike By Education:

The pie chart suggests that a higher level of education (Master's degree in this case) can lead to a higher salary increase compared to those with a lower level of education (Bachelor's degree or below).



## Dashboard:



## KPIs That are being used:



Apart from the KPIs I have also added slicer for the dashboard which helps to determine main according to the job role.

