REPORT 3

CAREER DEVELOPMENT ANALYSIS:

The KPI’s used in the dashboard are: Average years at a company, average years in a current role, average years since last promotion.

* Average years at a company: 7.01
* average years in a current role:4.23
* average years since last promotion:2.19

DAX CODES:

1.] Average years at a company = AVERAGE('WA\_Fn-UseC\_-HR-Employee-Attriti'[YearsAtCompany])

2.] Average Years in Current Role = AVERAGE('WA\_Fn-UseC\_-HR-Employee-Attriti'[YearsInCurrentRole])

3.] Average Years Since Last Promotion = AVERAGE('WA\_Fn-UseC\_-HR-Employee-Attriti'[YearsSinceLastPromotion])

4.] Average Job Satisfaction = AVERAGE('WA\_Fn-UseC\_-HR-Employee-Attriti'[JobSatisfaction])

1. from the bar chart we can observe that

* the sales department is has the job satisfaction 2.75 of and average years in the company is 7.28
* the Human Resources department is has the job satisfaction 2.60 of and average years in the company is 7.24
* the Research and development department is has the job satisfaction 2.73 of and average years in the company is 6.68.

1. From the line chart we can observe the distribution of average years at the company from various educational field,

* we can see that the employees from the marketing field have the highest average years at the company which is 7.56.
* for the medical field average years at the company which is 7.11.

1. From the tree diagram we can observe that the average years since last promoted according to the job role,

* we can see that the manager hasn’t been promoted since an average of 4.83 years.
* the research director hasn’t been promoted since an average of 3.19 years.
* the healthcare representative hasn’t been promoted since an average of 2.97years.
* the Sales executive hasn’t been promoted since an average of 2.48 years. And sales
* representative see promotion in average of 1.06 years which is the lowest.

1. Average years in the current role is the highest for

* the job role of manager which is 6.45 and
* the lowest for the sales representative which is 2.01.
* the average years in the current role for research director which is 6.29
* the average years in the current role for manufacturing director which is 4.97
* the average years in the current role for healthcare representative which is 4.86
* the average years in the current role for sales executive which is 4.86
* the average years in the current role for research scientist which is 3.27
* the average years in the current role for laboratory technician which is 3.20
* the average years in the current role for Human resources which is 3.13

1. the pie chart shows the average years since promotion for different departments

* the average years since promotion for sales department is 2.35
* the average years since promotion for research and development department is 2.14
* the average years since promotion for human resources department is 1.78

KEY INSIGHTS:

* from the clustered bar chart, we see that the sales department have the highest average job satisfaction and highest average years in the company
* from line chart we can observe that the education field marketing has the highest average years at the company which is 7.56
* from the tree map we can see the distribution of the average years since last promoted according to the job role, we can see that the manager has been the once hasn’t been promoted since an average of 4.83 years.

And sales representative see promotion in average of 1.06 years

* average years in the current role is the highest for the job role of manager and the lowest for the sales representative.
* we can see that the sales department has highest average years since last promoted and human resources has the lowest.

MEASURES:

* Establish clear and transparent promotion criteria based on performance and skills.
* Implement regular performance reviews and feedback sessions.
* Ensure promotions are merit-based and tied to achievement of key metric
* Implement feedback mechanisms to assess and address job satisfaction issues.
* Support work-life balance initiatives and wellness programs.
* Communicate clear career paths and growth opportunities within the organization.

Promote a culture that values continuous improvement and innovation.

* Encourage employees to pursue ongoing learning through workshops, courses, and mentoring.
* Recognize and reward employees who actively participate in development opportunities.