

Career Development Analysis Dashboard Report

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.

Key Performance Indicators (KPIs):

These KPIs provide insights into various aspects of career development within the organization, enabling stakeholders to identify areas for improvement and implement strategies to support employee growth and advancement.

1. **Average Years at Company**
2. **Average Years in Current Role**
3. **Average Years Since Last Promotion**
4. **Distribution of Education Levels**

Analysis

1. Average Years at Company

KPI: 7.008 years

Analysis:

- Employees in the Sales department have the highest average years at the company, with Sales Representatives averaging 51.26 years.
- Human Resources and Research & Development have a balanced tenure, but some roles such as Managers in Human Resources show a significantly lower average.

2. Average Years in Current Role

KPI: 4.228 years

Analysis:

- There is a noticeable discrepancy in the average years in current roles across different departments.
- Research & Development roles like Laboratory Technicians and Managers have average years around 2.69 to 2.77 years, indicating moderate stability in roles.
- Sales roles tend to have higher stability with Sales Representatives averaging 2.7546 years in their current roles.

3. Average Years Since Last Promotion

KPI: 2.188 years

Analysis:

- Research & Development has a more extended period since last promotion, particularly for Research Directors, which average around 3.188 years.
- Human Resources shows a shorter duration since last promotion, indicating a possibly more dynamic promotion environment.

4. Distribution of Education Levels

Analysis:

- The majority of employees hold a Bachelor's degree, especially in the Research & Development department, which employs 572 individuals with this education level.
- Higher education levels such as Doctorates are less common but show a significant tenure, indicating potential long-term career growth opportunities for advanced degrees.

5. Plot of Years at Company:

Findings:

- On average, employees have been with the company for 7 years.
- Breakdown by department:
 - Human Resources: 3 years.
 - Research & Development: 16 years.
 - Sales: 31 years.

Analysis:

- Sales employees stay the longest, followed by Research & Development, with Human Resources having the shortest average tenure.
- This indicates Sales and Research & Development have higher retention rates compared to Human Resources.

6. Plot of Years in Current Role:

Findings:

- On average, employees have been in their current roles for about 4 years.
- Breakdown by department:
 - Human Resources: 2.5 years.
 - Research & Development: 2.7 years.
 - Sales: 2.7 years.

Analysis:

- Employees across all departments tend to stay in their current roles for around 2.5 to 3 years.
- This suggests that role changes and promotions happen at a similar rate across the company.

7. Plot of Years Since Last Promotion:

Findings:

- On average, it has been a little over 2 years since employees were last promoted.
- Breakdown by department:
 - Human Resources: 2.6 years.
 - Research & Development: 2.7 years.
 - Sales: 2.6 years.

Analysis:

- The time since the last promotion is quite similar across all departments, with most employees having been promoted within the last 2.5 years.
- This indicates a fairly consistent promotion process across the company.

8. Distribution of Education Levels:

Findings:

- Education levels among employees:
 - Below College: 170 employees.
 - College: 282 employees.
 - Bachelor: 572 employees.
 - Master: 398 employees.
 - Doctor: 48 employees.

Analysis:

- Most employees have a Bachelor's degree, followed by those with a Master's.
- Higher education levels are associated with longer tenure at the company, meaning more educated employees tend to stay longer.

9. Identify Areas for Improvement:

Recommendations:

- Human Resources: Focus on reducing turnover and providing more growth opportunities.
- Promotion Process: Speed up the promotion process to boost employee morale.
- Role Tenure: Create clear paths for career progression to reduce the time employees spend in the same role.
- Education and Development: Use the high education levels to offer more learning and professional development opportunities.

10. Propose Strategies for Advancement:

Recommendations:

1. Retention Programs:
 - Develop targeted retention strategies, especially for Human Resources.
 - Offer career development programs and mentorship.
2. Promotion Processes:
 - Make promotion criteria and processes clear and fair.
 - Conduct more frequent performance reviews to identify promotion candidates sooner.
3. Continuous Learning:
 - Invest in training programs to help employees gain new skills.

- Support employees who want to pursue further education.

4. Clear Career Paths:

- Communicate clear steps for career progression.
- Provide resources to help employees advance in their careers.

5. Culture of Growth:

- Promote a culture that values learning and improvement.
- Recognize and reward employees who take initiative in their development.

Implementing these strategies will help improve career development, support employee growth, and increase job satisfaction and retention.