

## CAREER DEVELOPMENT DASHBOARD REPORT

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### INTERPRETATIONS

#### Years at company:

- 1) Research Scientists have the lowest work-life balance score (2.678082).  
Poor work-life balance can lead to burnout and dissatisfaction, prompting employees to leave the organization for roles that offer better balance.
- 2) Research Scientists have the highest overtime rate (33.22%).  
Impact: High overtime rates can contribute to poor work-life balance and increase stress, leading to higher attrition.
- 3) Laboratory Technicians also have a low average monthly income (\$3237.17).  
Impact: Low income levels can result in dissatisfaction and may lead employees to seek better-paying position
- 4) Sales Representatives have the lowest job involvement score (2.650602).  
Impact: Low job involvement suggests a lack of engagement or connection to their work, making them more likely to leave.
- 5) Sales Representatives have the lowest average monthly income (\$2626.00).  
Impact: Very low income levels can significantly contribute to high turnover as employees seek better-paying opportunities.

#### Years at current role:

- 1) long-tenured employees (especially those with 14-18 years) have low environment satisfaction and implement strategies to improve their work environment.
- 2) Employees with 10-18 years in their current role have significantly higher years since last promotion, especially those with 18 years (13.000000) and 15-16 years (7.142857 to 9.375000).  
This indicates potential stagnation in career advancement for long-tenured employees.
- 3) Employees with 17-18 years receive significantly lower salary hikes (13.250000 to 13.500000), suggesting potential stagnation in compensation.
- 4) Employees with 13-16 years in their current roles show lower job satisfaction, especially those with 13 years (2.071429), suggesting potential disengagement.

#### Years since last promotion:

- 1) There are 102 Managers in the organization. A lower number of managerial positions might limit promotional opportunities since there are fewer higher-level positions to move into.
- 2) Managers have the highest performance rating at 3.196078, indicating high performance in their roles.
- 3) Managers receive a lower salary hike (15.137255) compared to other roles, suggesting that promotions might be less frequent but more significant in financial terms.
- 4) Research Directors show high job involvement (2.775000), suggesting they are deeply engaged in their roles, which might lead to them being retained in their positions longer.
- 5) They receive a lower salary hike (14.950000), indicating infrequent promotions or smaller increments

### Education:

- 1) Education Level 1 employees have a relatively high performance rating (3.176471).  
Education Level 1 employees have the highest overtime rate (0.317647)  
Education Level 1 employees have the lowest average monthly income (5640.570588).

### **RECOMMENDATIONS**

- 1) Allow Research Scientists to have flexible start and end times, which can help them manage personal and professional responsibilities better
  - 2) Assess the workload of Research Scientists and distribute tasks more evenly among team members
  - 3) Enhancing skills and qualifications can increase job satisfaction and open up opportunities for higher-paying roles within the organization or industry for Laboratory Technician.
  - 4) Conduct regular market salary reviews to ensure that sales representatives' compensation is competitive with industry standards
  - 5) Offer continuous training programs to improve skills, product knowledge, and sales techniques. This can increase confidence and engagement
  - 6) Establish regular feedback mechanisms and recognition programs to ensure long-tenured employees feel valued and appreciated for their contribution.
  - 7) Develop and communicate clear criteria for promotions and career advancement paths. Ensure employees understand what is required to move to the next level especially for employees with significantly high years since last promotion.
  - 8) Managers have the highest performance rating at 3.196078, indicating high performance in their roles. However, they receive a lower salary hike (15.137255) compared to other roles, suggesting that promotions might be less frequent . There is a need to conduct a thorough review of compensation policies to ensure high-performing managers are adequately rewarded
  - 9) A lower number of managerial positions might limit promotional opportunities since there are fewer higher-level positions to move into. Evaluate the financial implications of hiring more managers, including salary costs, benefits, and any associated recruitment and training expenses.
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