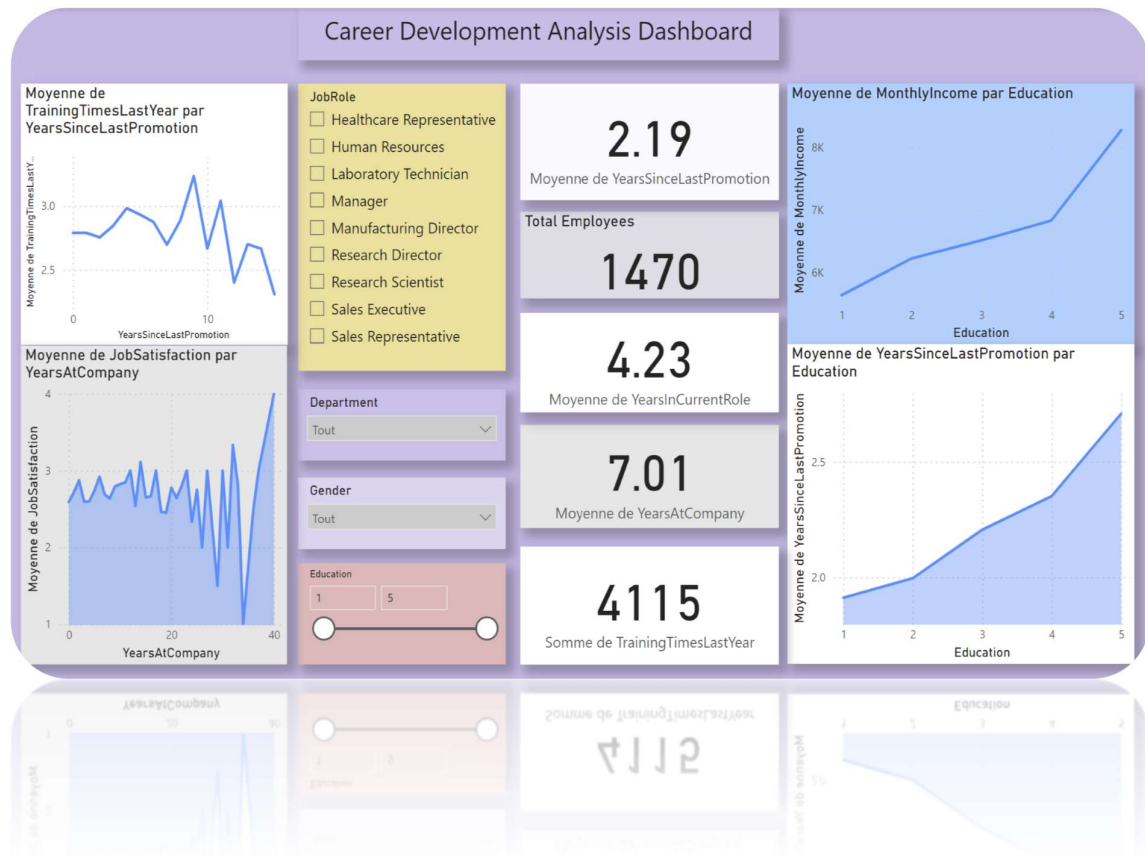


# REPORT OF DASHBOARD

## CAREER DEVELOPMENT

## ANALYSIS



***Done By: El Omari Kaoutar***

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## **Introduction:**

In today's fast-paced and ever-evolving business environment, fostering an effective career development framework is crucial for enhancing employee satisfaction and retention. Our analysis of the Career Development Analysis Dashboard seeks to uncover insights into the patterns of employee tenure, role stability, promotional cycles, and educational impacts within our organization. This review serves as a vital tool in identifying the strengths and potential gaps in our career development strategies. By scrutinizing various Key Performance Indicators (KPIs) such as average years at the company, years in current roles, years since last promotion, and the distribution of education levels, we aim to provide a comprehensive overview of the current state of career development opportunities. This analysis will guide strategic decision-making to enhance career progression pathways and ensure that our employees not only meet but also exceed their professional goals, contributing effectively to our organizational success.

# I. Getting data ready for cleaning

After getting data from the email, I opened it in excel

Technocolabs-Accessing the Data File for Our Project Inbox x



**Technocolabs Softwares**

to contact, bcc: me ▼

Hi Team,

I hope this email finds you well.

We have noticed that some of you are having difficulties accessing the data file for our project via the GitHub repository. We have decided to share the data file directly to this email.

Please download the attached file and use it for your current tasks. In our next meeting, we will discuss and guide you on the issues in the future.

If you have any questions or face any issues with the attached file, feel free to reach out.

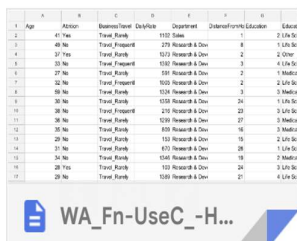
Best regards,

**Technocolabs Team**



<https://www.linkedin.com/company/technocolabs/>

One attachment • Scanned by Gmail ⓘ



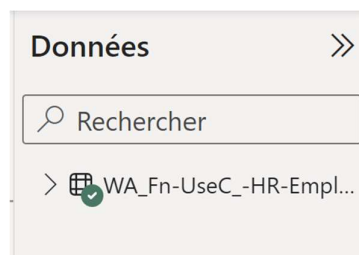
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z	AA	AB	AC	AD	AE	AF	AG	AH	AI	AJ		
1	Age	Location	Business	DayRate	Department	Distance	Education	Education	Employed	Employee	Environment	Gender	HourlyRate	JobInvolvement	JobLevel	JobTitle	JobStatus	MaritalStatus	MonthlyIncome	MonthlyRate	NumComp	Over18	OverTime	PercentSat	Performance	Relationship	StandardH	StockOptions	TotalWork	TrainingIn	World	Feb	YearsCo	YearsInCo	YearsSince	YearsWith	CurrentManager	
2	41	Yes	Travel_Ran	1102	Sales	1	2	Life Science	1	1	2	Female	94	3	2	Sales Exec	4	Single	5983	19479	8	Y	Yes	11	3	1	80	0	8	0	1	6	4	0	5			
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44	26	Yes	Travel_Ran	1357	Research	25	3	Life Science	1	55	1	Male	48	1	1	Laboratory	3	Single	2293	10568	1	Y	No	12	3	3	80	0	1	2	2	1	0	0	0	1	0	0
45	27	No	Travel_Fre	994	Sales	8	3	Life Science	1	56	4	Male	37	3	3	Sales Exec	3	Single	8726	2975	1	Y	No	15	3	4	80	0	9	0	3	9	8	1	7	0	0	
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49	37	No	Travel_Ran	408	Research	19	2	Life Science	1	61	2	Male	73	3	1	Research	1																					

### III. Visualizing it in PowerBI :

After getting the data connected to PowerBi bu clicking on

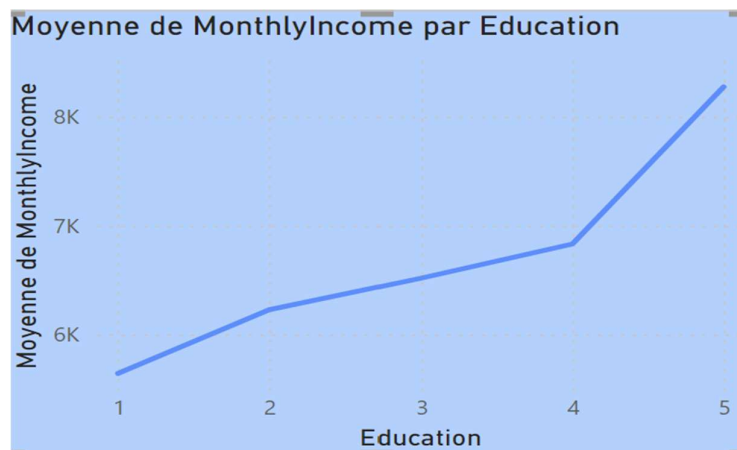


Then choosing the excel file we will be able to see it in here :

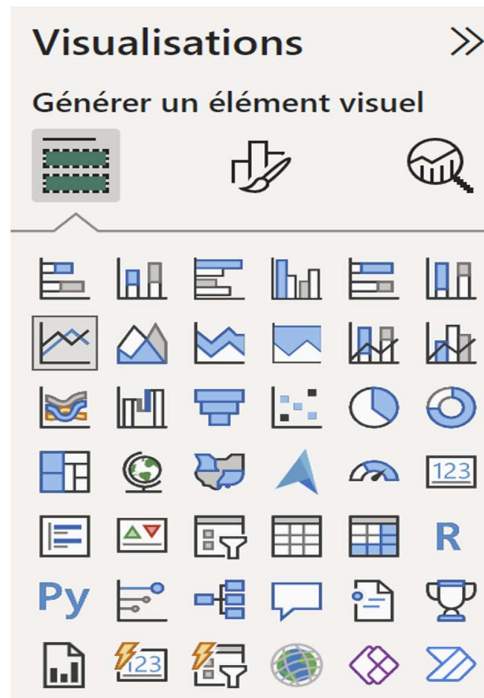


Then we choose the visualization element and the columns we want to use

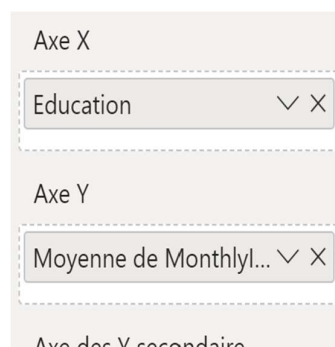
For this one for example:



We choose this in the visualization element

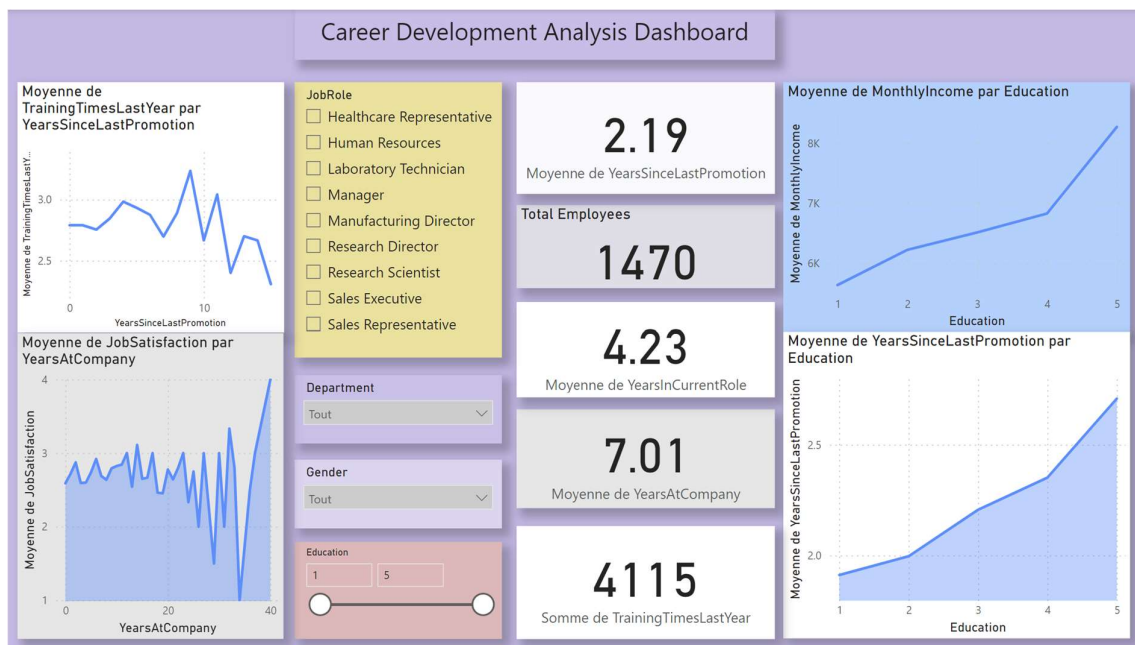
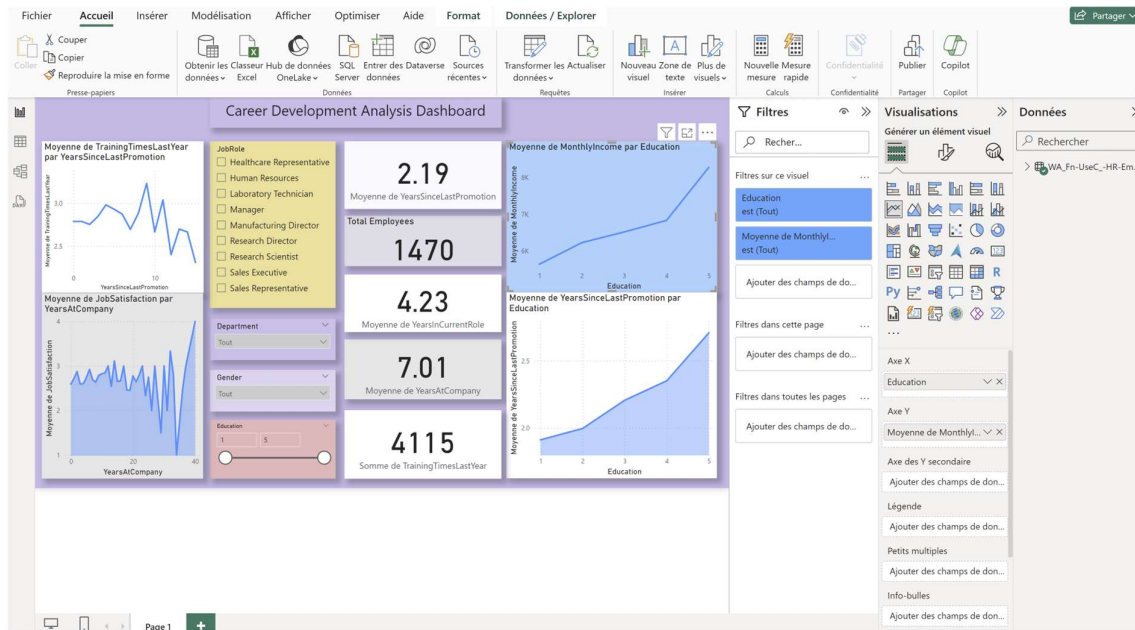


Then we choose the column we want to show the average of:



By doing the same thing with different visualization styles and different columns we get the final result wich is :





## IV. Important Results:

Based on the provided Career Development Analysis Dashboard, let's analyze and propose strategies concerning various key performance indicators



(KPIs) related to employee career development within the organization.

## Review of Years at Company

### Analysis:

The dashboard indicates that the average years employees have been with the company is 7.01 years. The graph "Moyenne de JobSatisfaction par YearsAtCompany" shows significant variability in job satisfaction as tenure increases, with spikes and drops particularly noticeable beyond 20 years.

### Trends or Discrepancies:

The variation in job satisfaction with increased tenure suggests discrepancies in employee engagement or satisfaction among those with longer service.

Females spend an average of 7.23 years at company which is significantly more than Males that have an average of 6.86

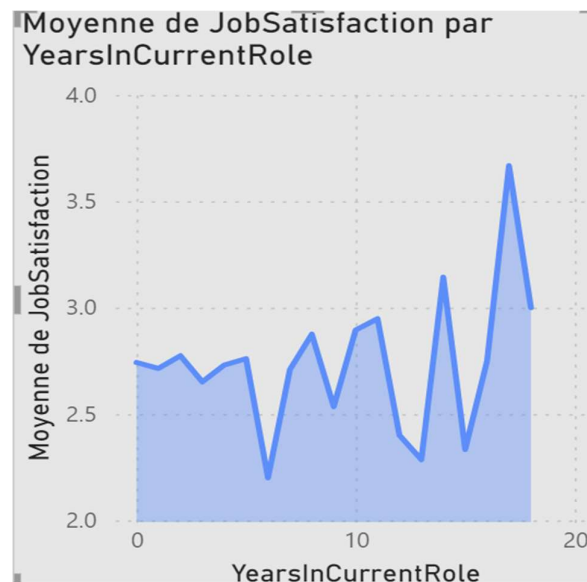
Employees at the sales department have the highest average of years at company of 7.28 followed by the human resources department with an average of 7.24 and lastly the research and development with an overage of 6.86

## Assess Years in Current Role

### Analysis:

The average duration in the current role is reported as 4.23 years. This metric is vital for understanding career progression and stagnation within roles.

### Patterns or Correlations:



As we can see in this chart the longer the years in current role are the more satisfied employees become

Females tend to stay longer in their current role with an average of 4.41 compared to Males that have an average of 4.11

Employees at the sales department have the highest average of years in current role of 4.48 followed by the research and development department with an

average of 3.96 and lastly the human resources with an overage of 3.93

## **Evaluate Years Since Last Promotion**

### **Analysis:**

The dashboard shows an average of 2.19 years since the last promotion, suggesting a relatively frequent promotion cycle.

### **Departments or Roles Analysis:**

Females tend to have longer years since their last promotion with an average of 2.29 compared to Males that have an average of 2.12

Employees at the sales department have the highest average of years since last promotion of 2.33 followed by the research and development department with an average of 2.04 and lastly the human resources with an overage of 1.93

Managers have the highest years since their last promotion with an average of 5.78 while sales representative have the shortest period of 1.07

## **Examine Distribution of Education Levels**

### **Analysis:**

The dashboard illustrates that higher education levels generally correlate with higher monthly incomes and longer times since last promotion.

### Correlations with Career Advancement:

Education level plays a crucial role in having a high salary when it comes to the research and development department and the sales department

### Identify Areas for Improvement

#### Improvement Areas:

- ✚ **Career Path Clarity:** Enhance transparency and accessibility of career progression opportunities.
- ✚ **Management Training:** Equip managers with skills to support and advocate for their team's career development.
- ✚ **Recognition and Reward Systems:** Address any perceived inequities in promotion and compensation, particularly for long-tenured employees.

### Propose Strategies for Advancement

#### Strategies:

- ✚ **Structured Career Development Plans:** Develop clear career paths for each role, accompanied

by required skills and typical timelines for advancement.

- ✚ **Mentorship Programs:** Implement mentorship programs that pair less experienced employees with seasoned mentors to facilitate knowledge transfer and career guidance.

- ✚ **Regular Performance and Career Reviews:** Increase the frequency of reviews to ensure continuous feedback and timely recognition of employee achievements.

- ✚ **Educational Assistance Programs:** Encourage further education by offering tuition reimbursement or partnerships with educational institutions, which could also help in maintaining the relevance of skills in the workforce.

## Report Summary:

This report synthesizes the findings from the Career Development Analysis Dashboard, highlighting essential insights into employee tenure, role stability, promotional cycles, and the impact of educational attainment on career progression within the organization. The analysis reveals a stable average tenure of 7.01 years, with a notable variance

in job satisfaction among long-tenured employees, particularly beyond 20 years of service. Gender disparities are evident, with female employees typically experiencing longer tenures and extended periods between promotions compared to their male counterparts. Departments such as Sales and Human Resources show higher average tenures and longer durations in current roles, suggesting differences in career development opportunities across the organization.

The findings underscore the need for targeted improvements in career path transparency, management training, and recognition systems to support equitable career advancement. Specifically, enhancing role clarity and providing consistent management support are critical in departments where employees face longer waits for promotion and in roles with high tenure but low advancement. By implementing structured career development plans and fostering a culture of continuous learning and recognition, the organization can improve job satisfaction, reduce turnover, and maintain a competitive edge in attracting and retaining top talent.

## Conclusion:

The detailed examination of our Career Development Analysis Dashboard has provided significant insights into the career trajectories and development opportunities within our organization. It is evident that while we maintain a robust cycle of promotions and have a commendable average tenure, there are areas that require strategic enhancements to align with best practices and employee expectations. The proposed strategies, including the development of clear career paths, implementation of mentorship programs, regular performance reviews, and educational assistance initiatives, are designed to address these gaps. By adopting these measures, we anticipate not only an increase in job satisfaction and retention but also a more motivated workforce equipped to face the challenges of their roles. Moving forward, it will be essential to continuously monitor the effectiveness of these initiatives through feedback and adapt our strategies to meet the evolving needs of our employees. This proactive approach in fostering a culture of continuous learning and development is expected to yield substantial benefits for both our employees and the organization.