CAREER DEVELOPMENT ANALYSIS REPORT

BY

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What is Career Development?

- Career development involves designing strategies to support employees' growth by aligning their skills, interests, and goals with suitable career paths within the organization.
- Human Resource Management (HRM) plays a crucial role in career development by designing and implementing strategies to support employees' growth. HRM professionals assess employees' skills, interests, and goals to align them with suitable career paths within the organization.

Importance of Career Development for Organizations:

- The primary objective of career development in HRM is to enhance employee satisfaction, engagement, and retention. By investing in employees' professional growth, organizations can foster a motivated workforce that contributes effectively towards achieving business goals. Moreover, career development initiatives help in succession planning by preparing employees for future leadership roles.
- Career development is essential as it not only benefits individual employees but also contributes to the overall success of the organization. Organizations that prioritize employee development establish a reputation for investing in their workforce. This attracts top talent seeking opportunities for growth and fosters a sense of loyalty and commitment among existing employees.
- Career Development fosters a culture of continuous learning and improvement, leading to increased productivity and innovation. In essence, embracing career development in HRM creates a ripple effect where employees gain valuable skills and knowledge, propelling their careers forward. At the same time, organizations benefit from a skilled, adaptable, and highly motivated workforce, ultimately driving sustainable growth in the marketplace.
- This collaborative approach positions HRM as a strategic partner in the organization's success, fostering a mutually beneficial environment where individual employees and the organization can thrive.

Data exploration and analysis:

I have taken few parameters that help us to find out what exactly factors are affecting work life balance and employee engagement.

Based on our dataset, I have taken two common filters that is applicable to all the visualizations. These are as follows:

1. **Department Filter:**
- It indicates whether employee belongs to Human Resources, Research and Development, Sales department.

   Why we have taken this?

   Because each and every department has its own factors that makes employee work more challenging in its own way.

2. **Job Role:**
- We are having different job roles such as: Healthcare Representative, Human Resources, Laboratory Technician, Manager, Manufacturing Director, Research Director, Research Scientist, Sales Executive and Sales Representative.

Visualization Analysis:

❖ **Visualization on Years at Company vs Total Working Years:**

Over here I have created bins for both the parameters.

Parameters taken: Department, Job Role, Employee Count, Years at Company, Total Working Years, Number of Companies Worked and Age.

Age is taken as color. Number of Years worked represented by label. Department and Job role act as filters. Graph has been designed between Years at Company and Employee Count.

Outcome:

➢ Mostly employees have spent 0-6 years in this company.
➢ Almost 12 employees having working experience of more than 30 years in the same company with age lie between 48-57 years.
➢ Around 300 employees between age 25-35 years have spent 4 years in the same company and number of companies they have worked is around 2-4.
➢ Freshers who are working less than 2 years in the company have a high amount of switch as compared to employees who have spent more than 5 years.
➢ Human resource department employees have more switches as compared to other departments.

❖ **Visualization on Promotion vs Overtime:**

Bin have been created for Years since last promoted. Overtime categorized as Yes or No.

Parameters taken: Employee Count, Job Role, Department, Years since Last Promoted, Overtime.

Outcome:

➢ Mostly employees do not do overtime that is why they are not promoted.
➢ Around 170 employees get promoted last year due to their overtime.
➢ Research and Development as well as Sales employees do more overtime as compared to Human resources that's why they get promoted in the previous years.
➢ Among Sales department Sales Executives get promoted more often.

❖ **Visualization based Years in Current Role vs Years since Last Promoted:**

Bin have been created for Years in Current Role and Years since Last Promoted.

Parameters taken: Employee Count, Department, Job role, Performance Rating, Years in Current role, Years since Last Promoted.

Graph has been designed between Years in current role and Employee count. Performance rating taken as color while Years since last promoted taken as label.

Outcome:

- ➢ Most of the employees have 3-star rating which means they are doing average work.
- ➢ Employees who are getting 4-star rating get promoted more often within less than 2 years as compared to other employees.
- ➢ Employees who are in the same job role for more than 10 years get less promoted.
- ➢ Employees from Sales and R&D Department serving less than 3 years in the same job role get promoted often.

❖ **Visualization on Years in Current Role vs Monthly Income:**

Bin have been created for years in current role and monthly income.

Parameters taken: Employee count, Department, Job role, Monthly Income, Percent Salary Hike, Years in Current Role.

Graph is created between Average Monthly Income and Years in Current Role. Employee count has assigned with colors. Percent Salary hike act as label.

Outcome:

- ➢ Employees who have been in the same job role for 10-16 years have more monthly income with 10% percent salary hike.
- ➢ Most of the employees who have monthly income of around 5k has a maximum salary hike.
- ➢ Research and Development employees have more monthly income as compared to other departments.
- ➢ Freshers have less income as compared to employees who are in the same job role for more than 5 years.

❖ **Visualization on Promotion vs Job Involvement/ Job level:**

Job involvement is categorized as Low, Medium, High. Job level ranks on a scale 1-5 where 1 being the lowest and 5 being the highest rank. Bin has been created for Years since last Promoted.

Parameters taken: Employee count, Department, Job Role, Job Involvement, Job level, Years since Last Promoted.

Graph has been created between Job Involvement/ Years since Last Promoted and Employee Count. Job Role has been put as colors.

Outcome:

- Employees with medium job involvement have high job level get promoted more often.
- Few employees have low ranking in job level and they have medium job involvement.
- In Human resource department mostly employees are at rank 1 job level.
- Sales employees have second job level.
- Employees with 1 and 2 job level ranking get frequently promoted.

❖ **Visualization on Distribution of Education Field:**

Education level categorized as Below college, College, Bachelors, Masters and Doctor.

Education field divided into Life Sciences, Medical Science, Marketing, Technical Degree and other.

Bin has been created for training times last year.

Parameters taken: Employee Count, Department, Job Role, Education Field, Education Level, Training Times Last Year.

Graph has been created between Training Times Last Year and Education Field/Education Level. Employee count has been taken as colors.

Outcome:

- Most of the employees who have bachelor's degree and belongs to Life sciences field have been trained 2 times last year.
- Human resources employees have been trained less as compared to other education field.
- Employees who have studied below college as well as doctor trained less.
- Bachelors and Master degree holders get more training from Life Sciences and marketing field.

Actions to be taken:

- **Training Programs**

Provide access to tailored training programs that address both individual needs and departmental skill gaps. This could include leadership development workshops, technical skills training, and soft skills courses like communication or conflict resolution.

- **Mentorship and Coaching**

Pair experienced employees with newer colleagues to facilitate knowledge transfer and provide career guidance. Additionally, consider external coaching programs for focused skill development.

- **Stretch Assignments**

As the name suggests, stretch assignments nudge employees to stretch beyond their current potential. Entrusting employees with challenging projects outside their comfort zones allows them to develop new skills, gain valuable experience, and showcase their potential for greater responsibilities.

➢ **Cross-functional Collaboration**

Encourage employees to work on projects with different teams within the organization. This broadens their perspective, exposes them to diverse work cultures, and fosters a more collaborative work environment.

➢ **Job Rotation**

Implement temporary role rotations across departments. This allows employees to gain insights into different areas of the business, develop new skillsets, and potentially discover new career paths within the organization.

➢ **Recognition and Rewards**

Acknowledge and reward employees who demonstrate initiative and a commitment to growth. This can include public recognition, bonus structures tied to skill development, or opportunities to attend industry conferences.

➢ **Internal Knowledge Sharing Platforms**

Create platforms like online forums or internal newsletters for employees to share knowledge, best practices, and industry insights. Provide employees with access to online learning platforms offering a wide range of courses and resources.

The above strategies would not only benefits the individual employee by equipping them with the skills and knowledge needed for career advancement, but also strengthens the organization as a whole by building a more skilled, adaptable, and engaged workforce.