

Career Development Analysis

The objective of this task is to analyze key metrics related to career development such as:

**Years at
Company**

**Years in
Current Role**

**Years since
Last
Promotion**

**Distribution
of Education
Levels**

Then identify areas for improvement, and propose actionable strategies to support employee advancement within the organization.



Next



Years At Company

Department

All

Gender

Male

EducationField

All

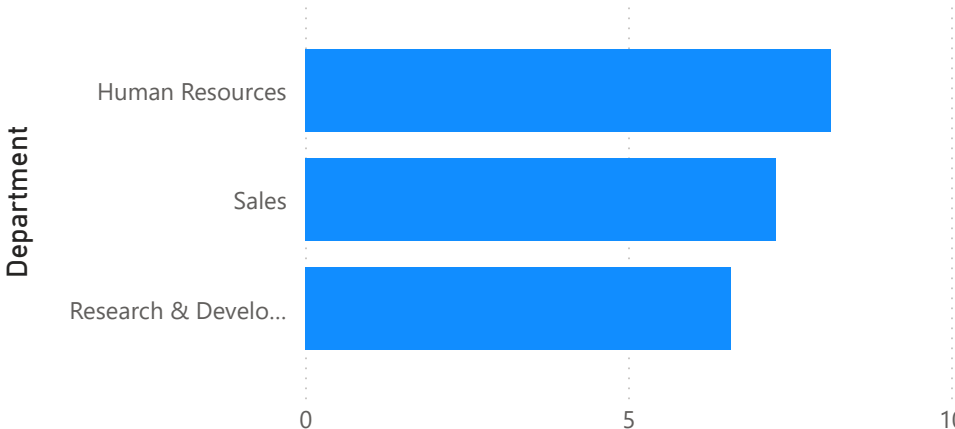
JobRole

All

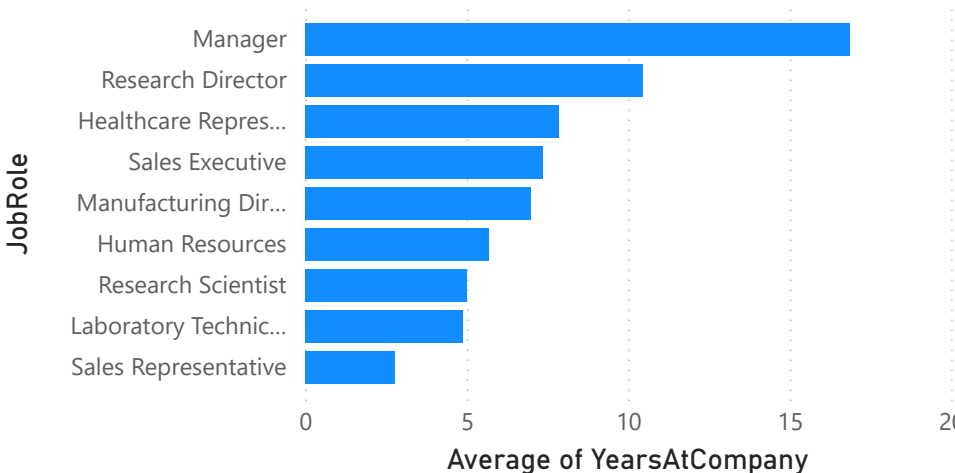
MaritalStatus

All

Average of YearsAtCompany by Department



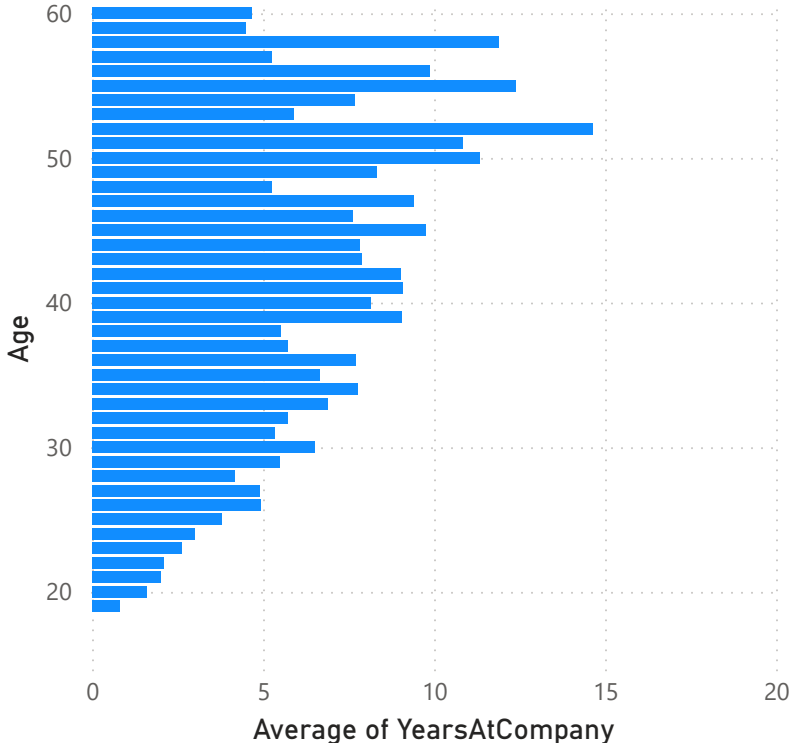
Average of YearsAtCompany by JobRole



6.86

Average of YearsAtCom...

Average of YearsAtCompany by Age



Next

Years At Company

Visualizations Overview:

The following visualizations have been used to provide insights into the data:

- **Filter Slices:** Five interactive slices are available to filter the results based on various dimensions.
- **Average Years at Company by Department:** Displayed as a clustered bar chart to compare the average tenure across different departments.
- **Average Years at Company by Job Role:** Shown as a clustered bar chart to illustrate the tenure associated with various job roles.
- **Overall Average Years at Company:** Presented as a card to highlight the general average tenure across all employees.
- **Average Years at Company by Age Group:** Depicted as a stacked bar chart to analyze how tenure varies across different age groups.

Analysis:

- **Department Tenure:** Employees in the Research and Development department tend to spend slightly fewer years at the company compared to those in other departments.
- **Job Role Tenure:** Sales Representatives have the lowest average tenure among all job roles.
- **Age Group Tenure:** Employees aged between 40 and 60 years tend to have the longest tenure at the company.
- **Gender Tenure:** Female employees, on average, spend fewer years at the company compared to their male counterparts.

Years in Current Role

Department

All

Gender

Female

EducationField

Other

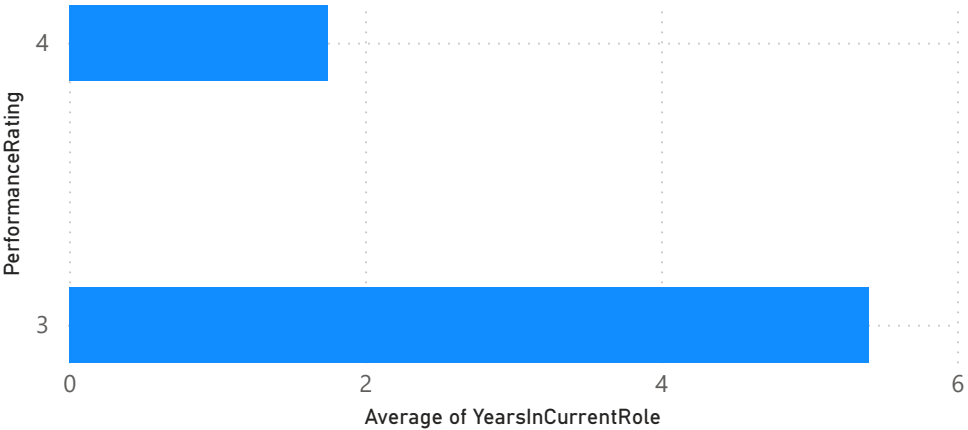
JobRole

All

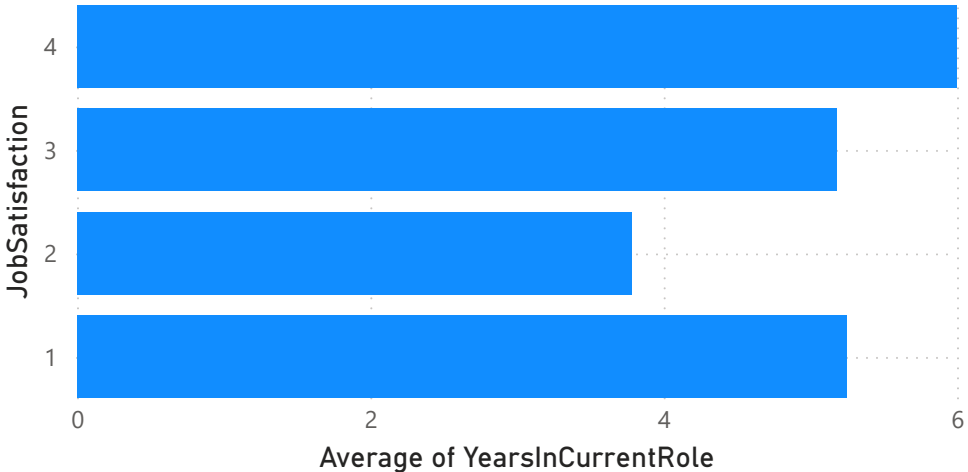
MaritalStatus

All

Average of YearsInCurrentRole by PerformanceRating



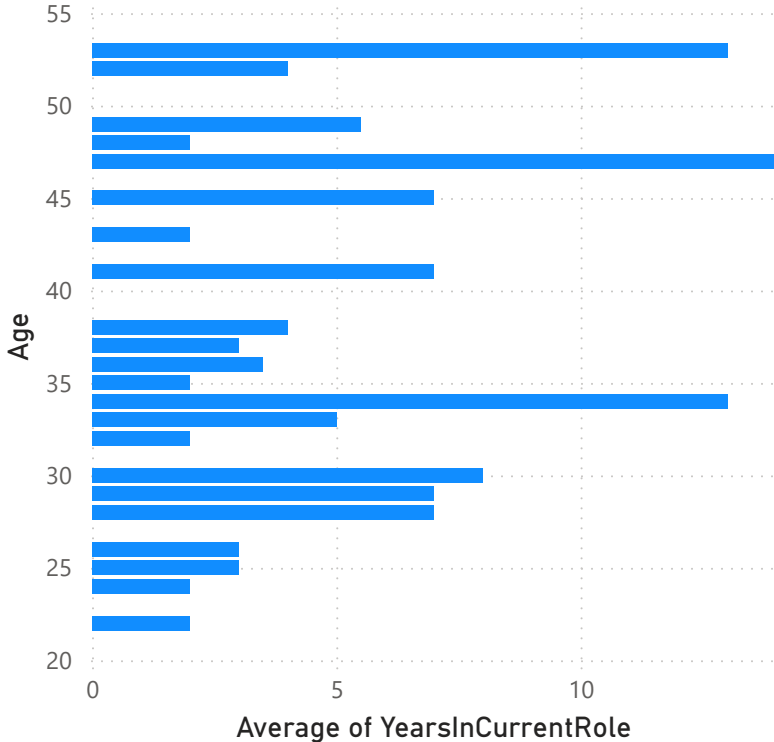
Average of YearsInCurrentRole by JobSatisfaction



4.90

Average of YearsInCurre...

Average of YearsInCurrentRole by Age



Next

Years in Current Role

Visualizations Overview:

The following visualizations provide insights into the data:

- **Filter Slices:** Five interactive filters allow you to refine the results based on various dimensions.
- **Average Years in Current Role by Job Satisfaction:** Displayed as a clustered bar chart to compare tenure based on job satisfaction levels.
- **Average Years in Current Role by Age:** Presented as a stacked bar chart to show how tenure varies across different age groups.
- **Overall Average Years in Current Role:** Summarized in a card to highlight the general average tenure in current roles.
- **Average Years in Current Role by Performance Rating:** Illustrated as a stacked bar chart to analyze the relationship between performance ratings and tenure.

Analysis:

- **Performance Rating:** Employees with higher performance ratings tend to stay longer in their current roles.
- **Job Satisfaction:** Job satisfaction does not significantly impact the duration employees spend in their current roles.
- **Age:** Older employees tend to spend more time in their current roles.
- **Education Field:** Employees in Human Resources and other specific fields have shorter tenures in their current roles compared to those in other fields.
- **Gender:** Female employees tend to stay longer in their current roles compared to male employees.

Years since Last Promotion

Department

All

Gender

Male

EducationField

All

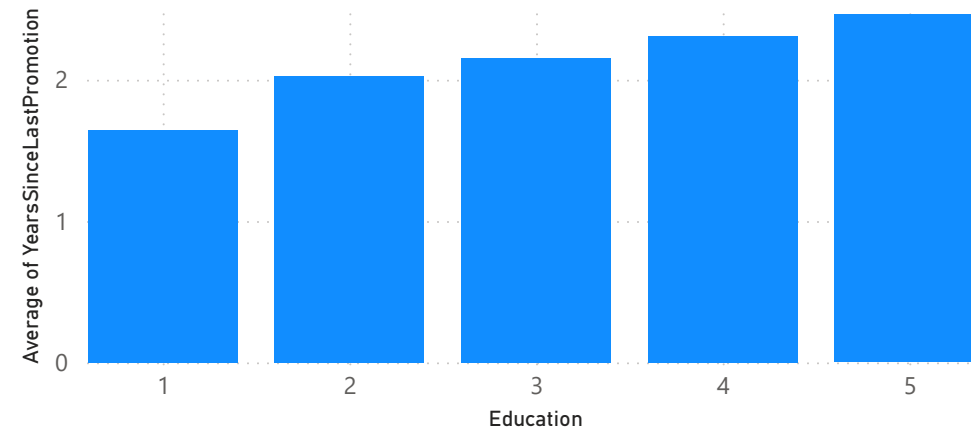
JobRole

All

MaritalStatus

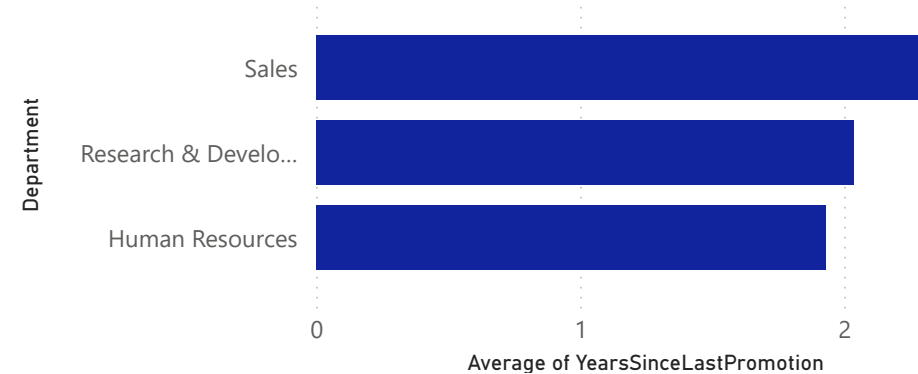
All

Average of YearsSinceLastPromotion by Education



Average of YearsSinceLastPromotion by Department and Gender

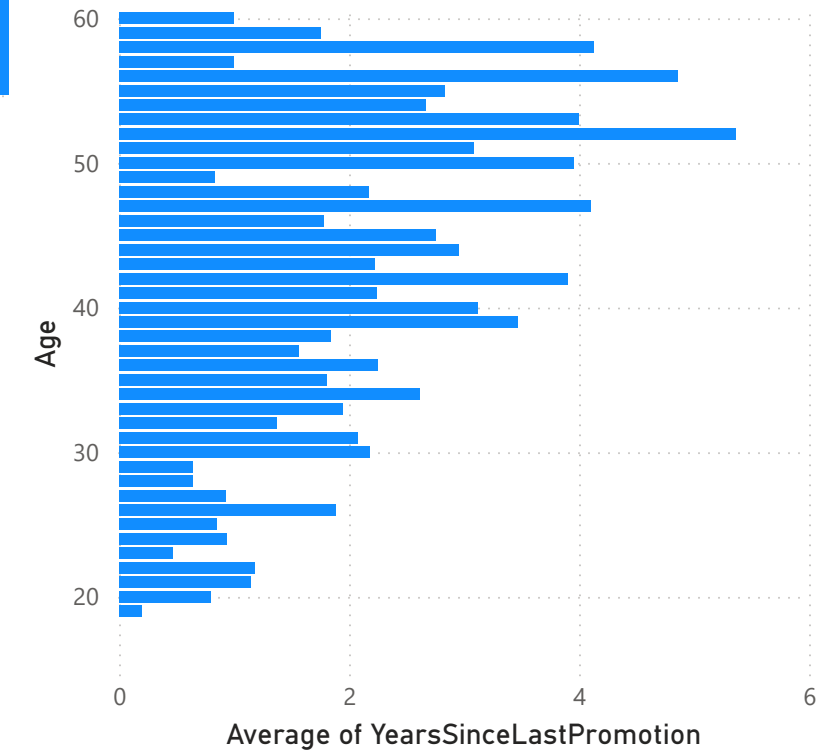
Gender ● Male



2.12

Average of YearsSinceLa...

Average of YearsSinceLastPromotion by Age



Next

Years Since Last Promotion

Visualizations Overview:



The following visualizations provide insights into the data:

- **Filter Slices:** Five interactive filters allow you to refine the results based on various dimensions.
- **Average Years Since Last Promotion by Education Level:** Displayed as a stacked column chart.
- **Average Years Since Last Promotion by Age:** Presented as a stacked bar chart.
- **Overall Average Years Since Last Promotion:** Summarized in a card.
- **Average Years Since Last Promotion by Gender and Department:** Illustrated as a clustered bar chart.

Analysis:



- **Education Level:** Employees with higher education levels tend to wait longer for promotions.
- **Department:** The Human Resources department has shorter times since the last promotion compared to other departments.
- **Age Group:** Employees aged between 40 and 60 have spent more years since their last promotion compared to other age groups.
- **Gender:** Male employees have more years since their last promotion compared to female employees.

Distribution of Education Levels

Department

Human Resources

Gender

All

EducationField

All

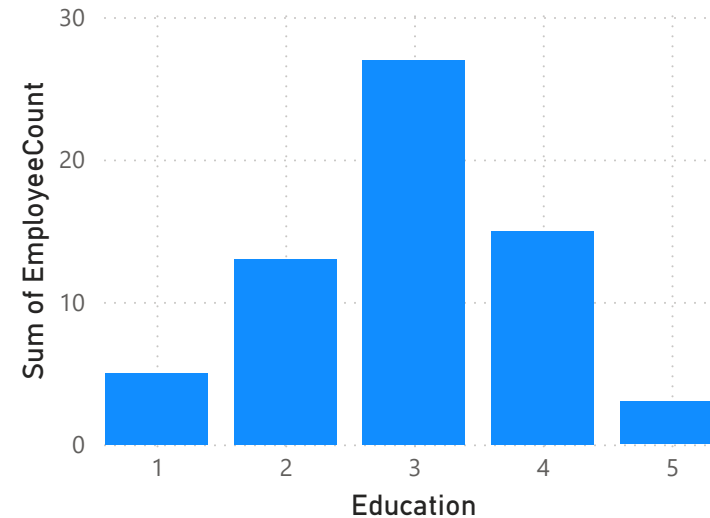
JobRole

All

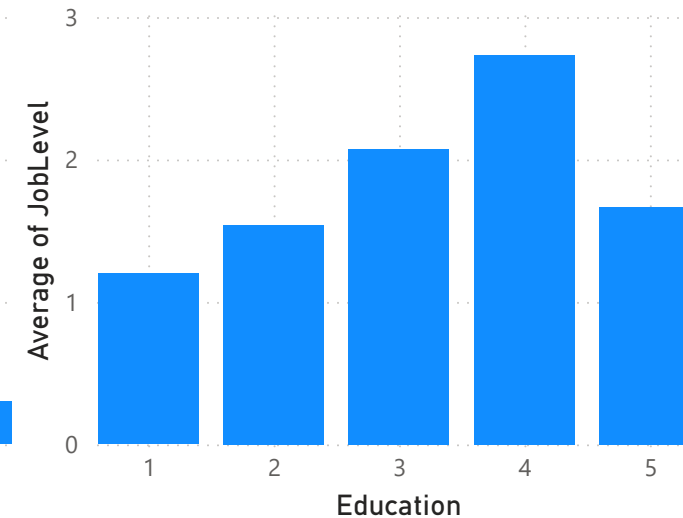
MaritalStatus

All

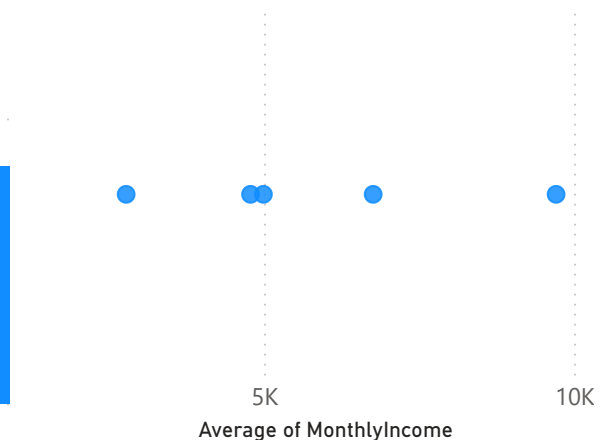
Sum of EmployeeCount by Education



Average of JobLevel by Education



Average of MonthlyIncome by Education



Education	Average of JobLevel	Average of MonthlyIncome	Average of YearsSinceLastPromotion	Average of YearsInCurrentRole
1	1.20	2776.60	1.20	2.00
2	1.54	4782.92	1.85	2.62
3	2.07	6760.56	1.67	4.26
4	2.73	9711.13	2.47	3.60
5	1.67	4990.33	0.00	3.33
Total	2.03	6654.51	1.78	3.54

Next

Distribution of Education Level

Visualizations Overview:



The following visualizations offer comprehensive insights into the data:

- **Filter Slices:** Five interactive filters enable you to refine the results across various dimensions for more targeted analysis.
- **Number of Employees by Education Level:** Displayed as a clustered column chart, showing the distribution of employees across different education levels.
- **Average Job Level by Education Level:** Presented as a clustered column chart, illustrating the correlation between education level and job ranking.
- **Average Monthly Income by Education Level:** Shown as a scatter chart to visualize the relationship between education and compensation.
- **Matrix of Key Metrics by Education Level:** Illustrated as a matrix, combining average job level, monthly income, years since last promotion, and years in the current role, segmented by education level.

Analysis:



- **Employee Distribution:** The majority of employees fall under education level 3, followed closely by level 4.
- **Job Level Correlation:** There is a clear trend showing that higher education levels correspond to higher job levels, indicating that advanced education often leads to more senior positions.
- **Income Relationship:** Employees with higher education levels tend to earn higher monthly incomes, reinforcing the value of advanced education in compensation.
- **Promotion Waiting Time:** Employees with higher education levels generally experience longer waits for promotion, possibly due to the nature of more advanced roles or competitive internal progression criteria.
- **Role Tenure:** Higher education levels are also associated with longer durations in the current role, which could reflect the stability or complexity of higher-level positions.

Identifying areas for improvement

Promotion Processes

- The department of Human resources have less years since last promotion compared to other departments.
- People aged between 40 and 60 have more years since last promotion compared to other age groups.
- The department of Human resources have less years since last promotion compared to other Job Roles.

Review and potentially revise the promotion criteria to ensure fair and timely advancement opportunities for all employees.

Career Development Programs

- The education level that is frequent in companies is 2, 3, and 4 .
- the higher your education level is , the higher the job level you will get.
- the higher your job level , the higher you will get paid
- the higher your education level , there is a high possibility you will stay at your job for a long time.

Implement targeted training programs, mentorship opportunities, and continuous learning initiatives to support career growth.

Work-Life Balance and Retention

- The sales Department has the highest turnover rate.
- The sales Representative is the job role with the highest turnover rate.
- the human resources has the highest turnover rate as an education field.

Consider implementing or enhancing work-life balance programs, flexible work options, and employee well-being initiatives to improve retention.