

# 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

All

EducationField

All

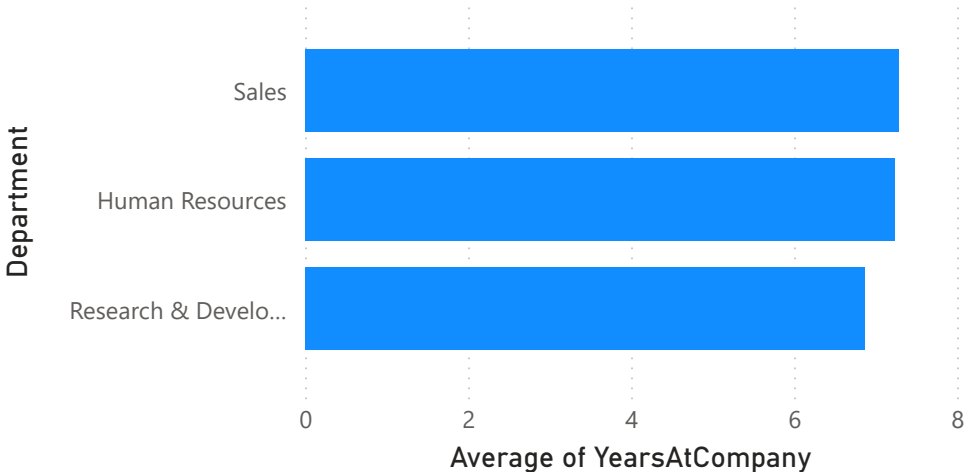
JobRole

All

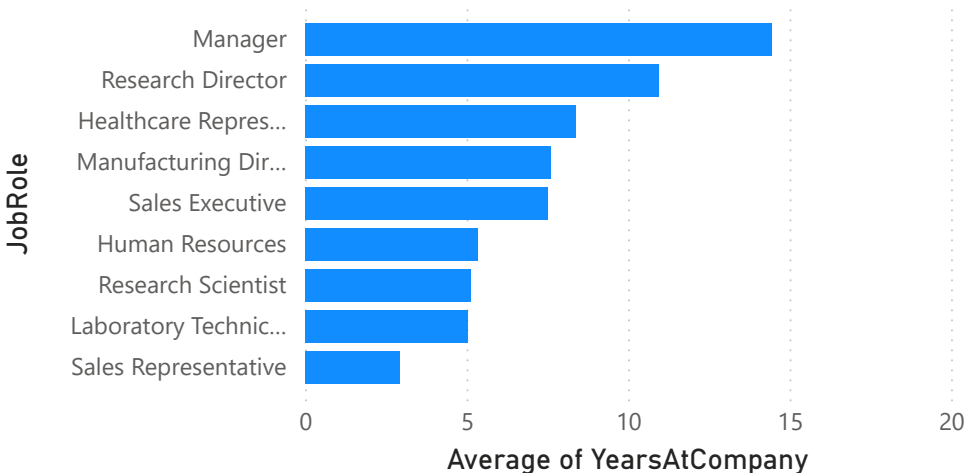
MaritalStatus

All

Average of YearsAtCompany by Department



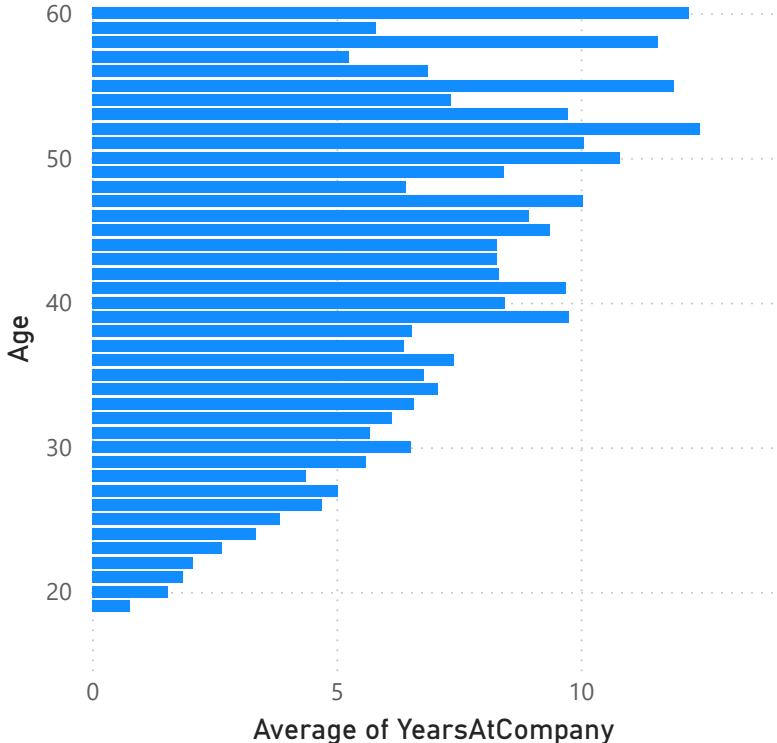
Average of YearsAtCompany by JobRole



7.01

Average of YearsAtCom...

Average of YearsAtCompany by Age



Next

# Years in Current Role

Department

All

Gender

All

EducationField

All

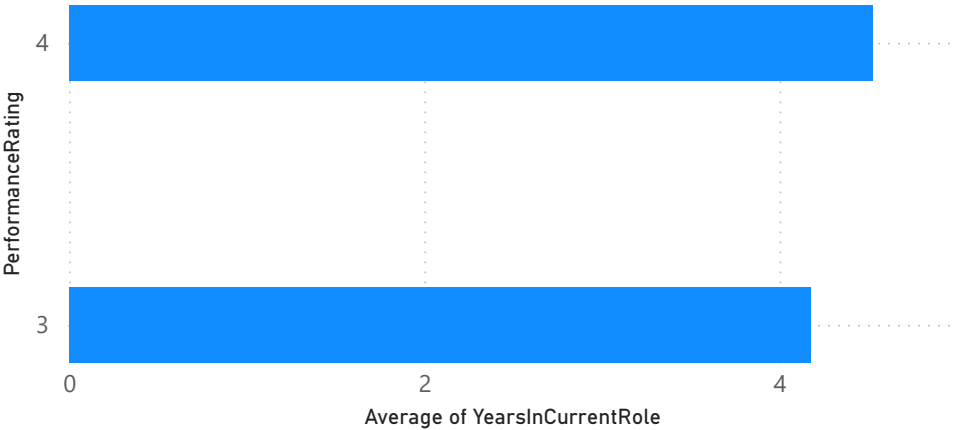
JobRole

All

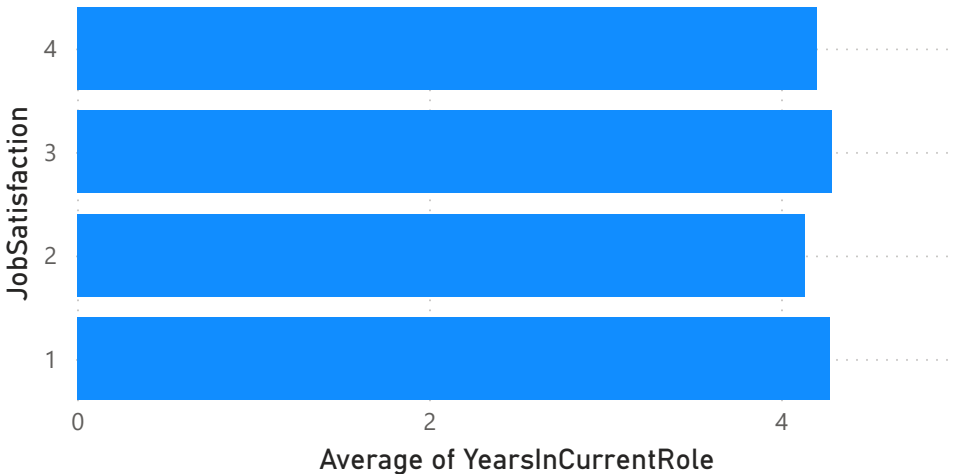
MaritalStatus

All

Average of YearsInCurrentRole by PerformanceRating



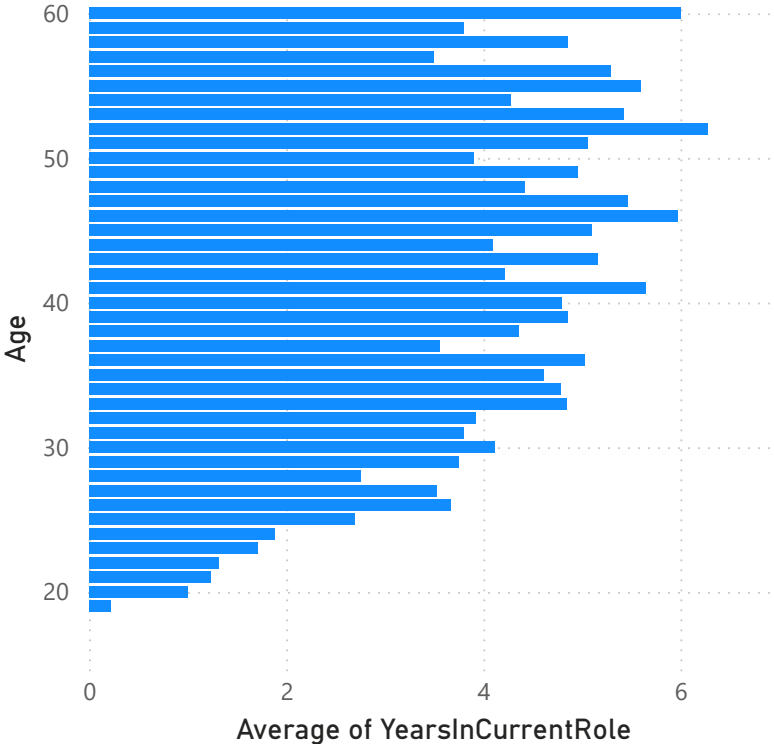
Average of YearsInCurrentRole by JobSatisfaction



4.23

Average of YearsInCurre...

Average of YearsInCurrentRole by Age



Next

# Years since Last Promotion

Department

All

Gender

All

EducationField

All

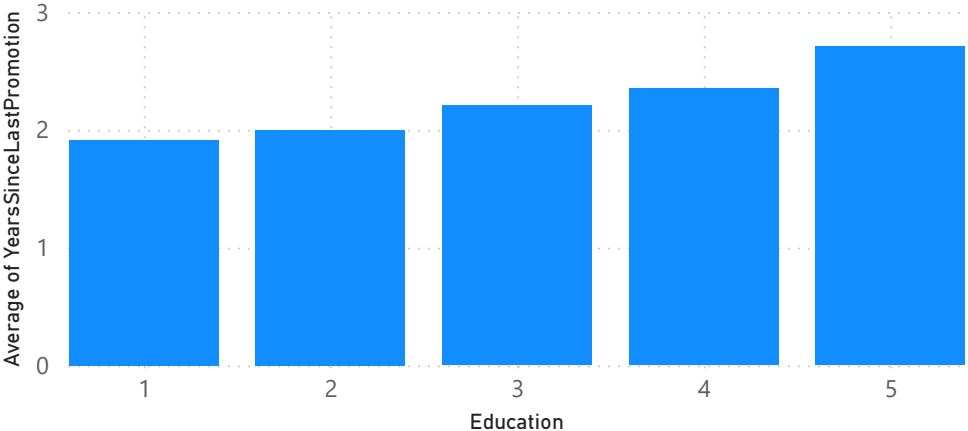
JobRole

All

MaritalStatus

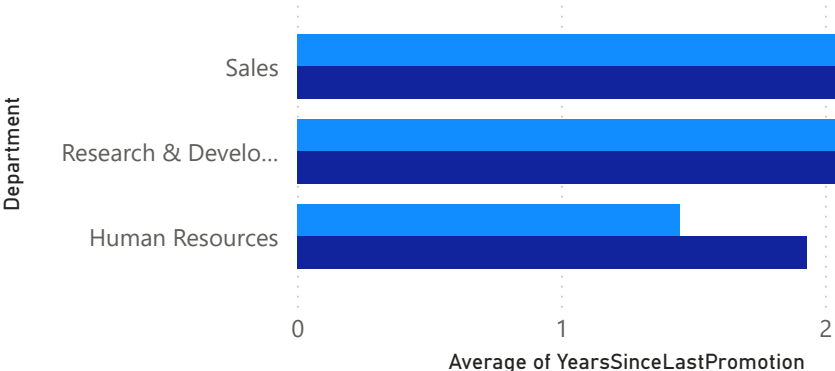
All

Average of YearsSinceLastPromotion by Education



Average of YearsSinceLastPromotion by Department and Gender

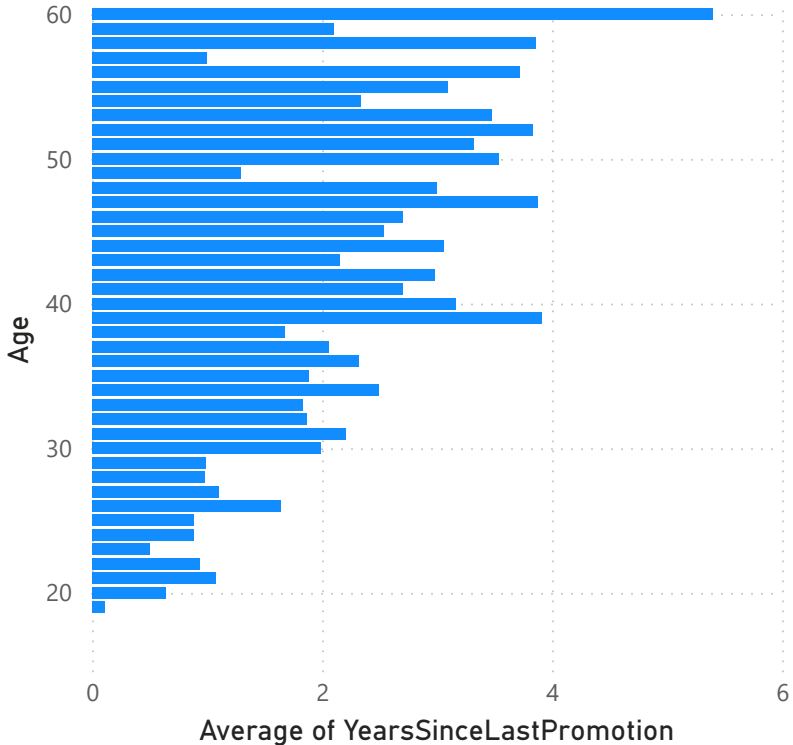
Gender ● Female ● Male



2.19

Average of YearsSinceLa...

Average of YearsSinceLastPromotion by Age



Next

# Distribution of Education Levels

Department

All

Gender

All

EducationField

All

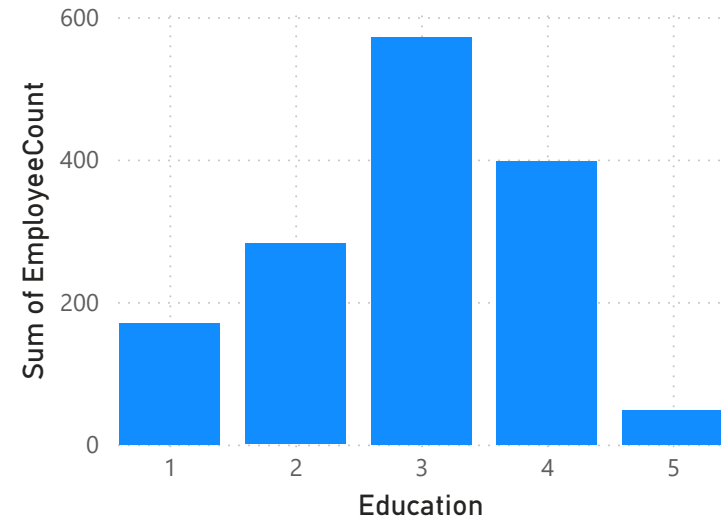
JobRole

All

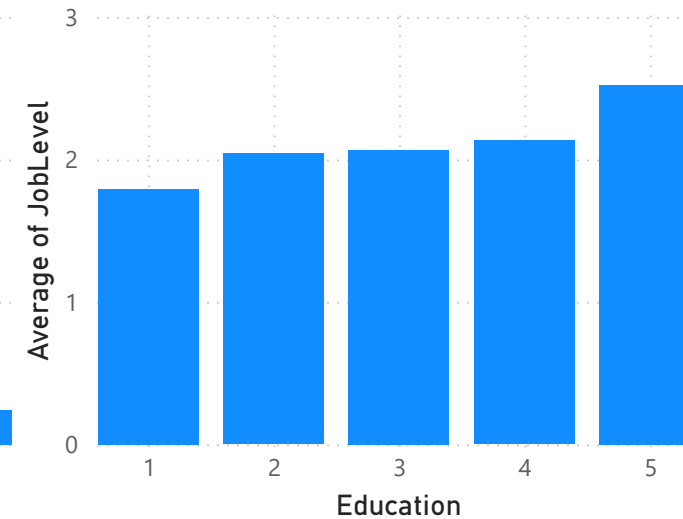
MaritalStatus

All

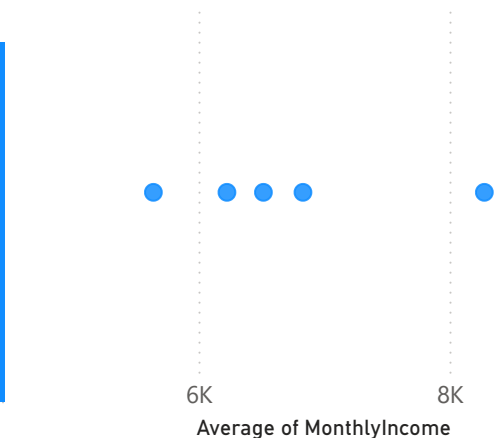
Sum of EmployeeCount by Education



Average of JobLevel by Education



Average of MonthlyIncome by Education



Education	Average of JobLevel	Average of MonthlyIncome	Average of YearsSinceLastPromotion	Average of YearsInCurrentRole
1	1.79	5640.57	1.91	3.92
2	2.04	6226.65	2.00	3.91
3	2.07	6517.26	2.21	4.29
4	2.13	6832.40	2.35	4.42
5	2.52	8277.65	2.71	4.83
Total	2.06	6502.93	2.19	4.23

Next

# 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.