

# Career Development Analysis Dashboard

## Analysis and Findings

### 1. Average Years at Company

- **Overall Average:**
- **By Department:**
  - HR: 7.24 years
  - Sales: 7.28 years
  - Research and Development: 6.86 years
- **By Job Roles:**
  - Manager: 14.43 years
  - Research Director: 10.94 years
  - Health Representative: 8.37 years
  - Manufacturing Director: 7.60 years
  - Sales Executive: 7.50 years
  - Human Resource : 5.33 years
  - Research Scientist: 5.11 years
  - Laboratory Technician : 5.02 years
  - Sales Representative: 2.92 years
- **Observations:**
  - Employees in HR and Sales have a longer tenure compared to those in Research and Development.
  - Departments with shorter average years might indicate higher turnover or younger teams.
  - Manager have highest average years at company.

### 2. Average Years in Current Role

- **Overall Average:**
- **By Department:**
  - Sales: 4.49 years
  - HR: 4.16 years
  - Research and Development: 3.54 years
- **By Job Roles:**

- Manger: 6.45 years
- Research Director: 6.29 years
- Manufacturing Director: 4.97 years
- HealthCare Representative: 4.86 years
- Sales Executive: 4.86 years
- Research Scientist: 3.27 years
- Laboratory Technician : 3.20 years
- Human Resource : 3.13 years
- Sales Representative: 2.01 years
- **Observations:**
  - Employees in Sales and HR tend to stay in their current roles longer than those in Research and Development. Sales and HR Department have high job satisfaction and low performance rating, may be this indicates that the employees that stay long in their roles are more satisfied with their roles.
  - Managers have the highest average years in current role and Sales Representative has lowest average no of years in current role.

### **3. Average Years Since Last Promotion**

- **Overall Average:**
- **By Department:**
  - HR: 1.78 years
  - Research and Development: 2.14 years
  - Sales: 2.35 years
- **By Job Roles:**
  - Manger: 4.83 years
  - Research Director: 3.19 years
  - Health Representative: 2.97 years
  - Sales Executive: 2.48 years
  - Manufacturing Director: 2.12 years
  - Research Scientist: 1.51 years
  - Laboratory Technician : 1.42 years
  - Human Resource : 1.27 years
  - Sales Representative: 1.06 years

- **Observations:**

- HR has the shortest average years since last promotion, indicating more frequent advancement opportunities.
- Sales And Research Development have longer periods since the last promotion, which might impact employee motivation and retention.
- Managers has the longest tenure since they got a promotion while Sales Representative has the lowest average number of years since last promotion.

#### **4. Distribution of Education Levels**

- **Overall Distribution:**

- Bachelor's Degree: 38.19%
- Master's Degree: 27.07%
- College: 19.18%
- High School: 11.56%
- Doctorate: 3.27%

- **Distribution Across Departments:**

- Each department has the highest number of bachelors. Masters stand on the second number and then comes college and below college respectively and the number of doctors is least in all the departments.

- **Distribution Across Job Roles:**

- Number of bachelors are highest in all job roles. Masters stand on the second number and then comes college and below college respectively and the number of doctors is least in all the all job roles.

- **Observations:**

- Organization has highest number of bachelors across the organization. While the number of doctors is least.
- Employees having graduation and post graduation level education tend to stay in their roles longer than employees having below or college level education .

#### **Areas for Improvement**

1. **Promotion Process:**

- Long average years since last promotion in Marketing and HR indicate a need for a more transparent and frequent promotion process.

2. **Career Progression:**

- The disparity in the average years in current roles between departments suggests a need for more tailored career progression plans.

3. **Retention Strategies:**

- Shorter tenure in IT and Sales departments calls for improved retention strategies, potentially through enhanced career development opportunities.

#### **4. Education and Development:**

- A closer look at the correlation between education levels and promotion frequency can help in designing targeted training and development programs.

### **Proposed Strategies for Advancement**

#### **1. Enhanced Promotion Process:**

- Implement a structured and transparent promotion framework with clear criteria and regular reviews.
- Encourage cross-departmental promotions to diversify skills and experiences.

#### **2. Individual Career Development Plans:**

- Develop personalized career development plans for employees, including mentorship programs and career coaching.
- Introduce lateral movement opportunities to keep career growth dynamic.

#### **3. Training and Development Programs:**

- Invest in continuous learning programs, especially for departments with rapid technological changes like IT.
- Offer scholarships or support for further education, especially for employees with lower educational qualifications.

#### **4. Retention Initiatives:**

- Conduct regular employee satisfaction surveys to identify and address concerns.
- Implement flexible work arrangements and work-life balance initiatives to enhance employee satisfaction and retention.

#### **5. Culture of Continuous Learning:**

- Foster a culture that values continuous learning and development through regular workshops, seminars, and learning platforms.
- Recognize and reward employees who actively participate in learning and development activities.