**Career Development Analysis Dashboard Report**

* Data is Clean and No Duplicate Value

**Job Role** & **Attrition(Yes/No)** use as a **Global Filter**

**Key Performance Indicators (KPIs):** (Attrition =Yes)

1. Attrition Rate : **16.12%**

2. Average Years at Company**: 5.1 years**

3. Average Years in Current Role: **2.9 years**

4. Average Years Since Last Promotion: **1.9 years**

5. Average Education Rating**: 2.8**

1. **Attrition by Job Role** (Attrition = Yes):

**Pie Chart**- Job Role vs Attrition Count

* Laboratory Technician: 62 (Highest)
* Sales Executive: 57
* Research Scientist: 47
* Sales Representative: 33
* Human Resources : 12
* Manufacturing Director: 10
* -Healthcare Representative : 9
* Manager: 5
* Research Director: 2 (Lowest)

1. **Average Years at Company** (Attrition = Yes):

**Bar Chart**- Job Role vs Avg Year in Company

* Research Director: 26.5 years (Highest)
* Sales Representative: 2.1 years (Lowest)

**Tooltip-** Job Role, Avg Years in Company, Max Years in Company, Min Years in Company

1. **Average Years Since Last Promotion** (Attrition = Yes):

**Tree maps**- Job Role vs Avg Year Since Last Promotion

* Research Director: 14 years (Highest)
* Sales: 0.6 years (Lowest)

**Tooltip-** Job Role, Avg Years Since Last Promotion, Max Years Since Last Promotion, Min Years Since Last Promotion

1. **Average Years in Current Role** (Attrition = Yes):

**Bar Chart**- Job Role vs Avg Year in Current Role

* Research Director: 15 years (Highest)
* Sales Representative: 1.2 years (Lowest)

**Tooltip-** Job Role, Avg Years in Current Role, Max Years in Current Role, Min Years in Current Role

**5. Education Field wise factor:** (Attrition = Yes): **Text Table**

5.1- Attrition %

* Life Sciences: 37.55% (Highest)
* Medical: 26.58%
* Other : 4.64%
* Human Resources: 2.95%

5.2 Avg Monthly Salaries: in Rupees

* Marketing field : 6565 (highest)
* Human Resources :3416 (Lowest)

5.3 Avg. Training Times Last Year:

**More than 2 year in every Field and salary is less then**

* Marketing : 2.7
* Human Resources : 2.3

**Insights and Recommendations:**

1. **High Attrition in Specific Roles:**

- The highest attrition is among Laboratory Technicians and Sales Executives. This indicates potential dissatisfaction or challenges within these roles. Conducting exit interviews to understand the underlying reasons for their departure and addressing these issues is essential.

**Recommendation:**

- Implement targeted interventions such as improved working conditions, career development opportunities, and recognition programs.

1. **Long Tenure and Promotion Delays**:

- Research Directors have the highest average years at the company, in their current role, and since their last promotion. This suggests that while they remain with the company for long periods, their advancement is slow.

**Recommendation:**

- Develop clear career progression paths and regular promotions for employees in senior roles like Research Directors to keep them motivated and engaged. Introduce job rotation or new projects to provide fresh challenges and growth opportunities.

1. **Short Tenure in Sales Roles:**

- Sales Representatives have the lowest average years at the company and in their current role, along with the shortest time since the last promotion. This indicates a high turnover rate and possibly limited career progression.

**Recommendation:**

- Offer targeted training, mentorship programs, and clearer promotion paths to help retain talent in these positions. Evaluate and improve incentive structures to make these roles more attractive.

1. **Education Field Insights:**

- Life Sciences has the highest attrition percentage, suggesting a potential mismatch between job roles and employee qualifications or expectations. The Marketing field has the highest average monthly income, while Human Resources has the lowest.

**Recommendation:**

- Align job roles more closely with educational backgrounds and provide relevant professional development opportunities to reduce attrition rates. Use the high average monthly income in Marketing as a benchmark to review and adjust compensation packages in other departments where necessary.

1. **Training Time Insights:**

- Every Field have more than 2 year training times last year.

**Recommendation:**

- Maintain and possibly expand training programs to ensure employees feel adequately supported and capable in their roles. Regularly review and update training programs to align with evolving industry standards and employee needs.

By implementing these recommendations, the organization can address attrition issues, improve employee satisfaction, and foster a more engaged and motivated workforce.