

Career Development Analysis Dashboard

Overview

The objective of this task is to analyze key metrics related to career development, identify areas for improvement, and propose actionable strategies to support employee advancement within the organization.

Insights from the Dashboard

1) Review years at company

This KPI measures the average number of years employees have been with the company.

> Avg years at company:

- Human Resources: 7.2381 years
- Research & Development: 6.8647 years

Sales: 7.2848 years

> Trend/Discrepancies:

The average tenure is fairly consistent across departments, hovering around 7 years, indicating a stable workforce. However, Research & Development shows slightly lower tenure compared to Human Resources and Sales, which might indicate higher turnover or less retention in this department.

2) Average years in current role

This KPI evaluates the average number of years employees have been in their current roles. A higher average could suggest potential issues with career progression or lack of opportunities for advancement within the organization.

> Avg years at company:

The average tenure in current roles varies across job titles is:

> Healthcare Representative: 4.863 years

Human Resources: 3.135 yearsLaboratory Technician: 3.201 years

Manager: 6.451 years

Manufacturing Director: 4.972 years

Research Director: 6.288 years
Research Scientist: 3.274 years
Sales Executive: 4.856 years

> Sales Representative: 2.012 years

> Pattern/Correlation:

Managers and directors have the longest tenure in their roles, indicating possible career progression bottlenecks for higher-level positions. Lower tenure for Sales Representatives suggests either faster promotions or higher turnover.

3) Evaluate years since last promotion

This KPI assesses the average number of years since employees were last promoted. A longer duration may indicate potential challenges with the promotion process or limited advancement opportunities, which could impact employee morale and retention.

Average Years Since Last Promotion by Department:

> Human Resources: 1.7778 years

> Research & Development: 2.1374 years

Sales: 2.3543 years

❖ Departments/Roles with Extended Periods Without Promotion:

The Sales department has the longest average period since the last promotion, indicating fewer opportunities for advancement compared to other departments.

4) Examine Distribution of Education Levels

This KPI analyzes the distribution of employees' education levels across different departments or roles.

> Education level distribution

Bachelor: 38.91%Master: 27.07%

> Below College: 11.56%

Doctor: 3.25%College: 19.18%

Departments/Roles with Extended Periods Without Promotion:

A high percentage of employees hold at least a bachelor's degree. The lower percentage of employees with a doctoral degree may indicate limited roles requiring advanced education, or possible barriers to higher education attainment.

5) Evaluate Average training time

> Average training time by department:

Human Resources: 2.5566 sessions

Research & Development: 2.7929 sessions

Sales: 2.8475 sessions

➣ Insights:

The Sales department has the highest average training time, suggesting a focus on continuous skill enhancement in this area. All departments have a similar average training time, indicating a balanced approach to employee development across the organization.

Areas for improvement

1) Promotion opportunities in sales

The Sales department shows a longer average period since the last promotion. This indicates a need to evaluate and potentially revamp the promotion criteria and opportunities in this department.

2) Support for lower level Positions

Sales Representatives have the shortest tenure in their current roles, which may be due to high turnover or rapid promotions. Investigating the underlying reasons and providing better support or career paths for these roles could be beneficial.

3) Enhanced Training Programs

While training time is relatively balanced, ensuring that training is effectively contributing to career progression and employee satisfaction is crucial.

4) Education and development programs

Given the distribution of education levels, there's an opportunity to further support employees with lower education levels (below college) through training and development programs that can facilitate their career advancement.

<u>Proposed strategies for advancement</u>

1) Enhance promotion processes

• **Transparent Criteria**: Develop clear, transparent criteria for promotions across all departments, especially in Sales, to ensure employees understand what is required for advancement.

 Regular Reviews: Implement regular performance reviews and career planning sessions to identify eligible employees for promotions and address any delays.

2) Training and development opportunities

- **Continuous Learning**: Foster a culture of continuous learning by offering training programs, workshops, and certifications that help employees at all levels enhance their skills and knowledge.
- **Education Assistance**: Provide education assistance programs to support employees pursuing higher education, particularly targeting those with below-college education levels.

3) Career Pathways for lower level roles

- **Mentorship Programs**: Establish mentorship programs to guide Sales Representatives and other lower-level positions, helping them navigate their career paths and preparing them for future roles.
- **Skill Development**: Offer targeted skill development programs for positions with high turnover or rapid promotions to ensure employees are well-prepared for their roles and potential promotions.

4) Department specific initiatives

- **Sales Department**: Focus on identifying and addressing specific challenges in the Sales department that may be contributing to longer periods without promotion.
- R&D Department: Ensure that employees in this department have clear career progression opportunities and access to relevant training, given the slightly lower average tenure.