

Career Development Analysis Dashboard Review

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.

Key Performing Indicators;

years at company: calculate average years at company.

years in current role: calculate average years in current role.

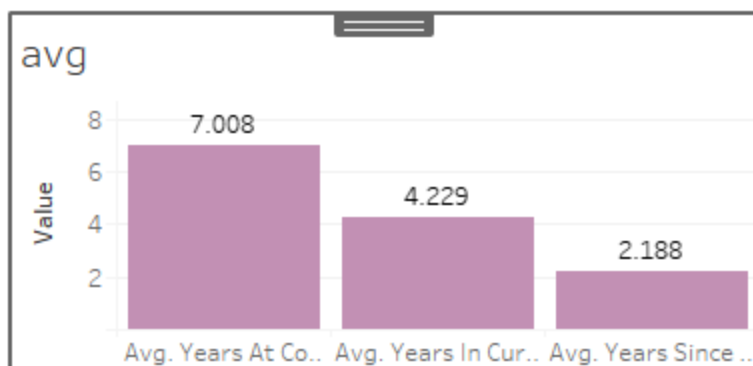
years since last promotion : calculate average years since last promotion.

Tools Used:

Python for EDA and Data cleaning.

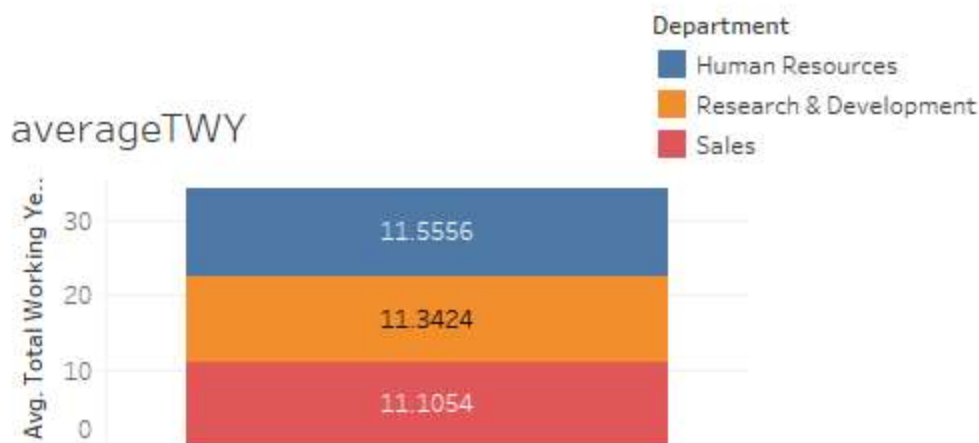
Tableau for Data visualization and calculation.

Calculated areas for the given data.



Out of 1470 employees avg years AT company is 7 years. Average years at current role is 4.2 and average years since last promotion 2.1.

By analyzing the average number of years employees have been with the company will get following insights.



The total working years of employees with particular department wise is stands out at 11 years . though the average is good but individual working years will vary.

For human resource department:

Average years at company.=7.2

Average years in current role.=3.5

Average years since last promotion.=1.7

other indicators for hr dept;

YEARSinCurrRole

Avg. Job Satisfaction	2.60
Avg. Performance Rating	3.14
Avg. Years In Current Role	3.54
Count of Employee Number	63.00

performance rating is better.

For research and development:

Average years at company.=6.8

Average years in current role.=4.1

Average years since last promotion.=2.1

other indicators for R&D dept;

YEARSinCurrRole

Avg. Job Satisfaction	2.7
Avg. Performance Rating	3.2
Avg. Years In Current Role	4.2
Count of Employee Number	961.0

performance rating is 3.2.

For sales department:

Average years at company.=7.2

Average years in current role.=4.4

Average years since last promotion.=2.3.

BY ANALYSIS;

HR department will get promotions frequently.

other analysis;

YEARSinCurrRole

Avg. Job Satisfaction	2.8
Avg. Performance Rating	3.1
Avg. Years In Current Role	4.5
Count of Employee Number	446.0

Years in current role is highest for sales department. SO we should increases chances for promotion for sales department.

Analysis years since last promotion based on job role;

Job Role	
Healthcare Representative	2.969
Human Resources	1.269
Laboratory Technician	1.421
Manager	4.833
Manufacturing Director	2.117
Research Director	3.188
Research Scientist	1.507
Sales Executive	2.485
Sales Representative	1.060

persons associated with top positions with least promotions like managers and research directors.

IN DEPTH ANALYSIS;

IN human resource department MANAGER;

The total working years for manager is 25years to 32 years.

Years since last promotion for manager is 3.5 to 8 years.

Years in curr role is 5 to 6 years

THE position for manager is going well in acme solutions

IN HUMAN RESOURCE DEPT HR ;

The total working years for HR is 7 TO 10 years

Years since last promotion for HR is 1.5 years

(they are getting intime promotion)

Years in curr role is 2 to 4 years

IN RESEARCH AND DEVELOPMENT DEPARTMENT.

The total working years for RESEARCH DIRECTOR is 16 TO 22 years

AVG Years since last promotion for RESEARCH DIRECTOR is 3 YEARS

(they are getting intime promotion)

Years in current role is 3 TO 6 years.

The indicators for Manager is good in R&D department.

For MANUFACTURING DIRECTOR.

The total working years for MANUFACTURING DIRECTOR is 9 TO 12 years

Years since last promotion for MANUFACTURING DIRECTOR is 1 TO 2 YEARS

(they are getting intime promotion)

Years in curr role is 4 TO 5 years.

FOR HEALTH CARE REPRESENTATIVE.

The total working years IS 11 TO 15 YEARS.

Years since last promotion 1 TO 3 YEARS

THEY ARE GETTING INTIME PROMOTION.

Years in curr role IS 4 TO 5 YEARS.

FOR RESEARCH SCIENTIST

The total working years IS 7 TO 10 YEARS

Years since last promotion 1 TO 3 YEARS

THEY ARE GETTING INTIME PROMOTION

YEARS IN CURRENT ROLE 3 TO 4 YEARS.

FOR LABRORATARY TECHINICIAN

The total working years IS 7 TO 9 YEARS

WITHIN A Year they are getting promoted.

YEARS IN CURRENT ROLE is maximum of 3 years.

FOR SALES DEPARTMENT

For MANAGER.

The total working years IS 21 TO 25 YEARS

Expect MEDICAL DEPARTMENT All other department managers are getting intime promoted.

Conduct surveys and training sessions for getting in time promotion for medical field in sales department.

YEARS IN CURRENT ROLE is 6 years.

FOR SALES EXECUTIVE.

TWY: 11 YEARS.

YEARS SINCE LAST PROMOTION.: 2 YEARS.

YEARS IN CURRENT ROLE is 4 TO 6 yearS.

For SALES REPRESENTATIVE.

TWY; 3 TO 5 YEARS.

THEY ARE GETTING ONTIME PROMOTION.

YEARS IN CURRENT ROLE IS 2 YEARS.

