

1. Average Years at Company:

- This KPI measures the average number of years employees have been with the company.
- The research and development department has the greatest count of employees by 961 employee
- most employees have been at the company from 0 to 10 years by a percentage 75%
- job satisfaction level by years at the company doesn't get so much difference between different levels

A higher average may indicate employee loyalty and retention, but it's essential to ensure opportunities for growth and advancement to avoid stagnation.

2. Average Years in Current Role:

- This KPI evaluates the average number of years employees have been in their current roles.
- 912 employees with a percentage 62 % of total employee have been in the same role from 0 to 5 years witch is a good percentage for the promotions plan
- There are 21 employees who have remained in the same role for 15-20 years, which is a negative sign and could suggest potential issues with career progression or a lack of advancement opportunities within the organization.

3. Average Years Since Last Promotion:

- The Research and Development department has the highest number of employees due for promotion, with 134 employees who have exceeded 5 years without a promotion.
- A total of 215 employees (14.6% of the total) are due for 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.

- Employees needing promotion are prioritized based on their performance level. Those with a performance rating of 4 and who have exceeded 5 years since their last promotion make up 16.28% of the employees in this category.

4. Distribution of Education Levels:

- This KPI analyzes the distribution of employees' education levels across different departments or roles.
- The majority of employees are at education level 3 (572 employees) and level 4 (398 employees).
- Understanding the educational background of employees can help identify potential correlations with career advancement and inform development programs.

5. Areas for Improvement:

- **Promotion Process:** There is a significant number of employees, particularly in the Research and Development department, who have been in their roles for an extended period without promotion. This suggests the need for a more transparent and efficient promotion process.
- **Career Progression:** The presence of employees who have remained in the same role for 15-20 years indicates potential issues with career progression and a lack of opportunities for advancement. Implementing structured career paths and regular career development discussions can help address this.
- **Job Satisfaction:** While job satisfaction levels do not vary significantly across different lengths of tenure, it is crucial to ensure that all employees, regardless of their tenure, feel valued and engaged. Regular employee feedback sessions and satisfaction surveys can help identify and address any underlying issues.
- **Education Level Utilization:** The majority of employees are at education level 3 and 4. Ensuring that employees' educational backgrounds are effectively utilized and aligned with their roles can help in career advancement and job satisfaction.

- **Work-Life Balance:** Analyzing the distribution of employees' years at the company and years in their current role suggests that some employees might be experiencing stagnation. Introducing policies that promote a healthy work-life balance, such as flexible working hours and remote work options, can help improve overall employee satisfaction and retention.

6. Propose Strategies for Advancement:

- **Enhance Promotion Process:** Develop a more transparent and structured promotion process. Clearly define the criteria and steps required for promotions, and communicate these to all employees. Regularly review and update promotion policies to ensure they are fair and equitable.
- **Implement Career Development Programs:** Introduce career development programs that include mentorship, coaching, and training opportunities. Encourage employees to set career goals and provide them with the resources and support needed to achieve these goals.
- **Regular Performance Reviews:** Conduct regular performance reviews that focus not only on evaluating past performance but also on discussing future career aspirations and development plans. Use these reviews to identify high-potential employees and create individualized development plans.
- **Foster Continuous Learning:** Promote a culture of continuous learning by offering regular training sessions, workshops, and access to online learning platforms. Encourage employees to pursue further education and professional certifications.
- **Job Rotation and Cross-Training:** Implement job rotation and cross-training programs to allow employees to gain experience in different roles and departments. This can help employees develop a broader skill set and prepare them for future leadership positions.
- **Recognize and Reward Performance:** Establish a system to recognize and reward high-performing employees. This can include monetary rewards, promotions, public recognition, and other incentives. Regularly acknowledge and celebrate employee achievements.

- **Work-Life Balance Initiatives:** Introduce policies that promote a healthy work-life balance, such as flexible working hours, remote work options, and wellness programs. Encourage employees to take regular breaks and vacations to prevent burnout.
- **Diversity and Inclusion Programs:** Develop and implement diversity and inclusion programs to ensure that all employees, regardless of their background, have equal opportunities for advancement. Foster an inclusive workplace culture where all employees feel valued and respected.
- **Employee Feedback Mechanisms:** Establish regular channels for employees to provide feedback on their job satisfaction, career development needs, and overall workplace experience. Use this feedback to make continuous improvements to the work environment and career advancement processes.
- **Leadership Development:** Identify potential leaders within the organization and provide them with leadership development programs. This can include leadership training, mentorship from senior leaders, and opportunities to lead projects and initiatives.