Carrier Development Analysis Report

ACME CORPORATION

Agenda

Average years in current role vs Job Role

Average job satisfaction & Job involvement by educational field

No of years since last promotion vs department

Job role vs department

Average years since last promotion vs job role.

Average years at company by department

Average years in Current role vs Job Role

Conclusion

After the comparison, it shows that the manager has 16.52%, maximum no of years in the current role. The least is by Sales Representative. The employees stay for a longer time when they have promotion processes, provide training and development opportunities.

Average job Satisfaction & Job Involvement by Educational Field

Conclusion

- Life science, Marketing and medical is more compared to the other jobs

- More job involvement and job satisfaction happens when there are more flexible work schedules

- Include more recreational activities, to relieve the stress

- Companies form collaborative culture

No of Years since last Promotion vs Department

Conclusion:
- In R&D, there are 2054 employees.
- Sales has 1050 employees.
- HR has 112 employees

This shows that more employees has retained in R&D than HR. Companies should provide competitive pay and perks.
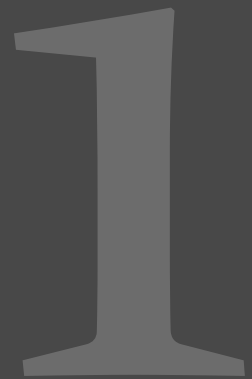
Job role vs Department

For the count of job role vs department,
- In R&D has a maximum of 961 employees
- Sales has 446 employees
- Human resources has 63 employees

The companies should promote wellness and recognize the good work for employee retention and foster the culture of continuous learning.

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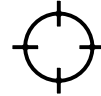# Average Years Since last Promotion Vs Job Role

CONCLUSION

- The manager has the maximum of 4.83% compared to other job roles.

- HR and sales representative has the least of 1.27% and 1.06% among the other roles.

- The companies should provide the employee benefits, challenge employees and celebrate employee milestone.

Offer competitive pay and perks

Empower Employees

Adequate resources necessary for daily working

Create career development roadmaps

Average Years at Company by Department

CONCLUSION

When the average of years at the company is taken its almost equal across the departments

R&D-32.1%

Sales-34.06%

HR-33.84%

- The companies should provide feedback regularly

- Empowered employees feel more invested in their roles and company's success, leading to higher engagement and job satisfaction.

THANK YOU

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Internship Project