Career Development Analysis Report

**What is my project about?**

To perform analysis on employee career development and growth, to review and analyse our Career Development Analysis Dashboard. The objective of this project is to analyse key metrics related to career development, identify areas for improvement, and propose actionable strategies to support employee advancement within the organization.

**The following tools has been used:**

* Microsoft Excel
* Microsoft PowerPoint
* Tableau

**KPI’s**

* **Employee count:** There are total 1470 employees are in the dataset.
* **Average Years at Company:** This KPI measures the average number of years employees have been with the company. As per the observed data from all the job roles with respect to departments, Health care representatives from Research and Development department has spend the highest number of years in the company i.e. 40 yrs. The second highest number of years of job role is sales executive from sales department i.e. 37 yrs. and from the HR department the highest number of years at company is 33 yrs. A higher average may indicate employee loyalty and retention, but it's essential to ensure opportunities for growth and advancement to avoid stagnation.
* **Average Years in Current Role:** This KPI evaluates the average number of years employees have been in their current roles. I have used heat map for this analysis which is used to compare the measures with size and colours, so the dark colour in my dashboard indicates the highest number of years employees have been in their current roles and the light colour indicates the lowest years. The employees who are with company since long years have rated their job satisfaction level in between 3-4. A higher average could suggest potential issues with career progression or lack of opportunities for advancement within the organization.
* **Average Years Since Last Promotion:** Employees who work in Research and Development department have the average number of years since employees were last promoted then in other departments. A longer duration may indicate potential challenges with the promotion process or limited advancement opportunities, which could impact employee morale and retention. Company should foster a positive work environment and also understanding the department needs.
* **Distribution of Education Levels:** This KPI analyses the distribution of employees' education levels across different departments or roles. From the dashboard data, we can see that there is a higher rate of employees with Life Science stream i.e. 41%, the second highest number of employees are from Medical stream i.e. 31%, then comes the marketing field with 12% and there are low employees with Human resource field. Understanding the educational background of employees can help identify potential correlations with career advancement and inform development programs.