Employee Career Development Analysis Dashboard

1. Data loading:

Import Dataset

• Open Tableau Public • Go to connection > Text file and import your dataset.

2. Dashboard Design:

a. Average year at company rate KPI
- Drag year at company in text from marks card
- Change the aggregate value in average measure

b. Average year in Current role KPI
- Drag Year in Current Role in text from Marks card
- Convert value in average measure

c. Average Year Since last promotion KPI
- Drag year since last promotion in text from Marks card
- Convert value in average measure

d. Count of Employee and year since last promotion according to job role
- Create a bar chart
- Use job role and average Year since last promotion
- In details from marks card put average job satisfaction and average work life balance
- In label mention employee number in count
- **Filters:** Added filters for Department ,job role and Education filed to allow users to drill down further into specific segments.

What It's Showing:
- The height of each bar represents the number of year last promoted in Each job role
- This helps in understanding the distribution of the workforce across various Role

Insights and observation:
- Human resources job role with 52 employees average year since last promotion is 1.269 and lowest job satisfaction score is 2.5577.
- Healthcare representative job role with 131 employees average year since last promoted is 2.969 and highest job satisfaction score is 2.7863

e. Department wise year at Company
- Create a bar chart
- Drag Department to the Columns shelf.
- Drag Years At Company and employee number to the Rows shelf and change the aggregation to average and count

- In employee number click on drop down and click dual axis option
- Bar within bar well created and one will show employee count and other one will show year at company values
- Added filters for additional segmentation by Job Role, Gender, and Education field.

Insights and observation:

- Sales department has highest avg tenure among the departments analyzed.
- Large combine count employee and highest tenure It's indicating possibly more stable work life balance
- The R&D department has a lowest average tenure compared to the Sales department.
- Collect feedback from employees in departments to understand specific challenges they face and tailor retention strategies accordingly.

f. **Years in Current Role Base on performance Rating**

- Used bubble chart to show job role
- In labels avg year in current role, performance rating and count of employee number
- Drag In details job satisfaction score

Insights and observation:

- Healthcare representative indicating 4.863 current year on this role have highest job satisfaction score and performance rating is 3.15 means more stable in work.
- Manager job role has highest current year role is 6.451, performance rate is also highest 3.19 its indicating longer tenure shows best performance rate .
- Research director job role has 6.288 year current role even though performance rate is low among all job role 3.10 and job satisfaction score is also low 2.70 among all job role. We need to focused on others factor which is affecting on this job role.

g. **Education field wise years at company, job saatisfaction and performance rating**

- Create bar chart.
- Drag education field in the columns and measure values in rows job satisfaction, performance rating
- First bar years at company wise performance rating and job satisfaction score
- Second bar years in current role wise showing performance rating and job satisfaction score

- Third bar is showing year since last promotion wise performance rating and job satisfaction score.
- Helped to understand the data and employees performance condition and satisfaction condition base on different segments.

3. Final Touches

a. Formatting

• Apply consistent colors, fonts, and styles across visuals.

• Add titles, axis labels, and legends to enhance readability.

b. Filters:

- Apply filters education filed, department, gender, attrition and job role to get more more granular visualisation base on our requirements

4. Recommendations:

- **Sales Department:**

  Highest average tenure, suggesting stability and effective retention

- **R&D Department**:

  Lowest tenure with a large workforce, indicating retention challenges

- **HR Department**

  Moderate tenure, indicating good job satisfaction and retention.

5. Steps for Career Development:

a. Enhance Retention in Sales:

- Implement targeted employee engagement programs.
- Provide career growth opportunities and recognition.
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b. Leverage Successful Practices in HR and sales :

- Analyze and replicate effective retention strategies from HR and sales in other departments.

c.   Improve Promotion Processes:

- Regularly review and streamline promotion criteria and timelines.

d.   Provide Training and Development:

- Offer continuous learning opportunities and career development programs across all departments.

e.   Foster a Culture of Continuous Learning:

- Encourage a learning-oriented environment to support career advancement and employee satisfaction.