 **Project Completion Report**

Introduction

The project aimed to explore the career aspirations of Gen-Z professionals using data analysis and dashboards. The primary objective was to identify trends, patterns, and key drivers influencing career decisions among this demographic. The project also focused on creating functional dashboards to provide actionable insights for stakeholders, including managers and HR teams, to make informed decisions.

Project Objectives

Understand the career preferences and aspirations of Gen-Z employees. Identify trends in learning, mission, and managerial aspirations. Develop functional dashboards to visualize and analyze data effectively. Provide insights for organizational strategy and decision-making. Highlight key factors influencing career growth and satisfaction

Methodologies Used

Data Collection: Raw data was collected from surveys and feedback forms filled by Gen-Z participants.

Tools Used:

SQL for data querying and extraction. Excel for data cleaning and preliminary analysis.

Python for advanced analysis and visualizations. Excel for creating interactive dashboards.

Techniques:

* Data preprocessing to remove inconsistencies and duplicates.
* Statistical analysis to identify patterns and trends.
* Dashboard creation for real-time insights and stakeholder presentations.
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**Key Findings**

* Gen-Z prioritizes opportunities for learning and growth, with over 60% seeking roles that offer skill development.
* A significant preference for work-life balance emerged as a top factor in job satisfaction.
* Mission-driven work motivates nearly 70% of respondents, indicating the importance of aligning organizational goals with personal values.
* Managerial aspirations are influenced by tenure and career stage, with early-career professionals focusing on skill-building over leadership.
* The majority of Gen-Z employees prefer flexible work arrangements, with hybrid **models being the most popular.**

**Stakeholder Analysis**

* Project Sponsors: Provided resources and overall direction for project execution.
* HR Teams: Used findings to refine recruitment and retention strategies.
* Managers: Leveraged insights for team development and career planning.
* Gen-Z Respondents: Contributed valuable data and perspectives, shaping the analysis.

**Project Outcomes**

**Developed three functional dashboards for:**

**Managerial goals**

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**Learning aspirations.**

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**Mission-driven roles.**

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* **identified five key drivers of career satisfaction among Gen-Z employees.**
* **Enhanced organizational understanding of Gen-Z career priorities.**
* **Created actionable recommendations for HR and leadership teams**

**Challenges Faced**

* Data Quality Issues:
* Inconsistent responses and missing values.
* Solution: Implemented rigorous preprocessing and validation steps.
* Time Constraints:
* Limited time for dashboard optimization.
* Solution: Prioritized critical insights for initial dashboards, leaving room for future improvements.

**Lessons Learned**

* Effective stakeholder communication ensures alignment with project objectives.
* Data visualization significantly enhances the understanding of complex datasets.
* Early planning and clear timelines mitigate risks of delays.
* Continuous data validation is crucial for maintaining accuracy.
* Collaboration among teams improves the overall quality of deliverables

Recommendations

* Invest in training HR teams to utilize dashboards for strategic planning.
* Incorporate periodic surveys to keep insights relevant.
* Enhance future data collection methods to reduce inconsistencies.
* Scale dashboard functionality to include predictive analytics.
* Encourage organizations to align roles with personal growth opportunities for employees.

Five "Wow" Insights

* Learning Aspirations: Over 80% of Gen-Z professionals prioritize continuous learning over promotions.
* Mission Alignment: Employees are 50% more likely to stay in organizations with clear social missions.
* Managerial Aspirations: Leadership interest peaks at mid-career stages rather than entry-level.
* Flexibility Preference: Hybrid work models saw a 70% preference over traditional office setups.
* Skill Development: Technical and interpersonal skills are equally valued, with a 40%-40% split in importance.