Sampada Tarika
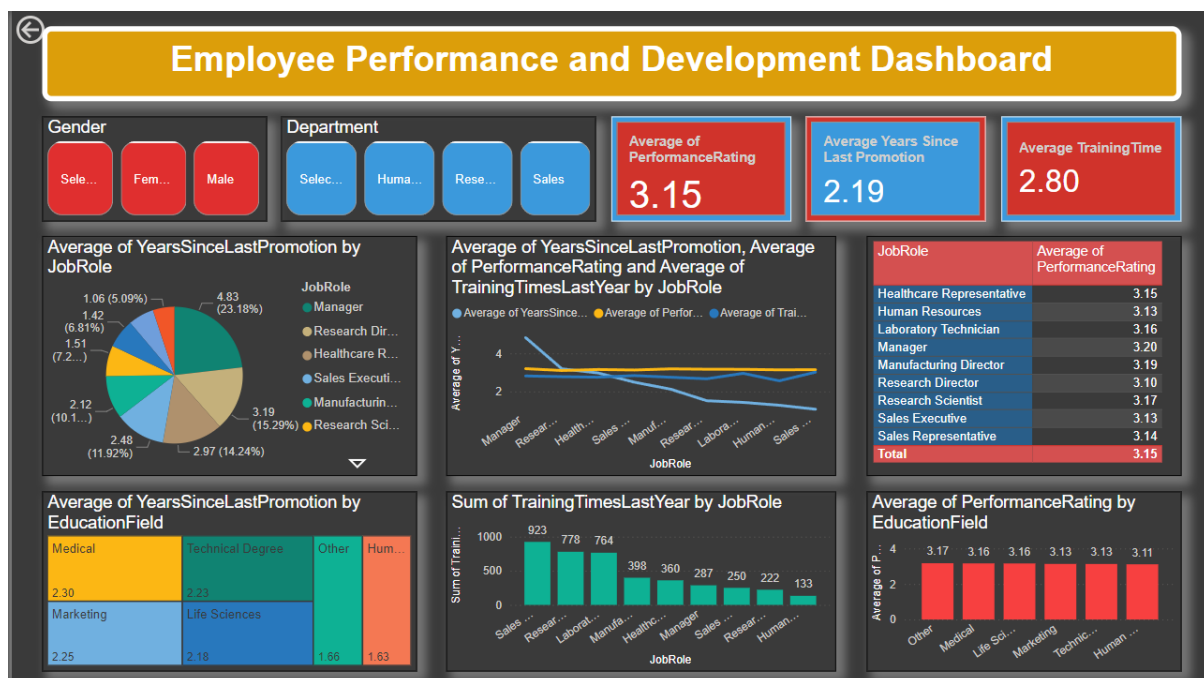
EMPLOYEE PERFORMANCE AND DEVELOPMENT ANALYSIS

REPORT

Objective

The objective of this task is to analyze key metrics related to employee performance and development, identify areas for improvement, and propose actionable strategies to support employee growth and enhance overall performance.

Dashboard

Overview

The "Employee Performance and Development Dashboard" provides a comprehensive view of employee performance metrics, including years since the last promotion, performance ratings, and training times.

KPIs

Average Performance Rating: 3.15
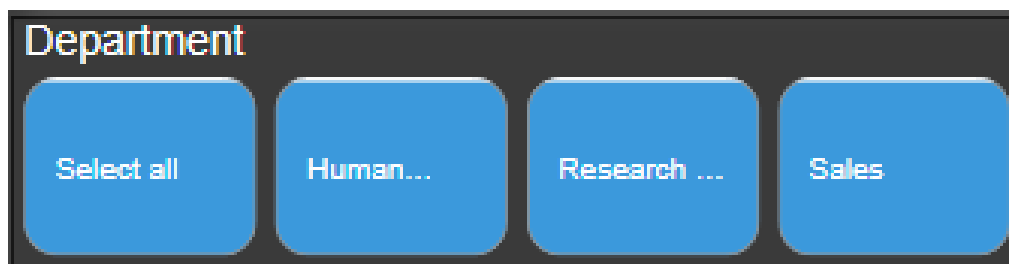
Average Years Since Last Promotion: 2.19

AverageTrainingTime:2.80

Filter

The dashboard includes filter for:

- **Department:** Human Resources, Research & Development, Sales.


- **Gender:** Female, Male.

Visualisations & Results

Pie Chart: Average of Years Since Last Promotion by Job Role

- **Description:** This pie chart shows the average years since the last promotion for different job roles.
- **Insights:** The pie chart reveals that Managers have the longest tenure since their last promotion at 4.83 years, making up 23.18% of the distribution. Research Directors follow with 3.19 years (15.29%), while Healthcare Representatives and Sales Executives have 2.97 years (14.24%) and 2.48 years (11.92%), respectively. Shorter promotion timelines are seen in Manufacturing Directors, Research Scientists, Laboratory Technicians, and Human Resources roles, with Human Resources at 1.06 years (5.09%).
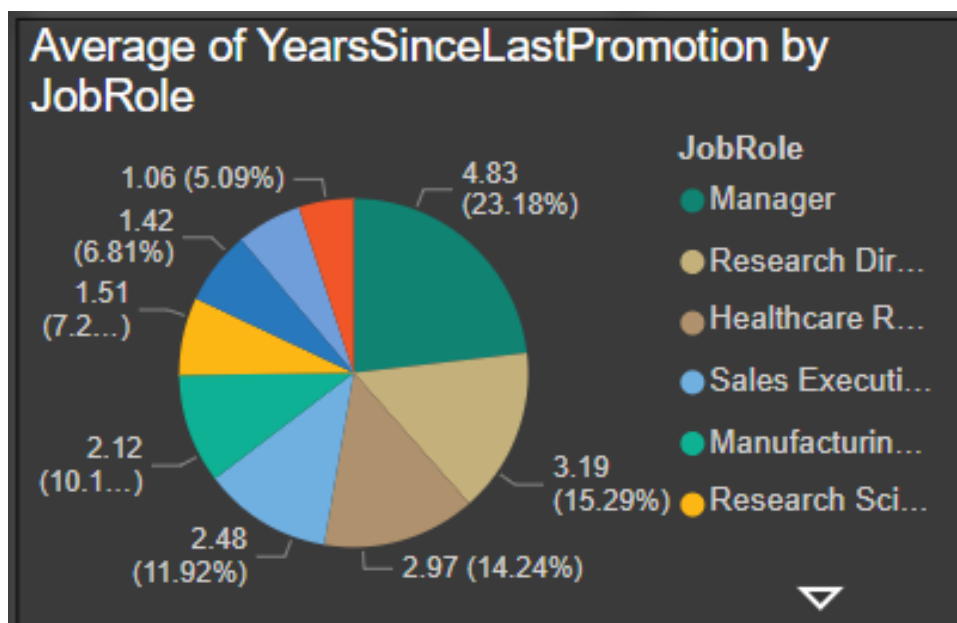
Line Chart: Average Years Since Last Promotion, Average Performance Rating, and Average Training Times Last Year by Job Role

- **Description:** This line chart compares three metrics (years since last promotion, performance rating, and training times) across different job roles.
- **Insights:** The line chart shows that Managers have the highest average years since the last promotion. Research Scientists and Laboratory Technicians receive the most training, while performance ratings remain consistent across roles. The variation in training times suggests a need for more balanced training programs.
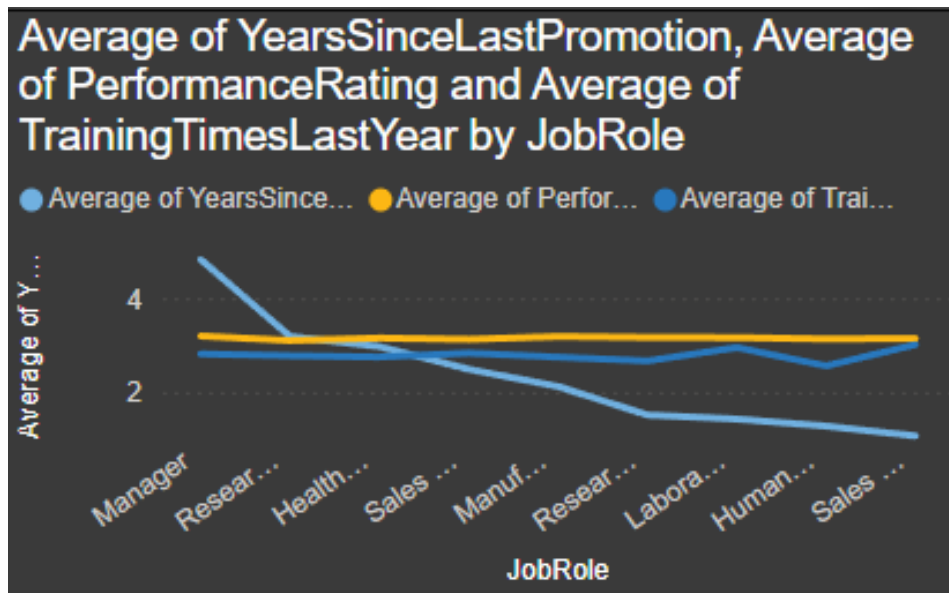
Table: Average Performance Rating by Job Role

- **Description:** A tabular representation of the average performance rating for different job roles.
- **Insights:** The table indicates that Managers and Manufacturing Directors lead in performance ratings at 3.20 and 3.19, respectively. Research Scientists and Laboratory Technicians also perform well with ratings of 3.17 and 3.16. Other roles maintain ratings around 3.13 to 3.15, showing overall good performance with room for improvement.

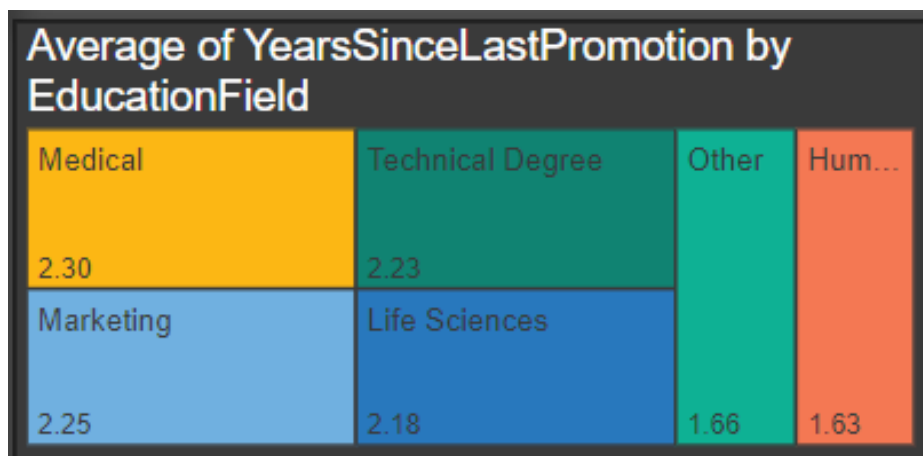| JobRole	Average of PerformanceRating
Healthcare Representative	3.15
Human Resources	3.13
Laboratory Technician	3.16
Manager	3.20
Manufacturing Director	3.19
Research Director	3.10
Research Scientist	3.17
Sales Executive	3.13
Sales Representative	3.14
Total	3.15

Bar Chart: Sum of Training Times Last Year by Job Role

- **Description:** This bar chart displays the total training times last year for different job roles.
- **Insights:** The bar chart highlights that Research Scientists received 923 hours of training, followed by Laboratory Technicians with 778 hours and Managers with 764 hours. Healthcare Representatives and Manufacturing Directors received moderate training, while Sales Executives, Sales Representatives, and Human Resources received the least, with Human Resources at 223 hours.
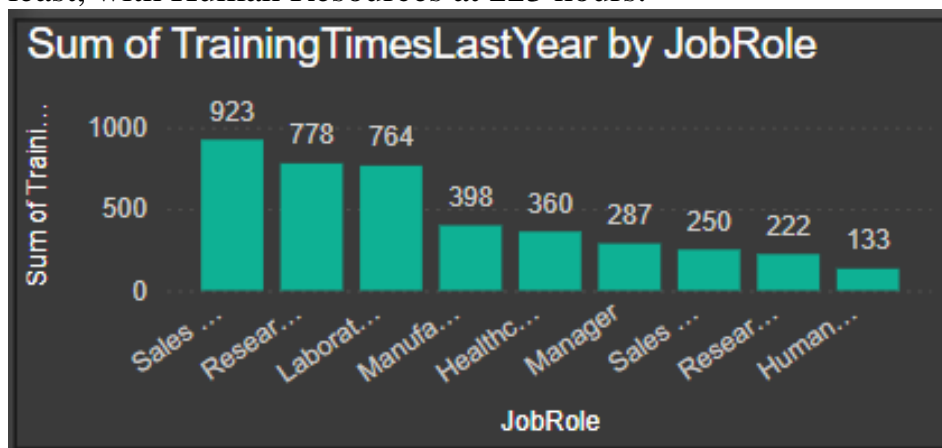

Tree Map: Average of Years Since Last Promotion by Education Field

- **Description:** This tree chart shows the average years since the last promotion for different education fields.
- **Insights:** The tree chart shows that employees in Medical and Marketing fields have averages of 2.30 and 2.48 years, respectively. Technical Degree holders and those in Life Sciences have averages of 2.23 and 2.18 years, while those in 'Other' and Human Resources fields have the shortest times since promotion, at 1.66 and 1.63 years.

Bar Chart: Average Performance Rating by Education Field

- **Description:** This bar chart illustrates the average performance rating for employees, broken down by their education field.
- **Insights:** The bar chart indicates that employees in Medical and Life Sciences fields have the highest average ratings at 3.16, followed by Marketing at 3.14 and Technical Degrees at 3.13. Human Resources and 'Other' fields also maintain good performance ratings of 3.11.
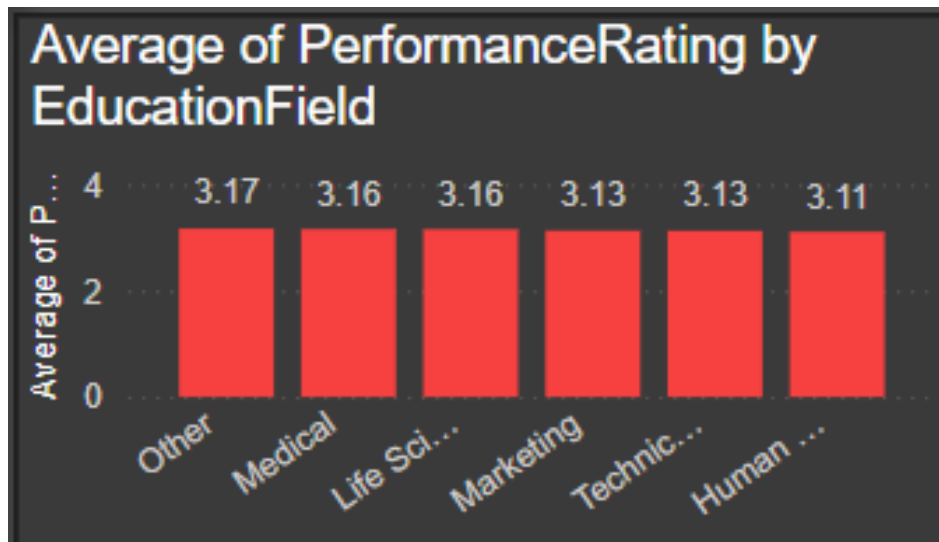
Areas for Improvement

1. **Promotion Opportunities:**

- Managers have the longest time since last promotion, indicating a potential bottleneck in career progression.
- The Human Resources role also has a high average time since last promotion.

2. **Training Distribution:**

- Research Scientists and Laboratory Technicians receive the most training, while Human Resources receive the least.

Actionable Strategies

1. **Career Development Programs:**

   Implement tailored career development programs for roles with long times since last promotion, such as Managers and Human Resources professionals.

2. **Promotion Pathways:**

   Establish clear and attainable promotion pathways to facilitate career progression for all roles.

3. **Targeted Training Programs:**

   Provide more balanced training opportunities across all roles, ensuring that those with currently lower training times receive adequate development.

4. **Employee Engagement Surveys:**

   Conduct regular employee engagement surveys to gather insights into career satisfaction and identify potential areas for improvement.

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<u>Conclusion</u>

The analysis of key metrics related to employee performance and development has identified specific areas for improvement and provided actionable strategies to support employee advancement within the organization. By addressing these areas, the organization can enhance employee satisfaction, improve retention, and foster a culture of continuous career development.