Sampada Tarika
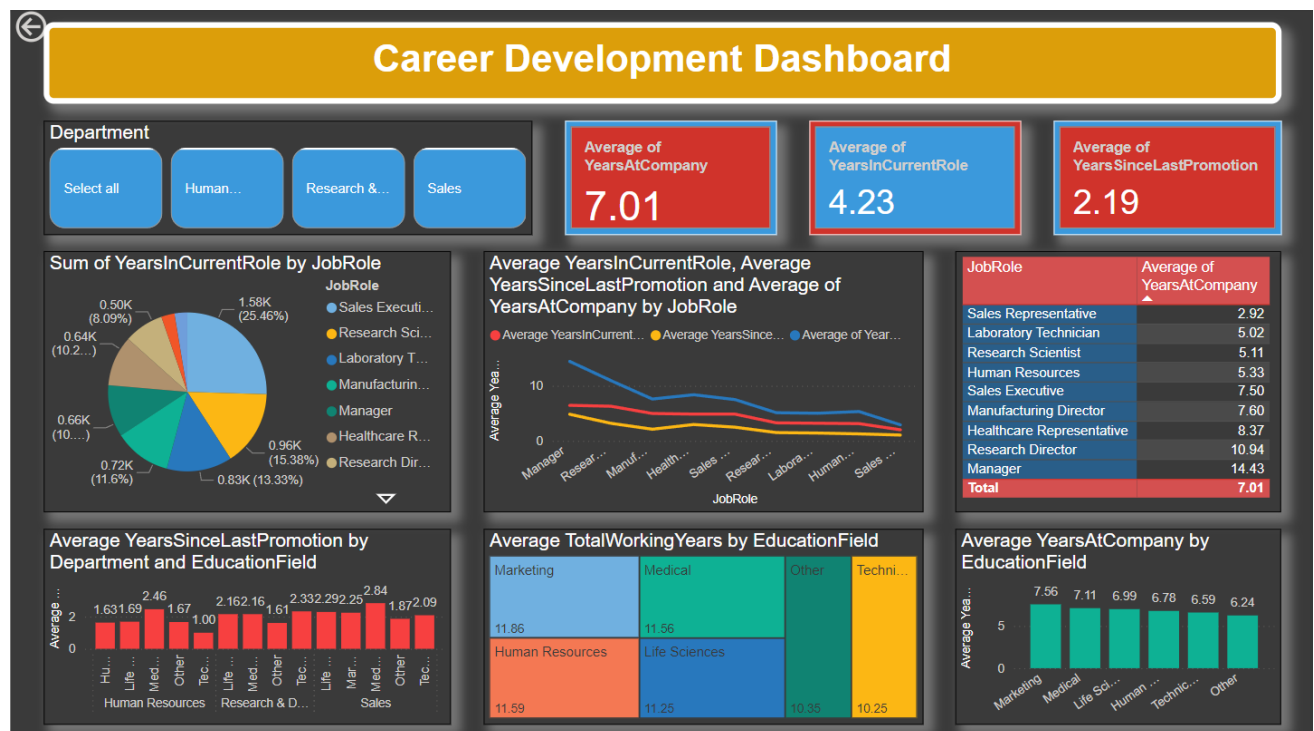
CAREER DEVELOPMENT DASHBOARD REPORT

Objective

The objective of this task is to analyze key metrics related to career development, identify areas for improvement, and propose actionable strategies to support employee advancement within the organization.
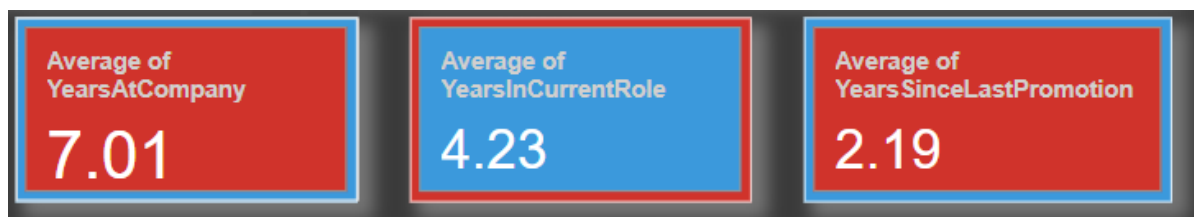
Dashboard

Overview

The "Career Development Dashboard" provides a comprehensive view of employee career progression metrics, including tenure, role stability, and promotion timelines.

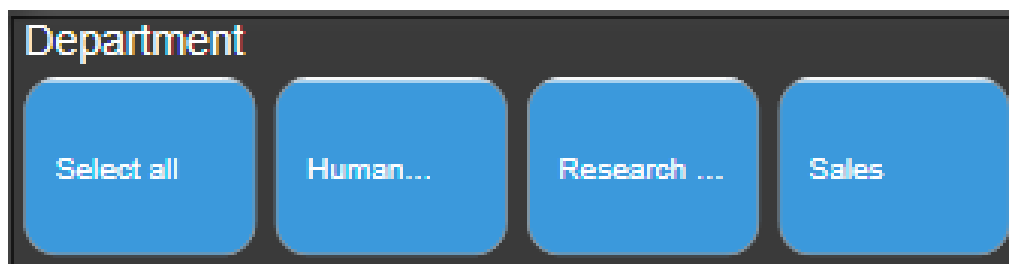The dashboard includes the following key components:

KPIs

- **Average Years at Company**: Displays an average of 7.01 years.
- **Average Years in Current Role**: Displays an average of 4.23 years.
- **Average Years Since Last Promotion**: Displays an average of 2.19 years.


Filter

The dashboard includes filter for:

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

Visualisations & Results

Pie Chart: Sum of Years in Current Role by Job Role

- **Description:** This pie chart shows the distribution of total years employees have spent in their current roles, segmented by different job roles. The segments include various roles such as Sales Executive, Research Scientist, Laboratory Technician, etc.
- **Insights:** The largest segment is for the Sales Executive role, comprising 25.46% of the total years in current roles, followed by other roles with varying percentages.
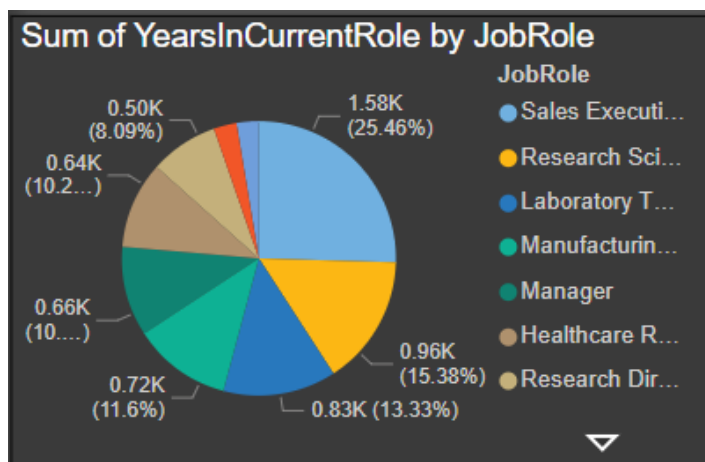
Line Chart: Average Years Metrics by Job Role

- **Description:** This line chart compares three averages (years in current role, years since last promotion, and years at the company) across different job roles. Each line represents a different metric.
- **Insights:** The chart highlights trends for various roles, showing that Managers have the highest average years in their current role and at the company.
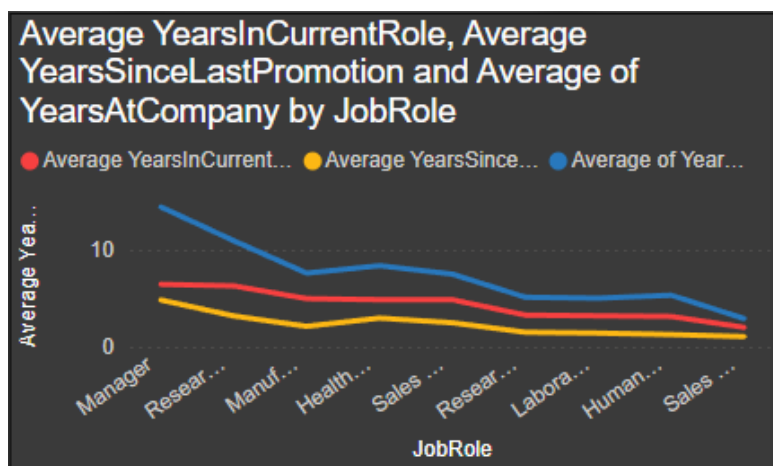
Table: Average Years at Company by Job Role

- **Description:** A tabular representation of the average years employees have been with the company, sorted by job role.
- **Insights:** Managers have the highest average years at the company (14.43 years), whereas Sales Representatives have the lowest (2.92 years).

| JobRole	Average of YearsAtCompany ▲
Sales Representative	2.92
Laboratory Technician	5.02
Research Scientist	5.11
Human Resources	5.33
Sales Executive	7.50
Manufacturing Director	7.60
Healthcare Representative	8.37
Research Director	10.94
Manager	14.43
Total	7.01

Bar Chart: Average Years Since Last Promotion by Department and Education Field

- **Description:** This bar chart displays the average number of years since the last promotion for employees, segmented by department and education field.
- **Insights:** Employees in Human Resources with a Life Sciences education field have the highest average years since the last promotion (2.46 years).
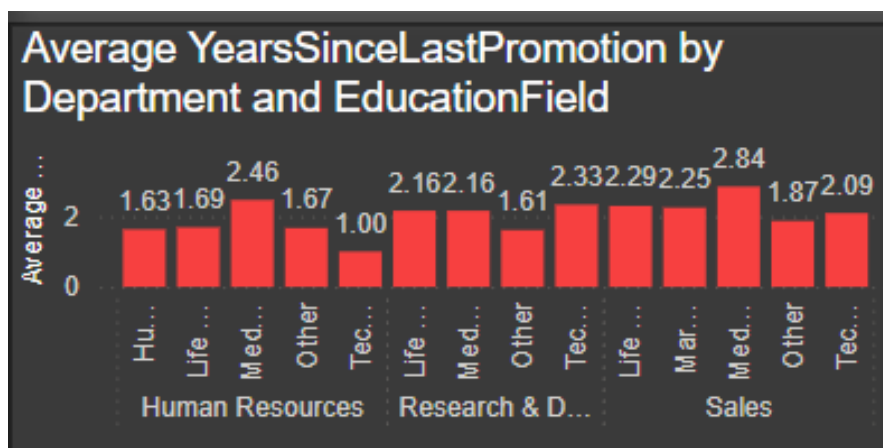
Tree Map: Average Total Working Years by Education Field

- **Description:** A tree map showing the average total working years for employees, segmented by education field.
- **Insights:** Marketing and Human Resources fields show similar average working years (around 11.86 and 11.59 years, respectively).
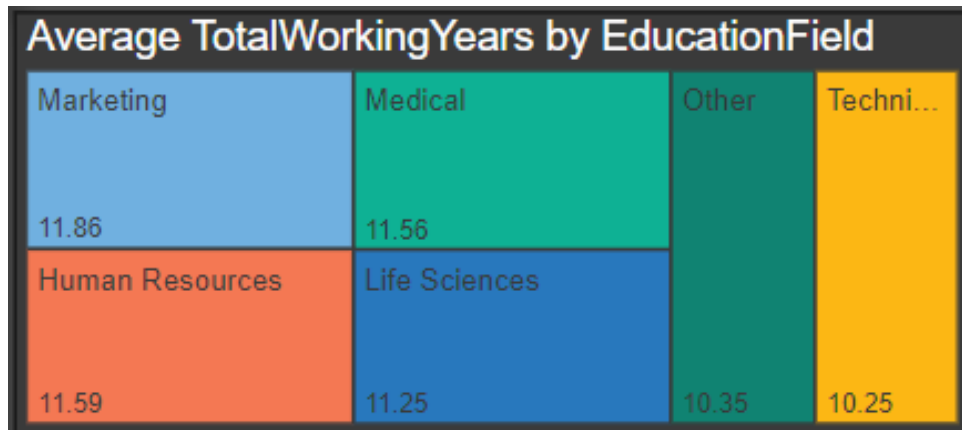
Bar Chart: Average Years at Company by Education Field

- **Description:** A bar chart illustrating the average years employees have been with the company, broken down by their education field.
- **Insights:** Employees with a Marketing education field have the highest average years at the company (7.56 years), whereas those in the "Other" category have the lowest (6.24 years).
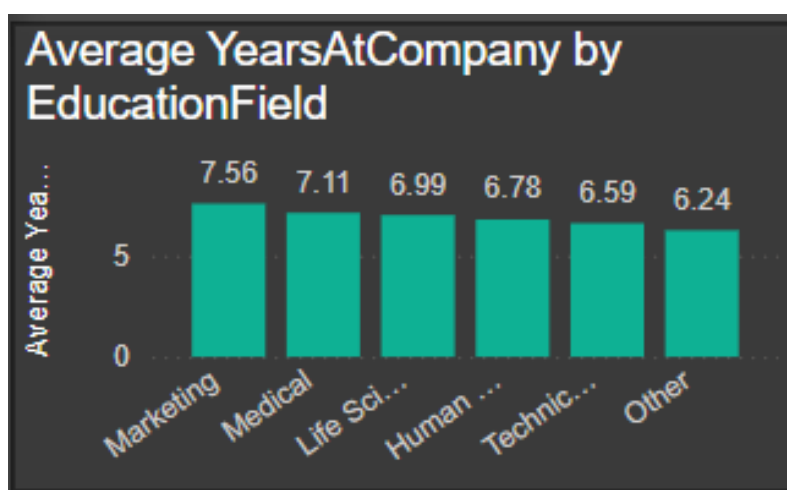
Areas for Improvement

Sales Representative Retention: The low average years at the company for Sales Representatives indicates a need for improved retention strategies, such as career development programs, mentorship, and clearer advancement paths.

Promotion Opportunities in Human Resources: The high average years since the last promotion for employees in Human Resources with a Life Sciences background suggests a need for more frequent promotion opportunities or career progression programs.

Role Stability for Sales Executives: The significant proportion of total years in current roles for Sales Executives highlights the need to investigate and address potential barriers to career advancement in this role.

Actionable Strategies

Career Development Programs: Implement tailored career development programs for Sales Representatives, including training, mentorship, and clear pathways for advancement.

Promotion Pathways: Establish clear and attainable promotion pathways, particularly for roles showing stagnation, such as Human Resources professionals with Life Sciences backgrounds.

Role-specific Training: Provide targeted training and development opportunities for Sales Executives to facilitate their career progression and reduce role stagnation.

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

Department-Specific Initiatives: Develop department-specific initiatives based on the unique needs and challenges identified in the analysis, ensuring that career development efforts are relevant and effective.

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Conclusion

The analysis of key metrics related to career 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.