

## Career Path Reporting and Analysis

Career path reporting and analysis helps companies track employee job function movements and chart employee career paths. HR professionals analyze employee background, current and prior positions and performance review results (both quantitative and qualitative). Through studying average job tenure, job function transitions, performance ratings, and attrition rates, Human Resources is able to identify segments of employees who may be flight risks, recognize patterns in departures and make adjustments to keep their most valuable employees. Business intelligence allows the analysis of large personnel data sets from multiple source systems and provides role-based security to protect sensitive employee information.

### Sample Report: Career Advancement Analysis

Career Path for: <input type="text" value="Production Assistant"/>		
Current Title	Count of Employees	Average Length of Time to Promotion
<a href="#">Production Assistant</a>	7565	2.20
<a href="#">Senior Production Assistant</a>	1345	5.24
<a href="#">Product Lead</a>	567	8.67
<a href="#">Section Supervisor</a>	24	12.54
<a href="#">Division Supervisor</a>	13	15.24
<a href="#">Plant Manager</a>	4	17.95
<a href="#">Operations Planning</a>	2	8.56
<a href="#">District Sales Representative</a>	15	12.76
<a href="#">Union Representative</a>	1	24.50

This report provides insight into logical career paths for the position of production assistant, then calculates the average time to promotion (for those promoted). HR managers are able to follow career paths through the organization to assist employees with career planning. A next step might be to drill on a title within this report to view the career paths of specific individuals, or add new metrics like Average Salary or Number of Employees Managed.

### Key Performance Indicators

- Tenure
- Time in Current Position
- Performance Assessment Rating
- Job Functions with Highest Attrition
- Top 10 Career Paths
- Bottom 10% Performers

### COMMON BUSINESS QUESTIONS

- For each employee that began as a Production Assistant, what position do they currently hold?
- What is the average tenure by current position?
- What has been the career track of a particular employee?
- Are they progressing toward their goals?
- Who are all the employees that work in a particular business unit or geographic region?
- Who in my department has been an employee for 5 years? 10 years?
- What is this employee's current home address?
- For the past 5 years, how has this employee rated in the "Skills Assessment" section of their annual performance review?