

Employee's Performance Evaluator and Suggestion Framework for Organization Perspective

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ABSTRACT

Nowadays the organizations or industry are running in extremely competitive environment. Employees are very important part of the organizations. The success or failure of any organization or industry depends on employee's performance. In order to improve the working efficiency in the organization it is very important to measure the employee's performance. The employees are demanding benefits according to their work. Organizations are also looking a system that can measure the correct performance of employees in the organization. The main aim of this research paper is to correctly assess the performance of employees and give reward or suggestions according to their work assessment. The assessment of employee work performance result will be based on organizations rules and which ensures to employees that they will get benefits and suggestions according to organizations rules. The proposed framework is very helpful to understand how to measure the performance of employee in the organization and provide the suggestions and reward according to their work performance.

Keywords: Organization, Employees, Framework, Performance, Rules

1. INTRODUCTION

Organization's effectiveness depends on the employees that who work in the organization. It is very important for an organization to meet its commitment to the people, society and employees. This is the responsibility of management that they must develop a good relationship with organization employees. It is also the responsibility of every employees working in the organization that they perform their duty honestly and follows the rules of the organization [1]. One of the main issues in the organization is how to evaluate the performance employees. Employee's performance will ultimately influence the organizational effectiveness [2]. In the organization when employees performance increases, that means it shows the coordination to the organization effectiveness [3]. From the early times industrialist, software engineers and researchers are looking for software that determine the performance of employee in the organization according their work and give the suggestions or rewards according to their assessment in the work. Now a day's employee development is becoming a more serious problem for organizations in the current business environment [4].

Organization can only get the desired performance efficiently and effectively, if employee understands the goal and objectives of the organization. Every organization needed to determine the weak area of their employee and find where employee development is necessary in order to improve the

employee performance [5, 6]. When the employer finds the weak area of an employee, then he needs to motivate the employees to improve his area. It shows that organization cares about their employees and wants them to improve their performance for effectiveness of organization [7]. Baron, R.A., define the Motivation is an accumulation of different processes which influence and direct our behavior to achieve specific goal of the organization [8].

2. LITERATURE RIVIEW

According to literature survey, little work has been done in this modeling field. Most of the work has been done in the developing field. A little work found in the performance and suggestion field. Many organizations are failing because they are not evaluating the performance of employees. One of the reasons is that organization employees don't know the objective and goal of the organization. They don't know the working conditions of the organization, employees and management relationship and also the job security and training etc. effect the performance of employees and organization [9, 10]. According to Bishop reimburse meant is directly related with efficiency and reward system depends upon the organization. Now day's organizations are working in very competitive environment and want to judge employee faithfulness, dedication, trust and performance for the organization [11]. Milkovich et al define individual performance of employees in a very easy and clear way in the organization and that will shows the effectiveness of organization [12]. Agarwal and Hazucha are explaining in a very systematic way about the training of employees and resolving their problem by providing the coaching how that influence the employees performance in the organization [13]. A lot of researchers carried out his research in this area, some of Chirs A et al [15], Bishop, J [16], Ajila, C et al. [17], Rathi, N [18], Greenhus, J.H [19] they talked about training of employees, some explaining of performance, effectiveness and reward to employees in organization. According to Dewhurst et al. [20], one should not focus on employee reward on financial compensation only; but also include the pay tribute to employee's opportunity to take on important projects or tasks, and even leadership attention.

3. EMPLOYEES PERFORMACE AND SUGGESTIONS FRAMEWORK (EPSF)

EPSF has been designed to determine the performance of employees and give the reward and suggestions according to their work efficiency. This framework has the capability to identify individual employee performance or the group of employees. This framework can be applied in any organization to evaluate the performance of employees. The EPSF framework is shown below in Fig. 1.



Fig 1: Employees Performance and Suggestion Framework

The employee's evaluation and suggestions framework (EPSF) is divided into six parts. These six parts are: organization, employee works for organization, assign task to employee, evaluate the completeness of task, and implement organization rules and reward or suggestion to employee. According to EPSF an employees working in the organization and organization assign the tasks to that employees. Now organization evaluates the completeness of task after a given time period and implements the rules of the organization and give suggestions and rewards according to the completeness of the tasks.

4. ACTIVITY DIAGRAM FOR EMPLOYEES PERFORMANCE AND SUGGESTION FRAMEWORK (EPSF)

The complete activity diagram of EPSF is shown in Fig.2. An activity diagram is a graphical representation of workflow. The activity diagram shows the various activities step by step both the conditional and parallel behavior [21].

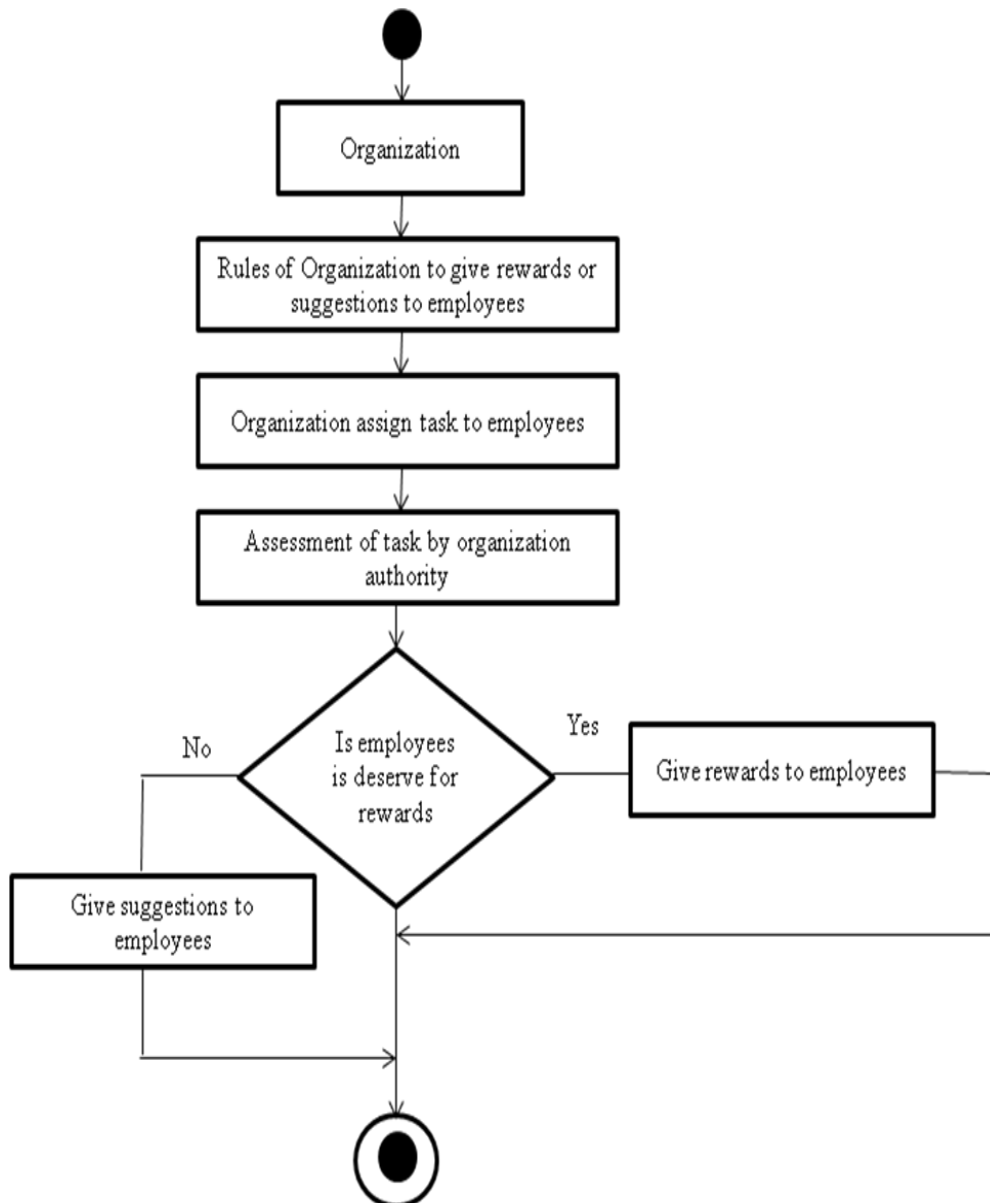


Fig 2: Activity Diagram for Employees Performance and Suggestions Framework

The activity diagram in Fig.2 illustrates the EPSF. According to the activity diagram organization have their own rules for giving the rewards and suggestions to the employees. Employees are working in the organization and organization assigns the task to employees. After finishing the dead line of the task the organization authorities assess the progress or completeness of the task. If the employee is finishes the tasks and does good work within the time period, the employees will be rewarded according to the rules of organization. If employees do not complete the task within the time period then organization’s responsible authority investigate the reasons behind the task not being completed and gives the suggestions according to the organization rule.

5. A CASE STUDY

Let us consider the following tables for evaluating the performance of employees for the EPSF system. The Table-1 is a Rewards and Suggestions table for the employee’s whose working in the organization. In this table there are four columns and each column is represented with its names. The first column is a serial number and the second column shows the different kind of rewards and suggestions for the employee and the third column shows the descriptions of each rewards and suggestions and the last column shows the range of each rewards and suggestions that are given by the organization to the employees.

Table 1. Rewards and Suggestions Table

S.No.	Reward & Suggestion	Description	Range
1	Perk	Employee get holiday package	>85<=100
2	Bonus	Employee get additional 10% in total salary in a year	>75<=85
3	Increment	Employee get 5% increment in basic salary	>65<=75
4	Gift	Employee get surprise gift	>55<=65
5	Lunch with boss	Employee get lunch with boss in five star hotel	>45<=55
6	Suggestion	Take the benefit of senior employee and field expert	>35<=45
7	Suggestion	Warning to improve work performance	>25<=35
8	Suggestion	Three warning to decrease the grade	>15<=25
9	Suggestion	Five remarks to shows fire from the organization	>5<=15
10	Suggestion	Fire from organization	>=0<=5

Table 2. Organization Rule Table and Weight of Points

Organization rules	Organization Rules	Points	
		Maximum	Minimum
1	Employee should work at least minimum two years	10	0
2	Employee should be punctual of organization time	10	0
3	Employee behavior and coordination with other employee	15	0
4	Employee reliability with the organization	15	0
5	Employee other responsibility rather than normal work	10	0
6	Employee should be flexible to work in any environment	15	0
7	Employee approach should be goal oriented	15	0
8	Employee should have positive mental attitude	10	0
9	Energetic	5	0
10	A good listener	5	0

Similarly Table-2 shows the rules and with their maximum and minimum points. Table-2 rules are implemented for the assessing the performance of the employees. Each rule has its points and these points are given to the employees.

Table-3 shows the employees performance results those employees working in the organization. In this Table-2 rules

are implanted for each employees and takes the SUM of all points and observe the employees how much points acquire and after the match these points in Table-1 and see the range and provide the rewards or suggestions according to the Table-1.

Table 3. Employee Performance Result Table

Employees Name	Organization Rules										Organization Employees
	1	2	3	4	5	6	7	8	9	10	Total points obtained by employees
A	6	8	14	13	10	12	12	9	4	4	92
B	7	6	12	12	8	14	13	7	3	4	86
C	9	6	12	9	8	12	10	7	3	4	80
D	8	6	9	10	6	7	14	5	4	5	74
E	8	6	7	11	6	7	12	5	4	5	71
F	6	7	7	10	4	11	12	4	6	3	70
G	4	5	7	7	4	8	6	4	6	3	54
H	3	4	5	6	4	4	4	2	3	2	37
I	7	6	14	6	9	12	9	8	8	7	86
J	2	3	7	6	4	5	6	3	4	3	43

Now according to Table -3 employee A obtained 96 points and he comes in Perk category and he is entitled to get holiday package. Similarly the other employee B gets the 86 points and he also comes in Perk category and he is entitled to get holiday package. Now employee C gets the total 80 points and come in bonus category and he is entitled for additional 10% bonus in total salary in a year. Employee D get total 74 points and he comes in increment category and he is entitles for 5% increment in basic salary in year. Employee E gets total 71 points and he comes in increment category and he is also entitled for 5% increment in basic salary in year. Employee F gets total 70 points and he comes in increment category and he is also entitled for 5% increment in basic salary in year. Employee G gets total 54 points and he comes in lunch with boss category and he is entitled Employee get lunch with boss in five star hotels.

Employee H gets total 37 points and he comes in suggestion category and he need to take the benefit of senior employee and field expert. Eemployee I get the 86 points and he comes in Perk category and he is entitled to holiday package. Employee J gets 43 points and he comes in suggestion category and he entitled to get the benefit of senior employee and field expert.

The bar chart is given for the EPSF and which is shown in Fig.3. In the top of the chart is showing title of the chart in left side of chart shows that how many points obtained by the employees and in right side of the chart shows the name of the employees and down to chart shows 1-10 shows the organization rules and the 11 number showing how many points obtained by each employees.

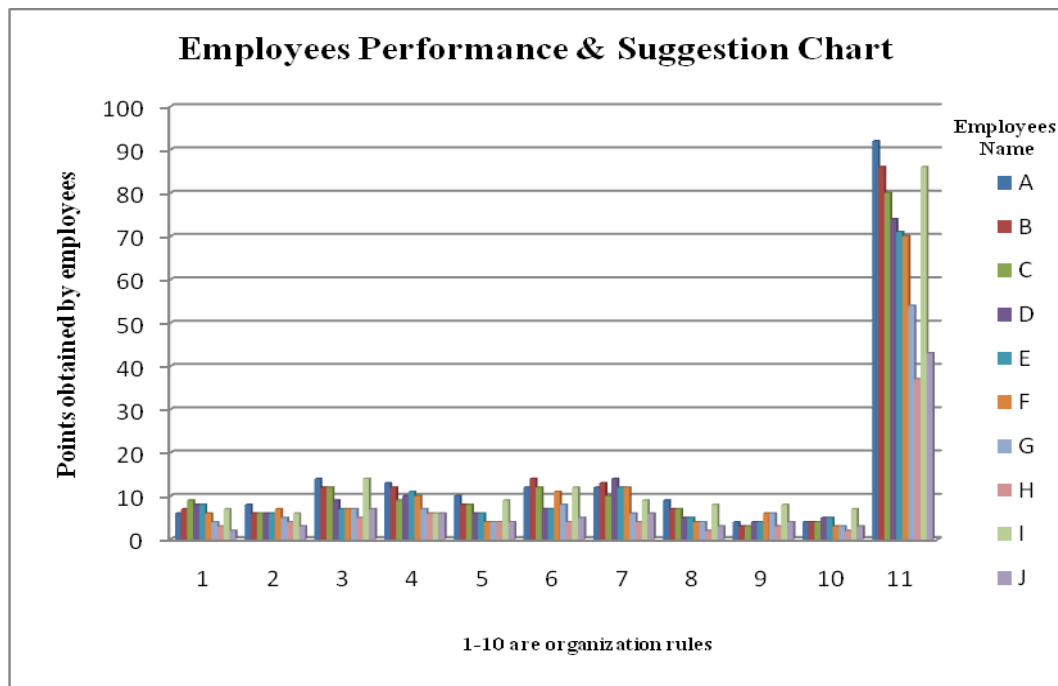


Fig 3: Employees Performance and Suggestion Bar Chart

Fig 3 shows an employee's performance and suggestion chart and this chart have ten different colors bar. Each bar has a specific meanings and specific for individual employee and it shows how many points obtained by the employee. For the employee A shows with Cerulean blue color and the bar shows that how much he gets in individual points and also the total points. Similarly bole color shows the assessment of B, apple green shows the assessment of C, blue violet shows the assessment of D, blue sapphire shows the assessment E, atomic tangerine shows the assessment of F, baby blue eyes shows the assessment of G, bazaar shows the assessment of H, emerald shows the assessment of I and the last ube shows the assessment of J.

6. CONCLUSIONS

From the above study it is concluded that framework (EPSF) can be applied in any organization and in any country. The proposed analysis (EPSF) framework was successfully applied on employee data of an organization and we get accurate and interesting results. The framework evaluate the performance of employees and provides the rewards and suggestions according to the points that obtained by the employees in the organization and these points are based on organization rules. This primary work can be expanded in the field of data mining and Artificial Intelligent (AI).

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