Utilizing Employee Data to Optimize Evaluation and Wage Systems

Jon Chu & John Vu
CSE 140
## Motivations

<table>
<thead>
<tr>
<th>Before Program</th>
<th>After Program</th>
</tr>
</thead>
<tbody>
<tr>
<td>Evaluations consist of employee self-evaluations and evaluations by supervisors</td>
<td>Evaluations for employees are written by the co-workers they work most often with</td>
</tr>
<tr>
<td>No easy way to track total spending on employee wages over time</td>
<td>Can compare spending on employee wages over time by looking at graph</td>
</tr>
</tbody>
</table>
Recommendation Output

Employee: Who they should review
qs: ['dv', 'Dl', 'NN']
NN: ['Dl', 'TB', 'qs']
LL: ['Dl', 'dv', 'DU']
ND: ['PH', 'BK']
Dl: ['qs', 'NN', 'LL', 'TB']
SU: ['PH']
BK: ['PH', 'ND', 'RK']
NY: ['dv', 'PH', 'RK']
dv: ['qs', 'LL', 'RK', 'NY']
PH: ['NY', 'ND', 'SU', 'BK']
DU: ['LL']
TB: ['Dl', 'NN']
RK: ['BK', 'NY', 'dv']

People who do not have reviewers: the next best person they should review.
OD: ND
AV: DU
# Winter 2013 Reviews

## Student Reviews

Please think about the following when reviewing your coworkers:

- **Teamwork:** Participates effectively in team efforts and encourages others. Treats people with fairness and respect. Carefully considers other points of view. Promotes collaboration amongst all student staff.
- **Customer Service:** Is professional in dealing with customers and satisfies their needs within the parameters of the service we provide.
- **Policies:** Knows and enforces UW, UW-IT, and staff policies.

John, please review the following Consultants:

If there is anything that you would like to submit to the Help Desk Leads or the Help Desk Supervisor and do so anonymously, please use the following form: [https://catalyst.uw.edu/umail/form/hdleads/3904](https://catalyst.uw.edu/umail/form/hdleads/3904). But don't forget to submit your reviews well.
Employee Wage Costs Fluctuate Over Time