# Utilizing Employee Data to Optimize Evaluation and Wage Systems

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# Motivations

Before Program	After Program
Evaluations consist of employee self-evaluations and evaluations by supervisors	Evaluations for employees are written by the co- workers they work most often with
No easy way to track total spending on employee wages over time	Can compare spending on employee wages over time by looking at graph

## **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']
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:

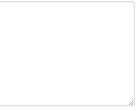
- Teamwork: Participates effectively in team efforts and encourages others. Treats people with fairness and respect. Carefully considers other points of view. Promotes collaboration amongst all student staff.
- Customer Service: Is professional in dealing with customers and satisfies their needs within 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. But don't forget to submit your reviews well.











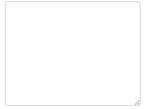




Teamwork:



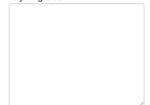
Customer Service:



#### Policies:



#### Anything Else:



# Employee Wage Costs Fluctuate Over Time

