

Utilizing Employee Data to Optimize Evaluation and Wage Systems

Jon Chu & John Vu

CSE 140

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', '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:



Teamwork:

Customer Service:

Policies:

Anything Else:

Employee Wage Costs Fluctuate Over Time

