

WORKPROMO

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Abstract

Employee performance appraisal plays a major role in a company. But most of the IT companies in Sri Lanka are relying on 6 months or year-end evaluation process, and such organizations are reluctant to evaluate employee progress continuously in a regular manner. Since it isn't a regular process, it's hard to evaluate employee performance to offer them promotions.

The aim of this project is to identify and analyze the inefficiency of the current performance appraisal systems in the IT sector in Sri Lanka and design, develop, and evaluate a progressive web-based application to conduct employee performance appraisal in a regular manner to offer employee promotion.

As preliminary research, a pilot study was carried out among a biased convenience sample of employees who work in the IT population, in a wide range of IT companies to understand the current inefficiency of the performance appraisal process to offer promotions to the employees. After conducting a pilot study along with a literature review to further assess the problem area, it was possible to identify the related issues that contributed to the problem domain. A requirements-gathering process was conducted to identify the necessary specifications for the solution to address the identified problem. The implementation of the platform "WorkPromo" was carried out to accomplish the intended objective.

The WorkPromo app is a platform that helps IT organizations to conduct employee performance appraisals in a more efficient and accurate manner. It utilizes a machine learning model to predict employee promotion eligibility based on employee sprint-wise and annual review rating data. The software was created to overcome the inefficiencies of the current appraisal procedure and offer a comprehensive solution for employee promotions in Sri Lanka's IT sector.

Keywords: Employee performance evaluation, inefficiencies of the performance appraisal, performance appraisal methods, agile methodology, machine learning, employee promotion eligibility, employee promotions, IT industry Sri Lanka.