**LITERATURE SURVEY**

**[1] “Promotion systems in organizations.” Human Resource Planning, vol. 15, no. 3, 1992.**

*G. R. Ferris, M. R. Buckley, and G. M. Allen*

The article titled **“Promotion systems in organizations”** from *Human Resource Planning* (vol. 15, no. 3, 1992) explores the various systems organizations use to manage employee promotions. It highlights the significance of having a structured and fair promotion process to motivate employees and maintain organizational efficiency. The article discusses how promotion decisions are influenced by both objective criteria, such as performance evaluations, and subjective factors, like supervisor recommendations. It also addresses the challenges organizations face in ensuring transparency and fairness, emphasizing the importance of well-designed promotion systems to reduce bias and enhance employee satisfaction.Top of Form

**[2] “Talent management in hr,” Journal of management and strategy, vol. 1, no. 1, p. 39, 2010.**

*P. Khatri, S. Gupta, K. Gulati, and S. Chauhan*

The article titled **"Talent Management in HR"** from the *Journal of Management and Strategy* (vol. 1, no. 1, p. 39, 2010) focuses on the importance of talent management as a strategic HR function. It emphasizes how effective talent management practices help organizations attract, develop, and retain skilled employees, which is crucial for long-term success. The article outlines key strategies such as identifying high-potential employees, offering career development opportunities, and aligning talent management with organizational goals. By fostering a strong talent pipeline, companies can enhance their competitive advantage and ensure leadership continuity.

[**3**] “**A field study of employees attitudes and behaviors after promotion decisions.” Journal of applied psychology, vol. 77, no. 4, p. 511, 1992.**

*J. Schwarzwald, M. Koslowsky, and B. Shalit*

The article **"A Field Study of Employees’ Attitudes and Behaviors After Promotion Decisions"** from the *Journal of Applied Psychology* (vol. 77, no. 4, p. 511, 1992) examines how promotion decisions affect employees' attitudes and behaviors in the workplace. The study reveals that promotions can significantly influence employee motivation, job satisfaction, and overall engagement. It highlights that employees who receive promotions tend to exhibit more positive attitudes and higher performance levels, while those overlooked for promotion may experience decreased morale or increased turnover intentions. The findings underscore the importance of fair and transparent promotion processes in maintaining a productive and motivated workforce.

**[4] “Factors influencing po sition promotion of civil servants in north buton district government,” vol. Volume 21, pp. PP 19–33, 04 2019.**

*N. Suleman, Mahyudi, Ansir, and M. Masri*

The article titled **“Factors Influencing Position Promotion of Civil Servants in North Buton District Government”** (vol. 21, pp. 19–33, April 2019) examines the key factors affecting promotion decisions within the North Buton District Government. It highlights how both individual performance and organizational criteria play a role in determining civil servant promotions. The study identifies several critical factors such as work experience, educational background, leadership abilities, and the fairness of the promotion process. It emphasizes the importance of transparency and merit-based criteria to ensure that promotions are awarded to deserving employees, thus enhancing public service efficiency and employee motivation.

**[5] “Supervised learning, in machine learning techniques for multimedia,” 2008.**

*Cunningham, M. Cord, and S. J. Delany*

Supervised learning is a fundamental technique in machine learning that involves training models using labeled data, where each input is paired with the correct output. In the context of multimedia, supervised learning plays a crucial role in tasks such as image and video classification, object recognition, and speech recognition. By utilizing algorithms that learn from examples, supervised learning enables systems to make accurate predictions on new, unseen data. This approach not only enhances the efficiency of multimedia applications but also improves the overall user experience by providing relevant and context-aware content. The advancements in supervised learning techniques have significantly contributed to the development of intelligent multimedia systems since 2008.

Bottom of Form