RAW DATA FOR PRACTICE
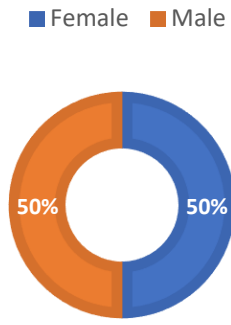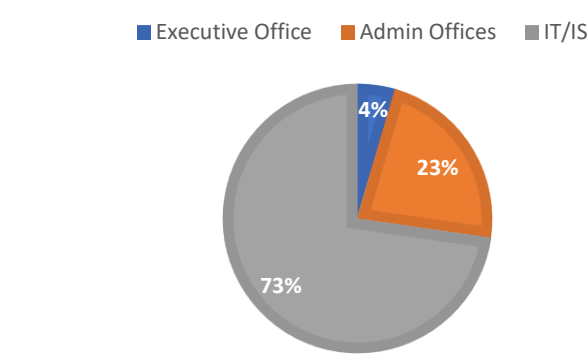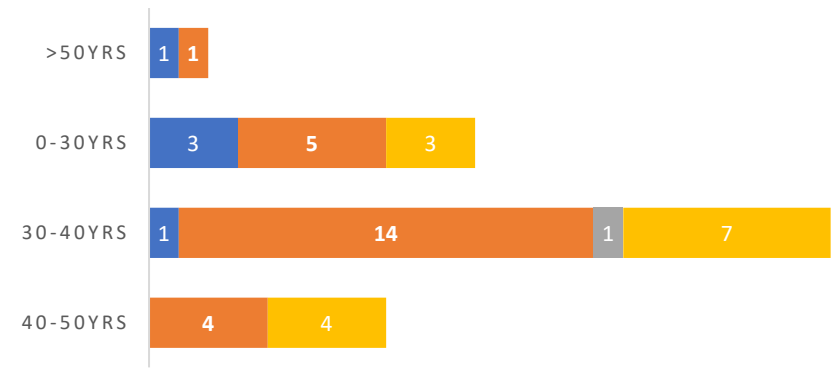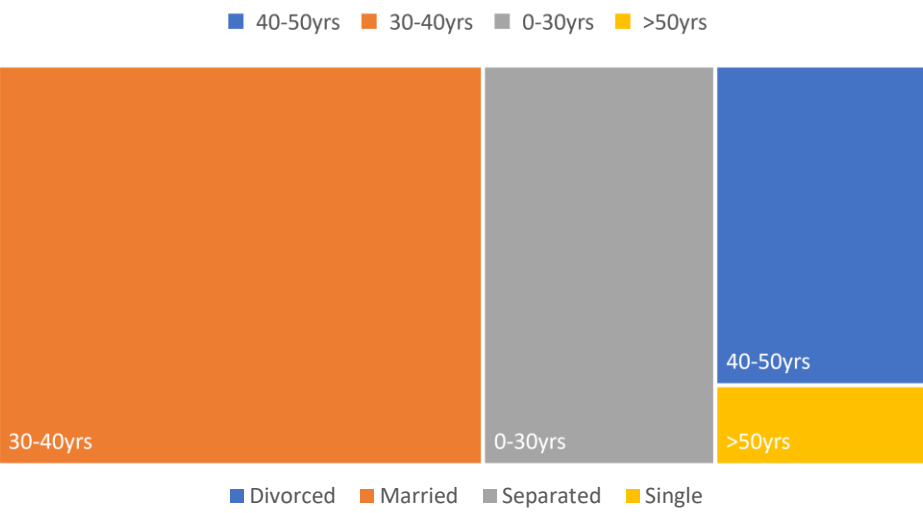
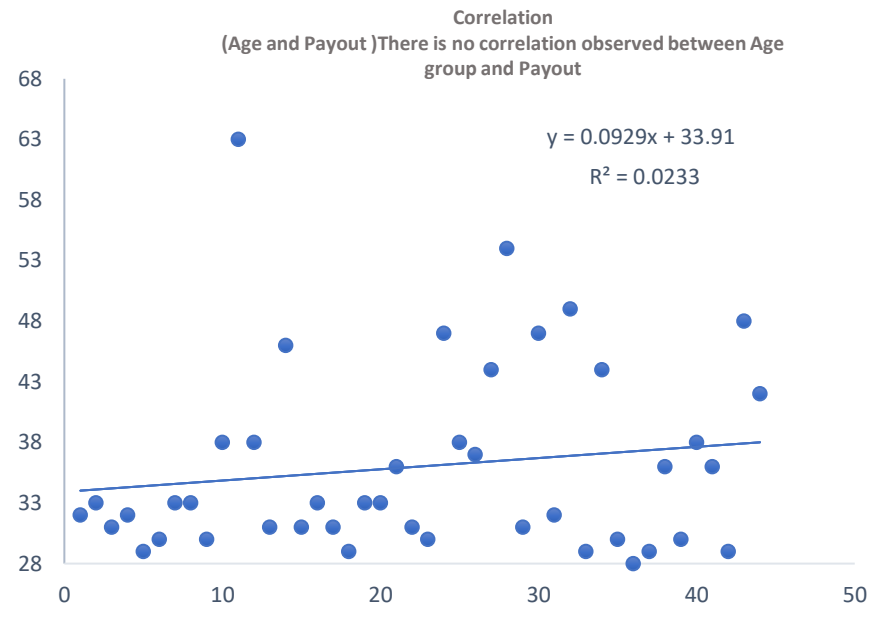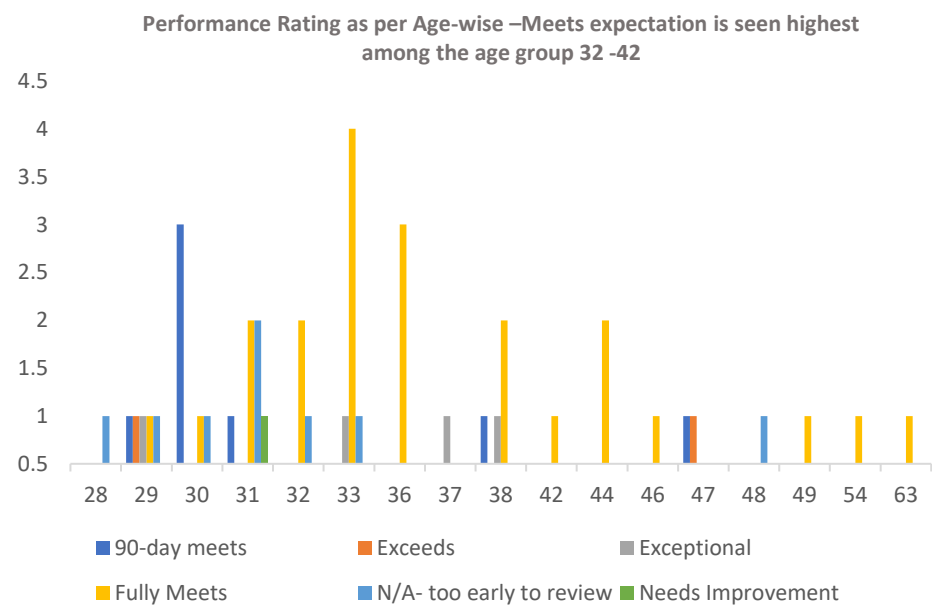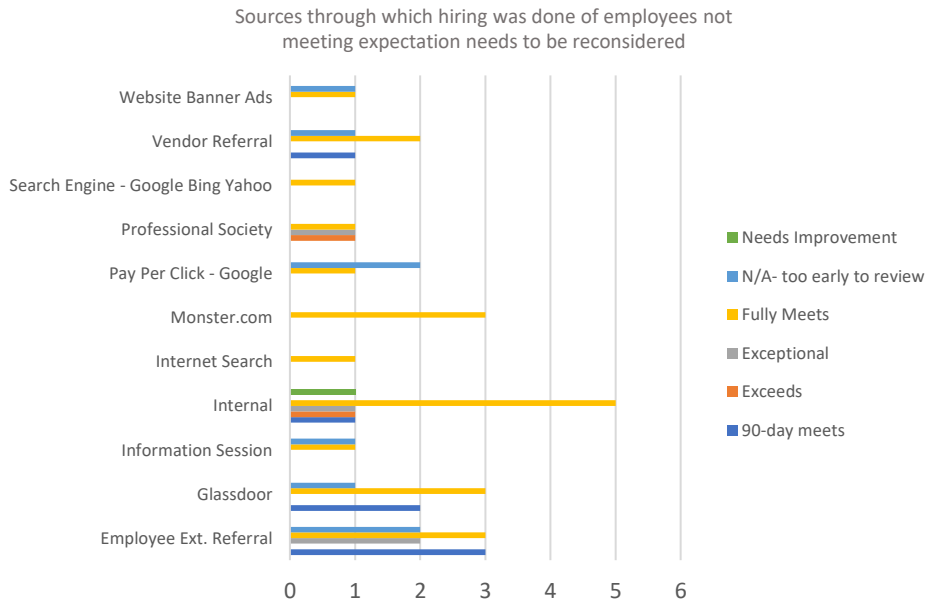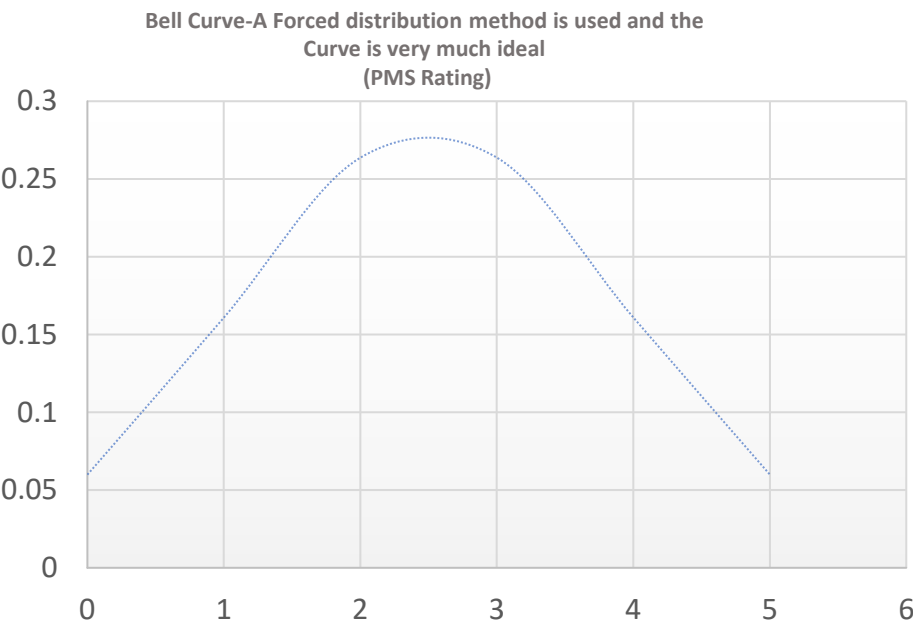| S.no	Employee Name	Employee Number	Age Group	Age	Sex	Date of Hire	Department	Position	Pay Rate	Manager Name	Employee Source	Performance Score	Rating
1	Meena	10001	30-40yrs	32	Female	7/2/2023	Admin Offices	Accountant I	28.5	Brandon R. LeBlanc	Internal	Fully Meets	3
2	Braddy	10002	30-40yrs	33	Male	7/8/2023	Admin Offices	Accountant I	23	Brandon R. LeBlanc	Website Banner Ads	Fully Meets	3
3	Stevin	10003	30-40yrs	31	Male	7/14/2023	Admin Offices	Accountant I	29	Brandon R. LeBlanc	Internet Search	Fully Meets	3
4	Hosana	10004	30-40yrs	32	Female	7/15/2023	Admin Offices	Administrative Assistant	21.5	Brandon R. LeBlanc	Pay Per Click - Google	N/A- too early to review	0
5	Nirmala	10005	0-30yrs	29	Female	7/12/2023	Admin Offices	Administrative Assistant	16.56	Brandon R. LeBlanc	Website Banner Ads	N/A- too early to review	0
6	Allena	10006	0-30yrs	30	Female	7/7/2023	Admin Offices	Administrative Assistant	20.5	Brandon R. LeBlanc	Internal	Fully Meets	3
7	Stephen	10007	30-40yrs	33	Male	7/4/2023	Admin Offices	Shared Services Manager	55	Janet King	Monster.com	Fully Meets	3
8	Shawn	10008	30-40yrs	33	Male	7/12/2023	Admin Offices	Shared Services Manager	55	Janet King	Internal	Fully Meets	3
9	Elsa	10009	0-30yrs	30	Female	7/4/2023	Admin Offices	Sr. Accountant	34.95	Brandon R. LeBlanc	Internal	90-day meets	2
10	Greeny	10010	30-40yrs	38	Female	7/1/2023	Admin Offices	Sr. Accountant	34.95	Board of Directors	Glassdoor	Fully Meets	3
11	King, Janet	10011	>50yrs	63	Female	7/3/2023	Executive Office	President & CEO	80	Board of Directors	Pay Per Click - Google	Fully Meets	3
12	Jennifer	10012	30-40yrs	38	Female	7/16/2023	IT/IS	CIO	65	Janet King	Employee Ext. Referral	Exceptional	5
13	Reema	10013	30-40yrs	31	Female	7/4/2023	IT/IS	Database Administrator	43	Simon Roup	Search Engine - Google Bing Yahoo	Fully Meets	3
14	Tanisha	10014	40-50yrs	46	Female	7/14/2023	IT/IS	Database Administrator	48.5	Simon Roup	Glassdoor	Fully Meets	3
15	Shaun	10015	30-40yrs	31	Male	7/16/2023	IT/IS	Database Administrator	40.1	Simon Roup	Employee Ext. Referral	N/A- too early to review	0
16	Jayne	10016	30-40yrs	33	Female	7/16/2023	IT/IS	Database Administrator	34	Simon Roup	Glassdoor	N/A- too early to review	0
17	Josephena	10017	30-40yrs	31	Female	7/8/2023	IT/IS	Database Administrator	40	Simon Roup	Glassdoor	90-day meets	2
18	Thomas	10018	0-30yrs	29	Male	7/15/2023	IT/IS	Database Administrator	35.5	Simon Roup	Internal	Exceptional	5
19	Wilson	10019	30-40yrs	33	Male	7/16/2023	IT/IS	Database Administrator	41	Simon Roup	Employee Ext. Referral	Fully Meets	3
20	Stena	10020	30-40yrs	33	Female	7/2/2023	IT/IS	Database Administrator	42.75	Simon Roup	Employee Ext. Referral	Exceptional	5
21	Ruby	10021	30-40yrs	36	Female	7/8/2023	IT/IS	Database Administrator	39.55	Simon Roup	Employee Ext. Referral	Fully Meets	3
22	Ivan	10022	30-40yrs	31	Male	7/8/2023	IT/IS	Database Administrator	42.2	Simon Roup	Pay Per Click - Google	N/A- too early to review	0
23	Jason	10023	0-30yrs	30	Male	7/7/2023	IT/IS	Database Administrator	45	Simon Roup	Vendor Referral	90-day meets	2
24	Raj	10024	40-50yrs	47	Male	7/14/2023	IT/IS	Database Administrator	30.2	Simon Roup	Employee Ext. Referral	90-day meets	2
25	July	10025	30-40yrs	38	Female	7/10/2023	Executive Office	Database Administrator	31.4	Simon Roup	Employee Ext. Referral	90-day meets	2
26	Jannet	10026	30-40yrs	37	Male	7/11/2023	IT/IS	IT Director	65	Jennifer Zamora	Professional Society	Exceptional	5
27	Simon	10027	40-50yrs	44	Male	7/14/2023	IT/IS	IT Manager - DB	62	Jennifer Zamora	Professional Society	Fully Meets	3
28	Richard	10028	>50yrs	54	Male	7/1/2023	IT/IS	IT Manager - DB	21	Jennifer Zamora	Internal	Fully Meets	3
29	Ronaldo	10029	30-40yrs	31	Male	7/7/2023	IT/IS	IT Manager - Infra	63	Jennifer Zamora	Internal	Needs Improvement	2
30	Eric	10030	40-50yrs	47	Male	7/8/2023	IT/IS	IT Manager - Support	64	Jennifer Zamora	Professional Society	Exceeds	4
31	Clark	10031	30-40yrs	32	Male	7/6/2023	IT/IS	IT Support	28.99	Eric Dougall	Glassdoor	Fully Meets	3
32	Leesina	10032	40-50yrs	49	Female	7/9/2023	IT/IS	IT Support	31.4	Eric Dougall	Vendor Referral	Fully Meets	3
33	Linsy	10033	0-30yrs	29	Female	7/1/2023	IT/IS	IT Support	26	Eric Dougall	Internal	Exceeds	4
34	July	10034	40-50yrs	44	Female	7/16/2023	IT/IS	IT Support	27.49	Eric Dougall	Information Session	Fully Meets	3
35	Alexander	10035	0-30yrs	30	Male	7/10/2023	IT/IS	Network Engineer	45	Peter Monroe	Glassdoor	90-day meets	2
36	Anthony	10036	0-30yrs	28	Male	7/3/2023	IT/IS	Network Engineer	42	Peter Monroe	Information Session	N/A- too early to review	0
37	Lynda	10037	0-30yrs	29	Female	7/10/2023	IT/IS	Network Engineer	37	Peter Monroe	Employee Ext. Referral	90-day meets	2
38	Mary	10038	30-40yrs	36	Female	7/4/2023	IT/IS	Network Engineer	39	Peter Monroe	Employee Ext. Referral	Fully Meets	3
39	James	10039	0-30yrs	30	Male	7/16/2023	IT/IS	Network Engineer	43	Peter Monroe	Vendor Referral	N/A- too early to review	0
40	Maria	10040	30-40yrs	38	Female	7/3/2023	IT/IS	Network Engineer	27	Peter Monroe	Monster.com	Fully Meets	3
41	Anita	10041	30-40yrs	36	Female	7/9/2023	IT/IS	Network Engineer	47	Peter Monroe	Vendor Referral	Fully Meets	3
42	Neal	10042	0-30yrs	29	Male	7/14/2023	IT/IS	Network Engineer	28	Peter Monroe	Monster.com	Fully Meets	3
43	Rahul	10043	40-50yrs	48	Male	7/14/2023	IT/IS	Network Engineer	49.1	Peter Monroe	Employee Ext. Referral	N/A- too early to review	0
44	Karthik	10044	40-50yrs	42	Male	7/14/2023	IT/IS	Sr. DBA	62	Simon Roup	Internal	Fully Meets	3

A recent Performance Appraisal of an US Based Multinational of employees who joined in the year 2023

➢Demographics-Number of employees joined in 2023

➢Employees for whom PMS was conducted, there correlation to other variable factors and the Bell Curve positioning

➢% increment which can be given to employees based on the given data.

➢Predictive Analysis

Demographics-Number of employees joined in 2020

Legend: 40-50yrs ■ | 30-40yrs ■ | 0-30yrs ■ | >50yrs ■

Marriage status: Divorced ■ | Married ■ | Separated ■ | Single ■

Recruitment Source

Source	Count
Employee Ext. Referral	10
Internal	9
Glassdoor	6
Vendor Referral	4
Pay Per Click - Google	3
Professional Society	3
Monster.com	3
Website Banner Ads	2
Information Session	2
Internet Search	1
Search Engine - Google Bing Yahoo	1

Age group by marriage status

Age group	Divorced	Married	Separated	Single
>50YRS	1	1		
0-30YRS	3	5		3
30-40YRS	1	14	1	7
40-50YRS		4		4

Department distribution

Executive Office ■ | Admin Offices ■ | IT/IS ■

- 4% — Executive Office
- 23% — Admin Offices
- 73% — IT/IS

Gender

Female ■ | Male ■

- 50% Female
- 50% Male

Job Title by Gender

Job Title	Male	Female
Sr. DBA	1	
Sr. Accountant		2
Shared Services Manager	2	
President & CEO		1
Network Engineer	5	4
IT Support	1	3
IT Manager - Support	1	
IT Manager - Infra	1	
IT Manager - DB	2	
IT Director	1	
Database Administrator	6	7
CIO		1
Administrative Assistant		3
Accountant I	2	1

Male ■ | Female ■

Bell Curve-A Forced distribution method is used and the Curve is very much ideal (PMS Rating)

Sources through which hiring was done of employees not meeting expectation needs to be reconsidered

Legend:
- Needs Improvement
- N/A- too early to review
- Fully Meets
- Exceptional
- Exceeds
- 90-day meets

Categories: Website Banner Ads, Vendor Referral, Search Engine - Google Bing Yahoo, Professional Society, Pay Per Click - Google, Monster.com, Internet Search, Internal, Information Session, Glassdoor, Employee Ext. Referral

Performance Rating as per Age-wise –Meets expectation is seen highest among the age group 32 -42

Legend:
- 90-day meets
- Exceeds
- Exceptional
- Fully Meets
- N/A- too early to review
- Needs Improvement

Correlation (Age and Payout)There is no correlation observed between Age group and Payout

$y = 0.0929x + 33.91$
$R^2 = 0.0233$

Max of Pay Rate Min of Pay Rate Mid Point

Merit Matrix Planning

Rating	>.70	.70-.80	.80-.1	.1-1.1	<1.2
5	7%	6%	5%	4.50%	4%
4	6%	5%	4%	3.50%	3%
3	5%	4%	3%	2.50%	2%
2	4%	3%	2%	1.50%	1%
1	3%	2.50%	1.50%	1%	0.50%
0	0%	0%	0%	0%	0%

Average Comp-ratio

Average % increase in each department
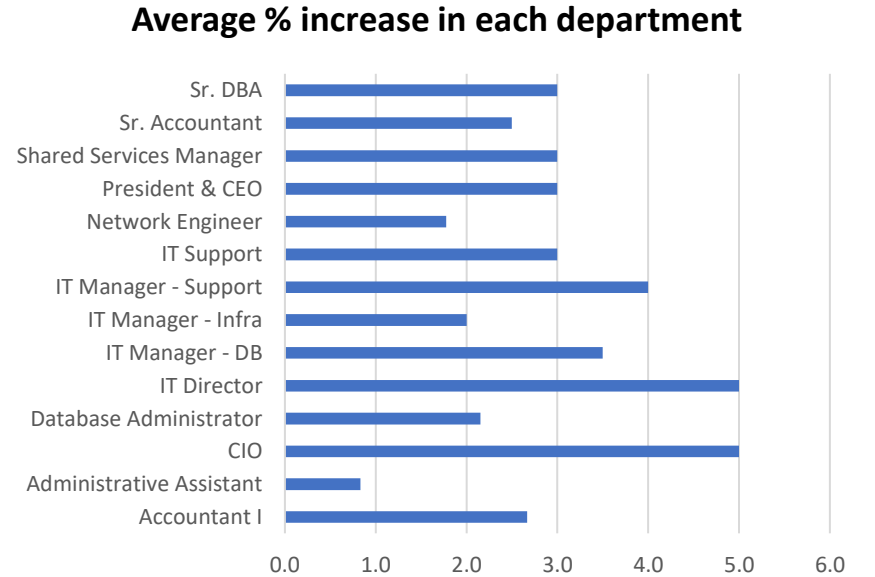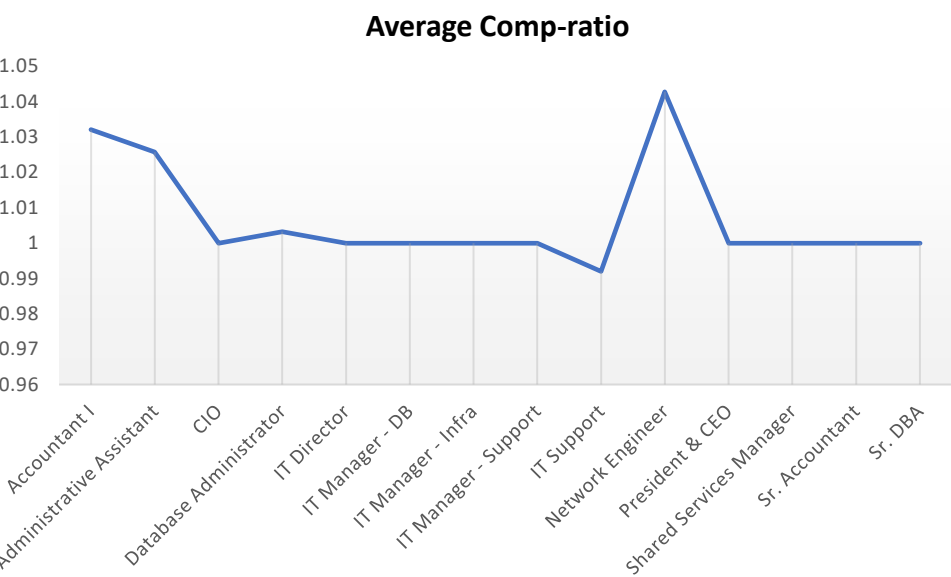
Employees between the Age group 30-40 yrs are the best performers but the Payrate is not symmetrical .That indicates variation in the PayScale among age groups and the performance rating which may lead to Attrition % increase as the age group has a direct influence on the number of years of work experience.

As the Comp ratio on an average is more than 1 ,Pay compression may be created leading to employees on the higher end of the pay range might ten to leave in a short duration.

Though Internal Pay equity is sound but with many employees on the end of Pay range may lead to attrition due to stagnation as the chances of getting promotion may reduce