EMPLOYEE REWARDS & RECOGNITION TRACKER

Platform : **Salesforce**

Institution : **Pragati Engineering College**

Date: **12/07/2025**

Developed by : **BATCH 7**

EMPLOYEE OF THE MONTH

22A31A04L7	22A31A1226	22A31A4387
22A31A05D4	22A31A4282	22A31A4465
22A31A05D7	22A31A4285	22A31A04M2
22A31A1225	22A31A4388	22A31A4217

BUSINESS CHALLENGE

- **Manual performance reviews are time-consuming and inconsistent**

- **Lack of real-time recognition leads to disengaged employees**

- **Managers lack visibility into data-driven performance trends**

- **How can we automate fair and transparent employee appreciation?**

PROPOSED SOLUTION

- **Custom Salesforce-based solution using standard automation**

- **Automates employee data evaluation using formula fields and workflow rules**

- **Calculates task and attendance performance**

- **Auto-assigns appropriate rewards with zero manual effort**

- **Enables dashboards for leadership visibility**

SYSTEM ARCHITECTURE

Data Source: CSV import (from company DB)

Salesforce Object: Employee_Details__c

Formula Fields:

- **Task Completion %**

- **Attendance %**

Scheduled Trigger Flow Rule:

- **Criteria-based Trigger (on record create/update)**

Flow Logic:

- **Schedule Flow automation for reward assignment**

- **Reports & Dashboards for visibility**

IMPLEMENTATION HIGHLIGHTS

Custom Object: Employee_Details__c

Key Fields:

- **Employee ID, Name**
- **Tickets Assigned & Completed**
- **Days Worked vs Total Working Days**

Output Fields:

- **Top_Performer__c (Checkbox)**
- **Reward_Type__c (Picklist: Bonus, Hike, Coupon, Vacation, None)**

EMPLOYEE
RECOGNITION

FORMULA FIELDS :

Task Completion :

- IF(Number_of_Tickets_Assigned__c = 0, 0, Number_of_Tickets_Completed__c / Number_of_Tickets_Assigned__c)

Attendance :

- IF(Total_Number_of_Working_Days_Quarter__c = 0, 0, Number_of_Working_Days_Quarter__c / Total_Number_of_Working_Days_Quarter__c)

Performance Based Score:

- (Attendance_Percentage_c + Taska_Completion_Percentage_c) / 2

FLOW AUTOMATION

Used Record-Triggered Flow

Trigger: On record creation/update

Logic:

- **Attendance% >= 85**

- **Task Completion% >= 80**

Actions:

- **Mark Top_Performer__c = TRUE**

Assign Reward_Type__c :

- **Rank 1   → Vacation**

- **Rank 2 → Hike**

- **Rank 3 → Bonus**

- **Rank 4 → Coupons**

- **Others   → None**

Entire logic built using declarative

Flow tools in Salesforce

OUTPUT & REPORTS

Real-time updates on employee records

Reports :

- **List of Top Performers**
- **Reward distribution: Bonus / Hike / Coupon / Vacation / None**

Dashboards :

- **Pie chart : Reward Types**
- **Bar chart : Team or Department Performance Trends**
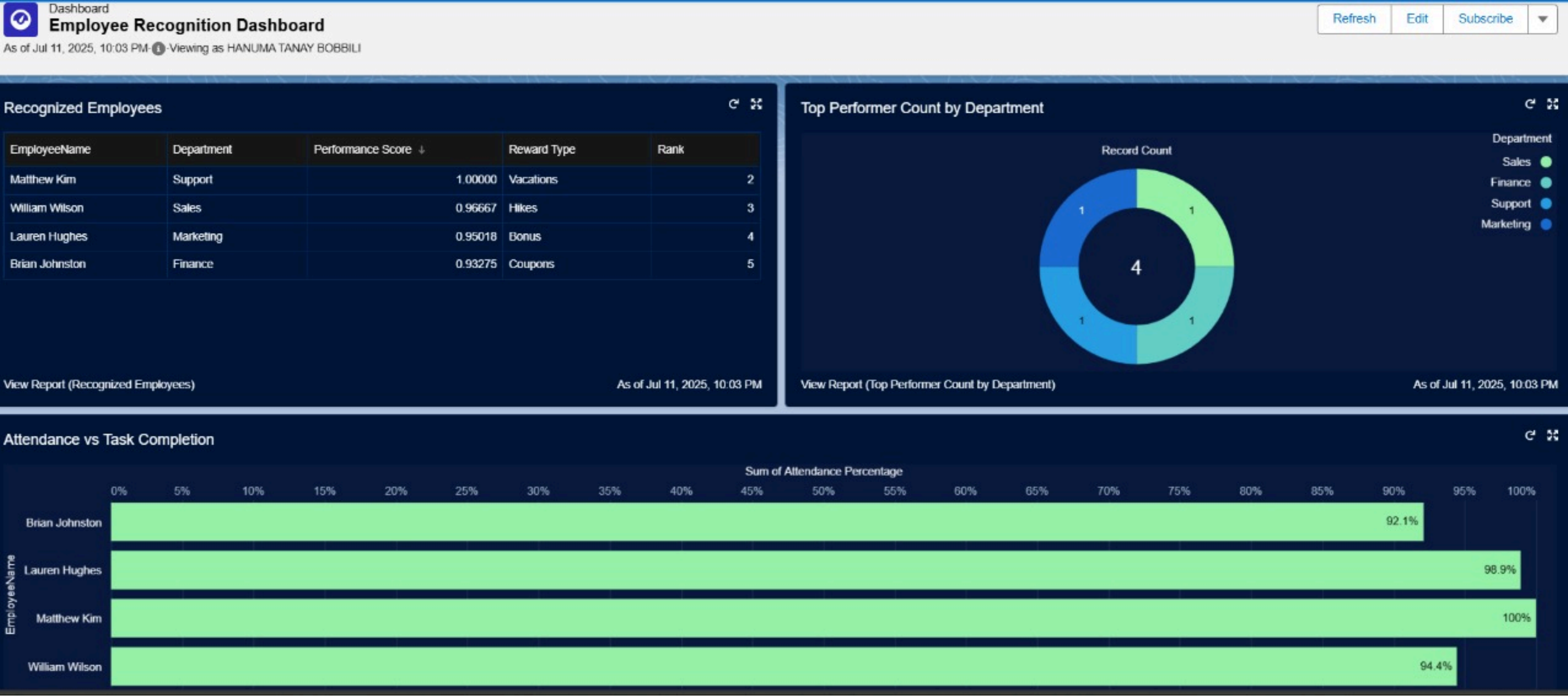
TESTING & VALIDATION

Imported 10+ sample records via CSV

Validated:

- **Formula calculations for accuracy**
- **Flow triggered correctly under conditions**
- **Rewards assigned as expected**

Covered edge cases: Zero tasks, 100% performers, low performers

OUTCOME

BUSINESS VALUE & FUTURE SCOPE

Business Value:

Fully automated using Salesforce Flows

Boosts morale through timely recognition

Transparent and performance-driven

Future Enhancements:

Auto-generate and email certificates

Einstein Analytics integration for predictive performance

THANK YOU!