

IT COMPANY STAFF EVALUATION: PROCESS AUTOMATION

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One of the key components of IT project success is effective management of its team. Management processes, such as motivation, development and staff training, are closely linked to their evaluation and certification. There is no uniform system of personnel evaluation today. Each IT company evaluates its employees' performance and potential for further development in its own way. Therefore, the development of software to evaluate the personnel of IT companies is relevant.

This article contains analysis the methods of personnel assessment, for example, such as the method of 360 degrees, estimate based on competences, assessment of professional qualities. In the assessment of personnel are used different methods depending on the goals and objectives of the company.

There is formulated the task of software development allowing to carry out not only an assessment of the it-company employee, but also a comparative analysis of individual results for the IT project team.

The General algorithm of personnel assessment includes: determination of assessment goals and objectives, analysis of situation, criteria development, preparation of work plan and assessment forms, evaluation and its analysis.

Three groups of criteria were selected for staff assessment:

1. Professional competence is the special knowledge and skills necessary for successful and effective work.
2. Personal qualities that contribute to the development of professionalism.
3. Corporate competencies that meet the requirements of the company's organizational culture.

The importance of each competence was determined in accordance with the expert assessment. Make a note that professional competence for the different roles in differ (for example, a programmer has knowledge of certain programming languages, OS, DBMS), whereas corporate competencies are the same for all positions.

Evaluation of each competence was carried out on a five-point scale: unacceptable manifestation of competence (an unsatisfactory rating); below the required; at the level expected from the employee; a good level, just above the required; excellent level, much higher than expected by the company.

The assessment results are presented in the form of a General integrated indicator, as well as in a graphical form, that allows to clearly identify the competencies that the employee needs to develop in order to qualify for the transfer to the next category. Also, the document "professional portrait on the evaluation basis" is prepared, which describes the levels of all competencies of the employee.

In the designing software process use-case, activity, component, deployment, database and classes diagrams were developed. The following technologies were used for software development: WPF and MS SQL. Test case was formed.