EFFECTIVE FEEDBACK ON MILLENNIALS IN ORGANIZATIONS BYHR

USING R PROGRAMMING CONCEPTS.

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Abstract -*As more Baby Boomers leave the workforce and the younger millennial generation enters, the demographic makeup of the labor force is shifting. When developing HRM systems for the present and future workforce, it is crucial to be aware of several critical features of this shifting demography. Divergent work values, chosen career goals, and employee devotion to their jobs and organizations are some of these crucial elements. Giving accurate and useful feedback is one of the key elements of HRM's transition to a well-organized network of activities that aims to improve employee performance holistically. According to generalizations, millennials have a sense of entitlement, which frequently presents additional challenges for the organization's feedback procedures. This*

Key Words:

CRAN-R, R-STUDIO (IDE), WINDOWS XP, Management Fashion, Big Data

INTRODUCTION:

In an employee resource analytics project, both employees who are leaving the organization and those who are still working there are analyzed based on the features listed below. In order for the business to ensure that all of the working employees' needs are met and that any flaws are fixed in accordance with the feedback provided by the departing employees.

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1. EXISTING SYSTEM

The existing system is collecting feedback from theleaving employees, calculating the work progress of theemployee , and then evaluate performance of the every Employee. By this analysis we can only know about thefeedback given by leaving employees but cannot able toknow the needs of present working employees. The existingsystem can only take feedback . It is a time- c o n s u m i n g process. The existing system is collecting feedback fromthe leaving employees , calculating the work progress of

he employee, and then evaluate performance of every employee. By this analysis we can only know about the feedback given by leaving employees but cannot able to know the needs of present working employees. The existing system can only take feedback. It is a time-consuming process.

1.1 DISADVANTAGES OF EXISTING SYSTEM

- ➢ This system is only for the employees who leave thecompany
- ➢ This system is time taking process
- ➢ This system cannot take the feedback from presentworking employees.

➢ This system cannot give exact statistical values.

➢ This system is time taking process

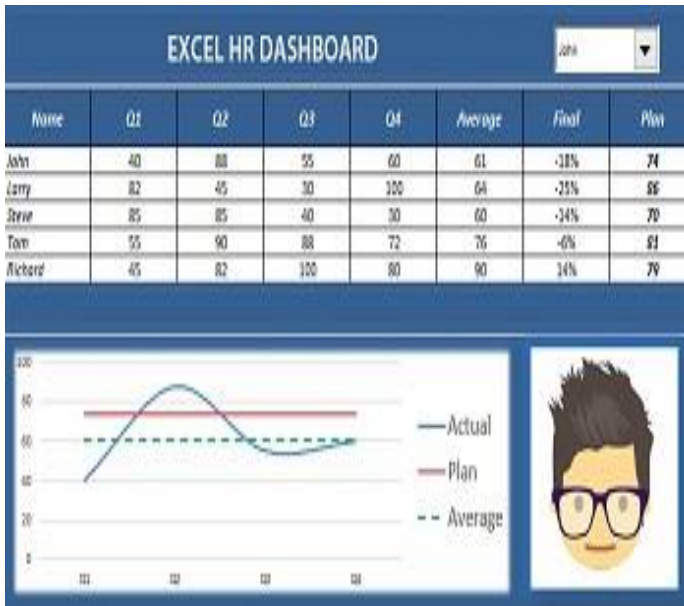➢ This system can use regression process for analysis.

FIG 1: EXISTINSYSTEM

PROPOSED SYSTEM

The proposed system collects the feedback from both the employees who are leaving and also working. Based on certain features like number of projects done ,trainings conducted for fresher's, appraisal system, salary order, seminar conducted etc analysis is done by the HR. By takingthe feedback from working employees we can improve theresources in the company.

FIG 2: HR ANALYTICS

It should be accepted that time unit analytics has not reached the ultimate stage however and it's still at the stage of 'continuum'. Researches and experiments are currently being carried out on level of maturity of time unit processes, data quality and capabilities to implement HR analytics on wider aspects and dynamics of human resource. Since previous few years, a trend has been found, where more emphasis is being given on showcasing metrics specializing in 'efficiency', such as lowering HR cost per employee vis-à-vis increase in productivity per hire. Organizations in service industries across the globe as well as banking, hospitality sectors have gone one step further and they have expanded 'efficiency metrics' into 'effectiveness metrics', that square measure so the strategic primarily based value addition to the discipline of HR metrics. Though Google leads the way the HR analytics have been used through each prophetical and prescriptive analysis, large numbers of world renowned organizations like Shell, Procter & Gamble, Morgan Stanley, Xerox, General Motors etc. have conjointly started mistreatment an equivalent in their ways in which. However, still the total number of organizations globally mistreatment advanced time unit analytics is tiny and distributed unevenly. Latest study by Bersin, Leonard and Wang-Audia (2013) has shown that only 10% of Fortune 500 Company's square measure mistreatment advanced analytics and out of this 100%, only 4% are using predictive and prescriptive analytics and remaining 6 June 1944 are still restricted to basic applied mathematics techniques for 60 minutes analytics. But an ensuant study by Bersin (2016) has shown that the quantity of organizations mistreatment prophetical analysis and advanced 60 minutes analytics has up to eight. He however has held difficulty of scaling up of HR at the highest level responsible for this slow growth among Fortune 500 companies (FIG2).

1.2 The purpose of the appraisal:

Though the employees look at the appraisal ratings as a means to achieve status, rewards, recognition, and career advancement (Lam et al., 2002), organizations understand that effective feedback can be the foundation of employee development, and strive to incorporate employee development The purpose of the appraisal Though the employees look at the appraisal ratings as a means to achieve status, Rewards, recognition, and career advancement (Lam et al., 2002), organizations perceive that effective feedback will be the inspiration of worker development, and try to include worker development into the performance Management system. Employees need to have complete information about the process of appraisal, the reasons for any ratings given to them, and clarity regarding any administrative decisions related to compensation and promotion based on these ratings. Procedural justice is therefore an essential aspect of the feedback process..Formal and informal feedback:

Many supervisors in Indian organizations prefer to give constructive feedback informally because giving such feedback in the formal setting is construed as negative and may be detrimental to the career of the subordinate. However, informal feedback needs a strong interpersonal relationship to be effective. The wider the generation gap between the supervisor and the subordinate, the more difficult to give constructive feedback informally. The millennial generation is considered to be forthright in their responses to their supervisors (Varner, 2011), which may also make the supervisor hesitant to give constructive feedback face-to-face, opting instead to take the easy route of giving formal written feedback. In some organizations, employees might not take informal feedback seriously, thus forcing the supervisor to be more formal than needed while giving the feedback.

1.3 Action-oriented and short-term orientation: The millennial generation looks for action-oriented feedback where results can be seen in the short term. Action-oriented feedback can be facilitated by SMART (specific, measurable, attainable, realistic, and time-bound) goals. However, the feedback-giver needs to be very careful to provide feedback based on the overall

performance of the employee. She/he also needs to make sure that the feedback is free from regency bias and that the employee strives to maintain consistent performance throughout the year.

1.4 The frequency of the feedback:

The millennial generation prefers to receive continuous feedback in real time. This aspect needs to be incorporated in the feedback mechanisms in the organizations. The challenges come in the form of the geographical dispersion of work units, low interaction between supervisors and subordinates etc. However, care should be taken that feedback is not repetitive in content, as this generation exhibits more frustration in such scenarios.

1.5 Avoidance of negative feedback:

Given the fact that the millennial generation is perceived as the entitled generation, there are instances where the feedback-givers do not wish to discuss the performance of the individual in detail, fearing implications on interpersonal and organizational relationships. It is often also seen that feedback-givers tend to gravitate toward central ratings to all, irrespective of the performance, to avoid the difficulties of providing constructive negative feedback even if it is for the benefit of both the individual and the organization

1.6 Individual contribution in team performance:
In many instances, the millennial generation would also want clarity on the individual contribution made in team performance. They would like to be appreciated for their own performance but might resent better rewards or recognition given to their teammates. Recognition and constructive feedback given in such scenarios need to be well-balanced among the team members. Preferably such feedback should be handled in a team setting to reduce rumors and any perception of organizational politics. The increasing trend of the transactional psychological contract also makes the above imperative for organizations.

2. Media for giving feedback:

The millennial generation is more comfortable with technology and so the use of chats, messages, e-mails, etc. can also be effective for real-time feedback. Geographical dispersions of various units of organizations and flexible working may reduce the physical proximity of the individual with the feedback giver. When the supervisor is not able to physically monitor the work, it becomes crucial for an employee to keep the supervisor updated on the telephone as well as online written exchanges, face-to-face interactions through Skype or video-chats have the human element and may be a more effective medium for some employees. This article considers the specific aspects of giving feedback to the millennial generation, the changing culture of new organizations and patterns in interactions among employees, and the role of technology therein. With the entry of millennials into the workforce and the increasing role played by new organizations in our economy, organizations need to focus on mechanisms and facilitating environments for effective feedback.

3. Conclusion:

In 2011, Massachusetts Institute of Technology (MIT) conducted a study on analytics, which has found that high playing organizations use analytics 5 times over the lower playing organizations (La Valle et al. 2011).Many different studies since then have finally complete that HR analytics will facilitate organizations to effectively subsume ferociously competitive business environment at both tactical and strategic levels. It has found that at strategic level, typical competitive challenges round-faced by any organization embody productivity, innovation, global Scaling, lean delivery etc. Through proper alignment both vertically and

horizontally using big data approach, the HRfunctions remain at the verge of exponential growth towards contributing better impact to the overall organization. However, the factors like choosing the right purpose and moment of interventions, adopting applicableways of analytics, collaborative interventions, scaling fromtime unit as some extent of interventions ar properly needed to enforce for optimum impact to be caused by hour analytics.

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