THE ROLE AND SIGNIFICANCE OF NATIONAL AND UNIVERSAL VALUES IN THE SPIRITUAL DEVELOPMENT OF YOUNG PEOPLE

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Annotation: Evaluating work efficiency is one of the critical processes in human resource management, significantly influencing an organization's achievement of its overall goals. Work efficiency evaluation systems are rapidly evolving and integrating with modern technologies. This article discusses how the process of evaluating work efficiency is being improved through innovative approaches, the use of artificial intelligence (AI), and analytical tools.

Keywords: Evaluation Cards, KPI, MBO, Rating Scales, IoT, Big Data, Work Quality Evaluation.

In today's globalized world, the success of organizations depends on their ability to manage human resources effectively. The success of any organization is linked to the productivity of its employees. In today's competitive business environment, effective human resource management is a crucial factor for a company's success. However, there are several issues in work efficiency evaluation systems, including employee motivation, fair assessment, and technological integration. Various methods exist for evaluating work efficiency in organizations. The most effective methods are as follows:

KPI (Key Performance Indicators) – Key Indicators:

KPI – a system of important criteria used to measure the performance outcomes of an employee. For example:

*In the sales department – monthly/annual sales volume

*In production – product quality and quantity produced

*In customer service – customer satisfaction level

360-Degree Evaluation:

In this method, the employee is evaluated by multiple sources – supervisors, colleagues, subordinates, and even customers. This approach allows for a comprehensive view of the employee's work from all angles.

Rating Scales:

Rating scales are a method of evaluating an employee's performance based on predefined criteria. These scales typically use a range of ratings, such as numerical values or descriptive terms (e.g., excellent, good, average, poor), to assess different aspects of an employee's work. This method provides a structured way to evaluate performance, helping to quantify subjective assessments and making it easier to compare employees' performance across various tasks or competencies. In addition. In this method, each employee's skills and results are evaluated based on predefined criteria. For example, a rating system from 1 to 5 is used to assess performance.

MBO (Management by Objectives)

In this method, specific goals are set for employees, and their results are evaluated according to these goals. The employee and supervisor agree on the objectives in advance, and the process is analyzed accordingly.

In evaluating work efficiency, AI and Big Data technologies allow for a deep analysis of employees' productivity. For example:

**Employee performance and productivity are analyzed based on artificial intelligence.

*The most effective strategies are developed based on the analysis results.

*Individual recommendations are provided for employees' growth based on a personalized approach.

Additionally, in evaluating work efficiency, the use of IoT (Internet of Things) technologies, smart sensors, monitoring systems, and Digital Tracking can help analyze employee performance. For example:

*Smart sensors installed in workspaces can monitor the efficiency levels of employees.

*These technologies help ensure that workload and breaks are optimally distributed.

When we look at the role of Artificial Intelligence in evaluating work efficiency, AI technologies have significantly simplified the process of performance evaluation:

*Automatically tracking and analyzing employees' work performance;

*Recommending training and educational courses based on the analysis;

*Fighting corruption and creating an objective evaluation system.

For example, in companies like Google and Microsoft, work efficiency is automatically monitored based on AI, and the results are displayed in real-time.

The Importance of Evaluating Work Efficiency:

Evaluating work efficiency plays a crucial role in the successful operation of organizations. This evaluation:

*Ensures individual growth of employees;

*Supports the achievement of company goals;

*Increases motivation and strengthens employees' interest in their work;

*Helps improve work performance.

Additionally, there are key factors to consider when evaluating work efficiency, which include:

Evaluating the Quality of Work: When evaluating efficiency, it's not only the quantity of tasks completed that matters, but also their quality. Assessing the quality of work involves considering employees' qualifications and experience.

Motivation and Interpersonal Relations: Motivation, employees' interpersonal relationships, and their job satisfaction are also crucial factors in evaluating efficiency. If employees are dissatisfied with their work or feel uncomfortable, their work efficiency may decline.When employees feel motivated, valued, and maintain positive relationships with their colleagues, they are more likely to perform at their best. Ensuring job satisfaction is therefore key to maintaining high levels of productivity and efficiency within the organization.

Time Management: Employees' ability to manage time effectively and complete tasks on time and within the set deadlines is a clear indicator of their efficiency. Effective time management not only ensures that work is completed promptly but also reflects the employee's organizational skills and commitment to achieving goals. It directly impacts overall productivity and the success of the organization.

Recommendations for Improving Efficiency:

1.Setting Goals and Monitoring: Setting clear goals for employees and continuously monitoring their progress significantly enhances efficiency.

2. Training and Development:Enhancing employees' qualifications, helping them acquire new skills, and supporting their continuous learning significantly improves their work efficiency.

3. Recognizing and Rewarding Success:Acknowledging and rewarding high-performing employees boosts motivation and drives greater efficiency.

4. Regular Evaluation:Conducting regular performance evaluations helps identify shortcomings early and assists in addressing them promptly.

Conclusion:

In human resource management, evaluating work efficiency not only impacts the overall success of the company but also improves employee motivation and their attitude toward work. Proper evaluation systems help to further develop employees' strengths and improve their weaknesses. Additionally, effective evaluation systems enable the company to implement the necessary changes that are crucial for enhancing its success.By fostering an environment where employees' performance is consistently assessed and supported, organizations can ensure continuous growth, boost employee satisfaction, and drive overall productivity. This creates a win-win situation for both employees and the organization.

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