



# Evaluation of Best Employees Selection Using DEMATEL Method

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**Abstract.** Great employees are constantly looking for new ways to improve themselves and contribute more to the organization. They listen, take feedback seriously and are open-minded when presented with new ideas. They are not afraid to ask questions and seek help when needed. Dedicated to A dedicated employee is one who takes ownership of their role and the organization as a whole. They are committed to the company's mission and truly live the values created by the team's culture. Alternative are Creativity, Initiative, Dependability, Adaptability, Team work. Evaluation Preference: Creativity, Initiative, Dependability, Adaptability, Team work. The result it is seen that Dependability is got the first rank where as is the Initiative is having the lowest rank. The value of the dataset for Best Employees in Test and evaluate decision making the lab shows that it results in Dependability and top ranking.

**Key words:** Best Employees, Employee Skills, Dedicated Employees, MCDM

## 1. Introduction

They perform tasks on time, efficiently and with utmost integrity. Dedicated employees are also generally ambitious and willing to work hard to improve their skills. It is easy to be committed to your work and work if you enjoy your work or profession. Happy employees feel pride and accomplishment in their work and love what they do. This sense of meaning has a positive feedback loop satisfaction reduces stress, which positively affects productivity. Honesty is above all a feeling, a mindset, an orientation towards truth. Honest employees will not tolerate lying, falsifying data, misrepresenting themselves or their organizations, or other acts that disrespect the truth. Employers want employees to exhibit professionalism at all times in their speech, behavior, duties and appearance. Employees must treat customers, clients and co-workers with respect. She should take pride in her work and ensure that it is done well and thoroughly. Decision Making Test and Evaluation Laboratory (DEMATEL) the cause-and-effect chain elements of a complex system are considered a useful method for identification. This is assessing relationships between factors and Identify what is important through a visual structural model to see Results Testing and Evaluation Laboratory (DEMATEL) method complex and interrelated problem groups Analyzed and proposed to solve. Of its ability to verify interdependencies between variables and tries to improve them by providing a specific diagram. To assess the causal relationships of construction accidents DEMATEL method is used. This combination is human to the imprecise and subjective nature of judgments is used. Fuzzy set theory is real Interval sets rather than numbers uses. Linguistic terms converted into fuzzy numbers.

## 2. Best Employees

FMADM focuses on employee best practices aimed at improving overall performance. Unlike traditional PAs, FMADM seeks highly skilled employees to serve as colleagues. The FMADM process identifies personnel in need of improvements in specific factor(s) and the extent of improvements required. [1] A green building is environmentally friendly, energy-efficient and sustainable, carefully designed, constructed, operated, reused or removed from the artificial environment. [2] Long-term career development and training are increasingly valued by employees. Better offices and parking spaces can be developed depending on the tenure. [3] Selecting the best employees is still done manually with many criteria and alternatives, and this usually makes it difficult for top management to make decisions. [4] Employers try to clearly communicate their unique employer brand message to their prospective employees. [5] Common best human resource management practices that contribute to the "Best Employer" in Canada and the United States help create and identify the workplace brand. [6] Overpaying another employer with a current employee leaving is the most influential factor. Adequate compensation for acceptable retention when considering costs, consider turnover costs Employers must calculate. [7] Without loss of competence due to negligence of the company they also ensure that there is. On boarding Improving the process, a new employee Reduces time to absorption and worse Prevent costs on boarding [8] Employment Mode: Internal Development. In these conditions, Companies to develop their human capital internally there are strategic and financial reasons. Work Relationship: A system focus. [9] The Some of the trends in current business economics are new and point to harsh realities, That means employees no longer have to be loyal to an employer will not and employers their skills and Being willing to develop experience Identify and require new employees be 100 percent employed as soon as possible. [10] Employees accept jobs for which they are overqualified Are they selected and are they progressively more qualified? Or whether they realize they are they don't count. Overqualified after they were hired. [11] The district called RIF a pretext for racial discrimination

the court decided. Judgment of the District Court As to the question whether the Circuit Court, as amended, Failed to resolve. Was an actual RIF, even though only the plaintiff was terminated? [12] A large number of employees in a company Opportunities for positive word of mouth from employees it is argued that they are increasing. Applying Employment of such applicant as intended Contributes significantly to results. Development and economic success, such as earnings, for candidates they thrive by joining them indicates that o-organization. [13] Employer-sponsored volunteer Plans are not only for the employee but also for the organization are beneficial. Volunteerism and organization For reputation, profitability and stakeholder engagement to the organization by looking at the relationship between Corporate-sponsored volunteering Examining the benefits of doing, the overall impact Proves essential to understanding volunteering.[14] Many communities with universities are on campus Has student-oriented housing nearby, Facilitates active travel for this group, However usually the staff are from university And living far away, connected They build infrastructure. [16] Regardless of an employee's department and role, Administrative tasks related to work are repetitive are done. AI to automate those tasks When used, real-time judgment and empathy Employees are more focused on demanding jobs can [17] They inspire employee confidence, appreciate professionals' willingness to help other employees, and increase information reinforcement Sharing among all team members. [18] On the other hand, smooth HRM and employee job satisfaction A large-scale study of the relationship between did not receive Soft HRM is often present about human relations i.e. treating employees as valuable assets. [19] There are companies that use shared capital compensation systems, Greater employee participation in decisions also share more information than others Permissive policies companies, and a more positive workplace culture than other companies. [20] Great leaders trust the abilities of their employees and act as facilitators of sense-making. They help their subordinate's structure and understand their work: [21] all guidelines recommend having a plan for disability leave. It includes Convention between the company and the employee Communication plan. RTW is coordinated and planned all guidelines that should agree. [22] The reliability of the EDP promotions is enhanced both by the fact that none have used this specification before; And due to the obligation to sell at employee prices – an EDP note cannot be charged by a company above employee price levels. [23] The basic argument is that if a company has information that motivates employees to work harder, then this information should be reliably communicated to employees through internal marketing. Therefore, just as advertising is needed to communicate information to customers, internal marketing is required to communicate information to employees. [24] The basic argument is that if a company has information that motivates employees to work harder, then this information should be reliably communicated to employees through internal marketing. Internal marketing is needed to communicate information to employees. [25] Employee audience for ads the importance of advertising decision makers is reduced they decide to rate it. By advertising This influence, as employees will be affected Companies are all about making sure things are positive It is also important to make efforts. [26] The 'ideal' is a balanced working relationship, where Employer and employee goals are aligned. Their total rewards can be strategic derived by 'idealizing' and identifying what the resulting 'ideal' will be. [27] The best companies are similar to their employees Show the results. However, our best Firms generally require lower skill levels the results of the survey show that [28] based on the age, gender, and health status of the work force; the best practice components are significant for both the population and the individual workforce. [29] Most important, from the perspective of the internal market, an understanding of employee skills—and then the attitudes, cognitions, and ability to participate in the internal marketing strategy—requires market research on ideas about how Arkhamsatron can be most effective from everyone.[30]

### 3. DEMATEL

Attempts to present an index of factors influencing Management Performance of Expressway Construction Project And the symbolic method by the DEMATEL Research Method Upgrading. Expressway Construction Project Major Factors Affecting Managerial Performance to find out. [1] A method used Many industries and companies called DEMATEL is called economic and social value chain Identify important factors for moving This method was originally developed by Vehicle Factors affecting industries like It is used for identification [2]. Combine DEMATEL with Descriptive Structural Modeling (ISM). Logical relationships in failure subsystems intuitively represent a multilevel hierarchy System, one failure results in another failure Determines and deep failure subsystem identifies. [3] To improve the TYPE OF RESEARCH WHEN USING THE DEMATEL METHOD Another is expressed in two aspects A significant area is: collection of assessment information and Determination of limits. In this study, the magnitude of the impact HFLTS is used to collect; K-medicos clustering a subjective determination of the algorithmic threshold is substituted for this Instead of this, the standard setting structure, and the influence relationship is extended to more than two categories. [4] Demonstrate relationships between factors and the type and basis of relationships of their effects on each other's criteria Prioritize intensity. In addition, hybrid the most advantage of Fuzzy DEMATEL is that considering the degree of ambiguity, It is also about dealing with ambiguity flexibly. [5] However, the DEMATEL instrument interspaces expresses relationship and type of relationships and Based on a critique of their implications gives priority. ISM is their bias and driving force Creates relationships through, but not through significance [6]. DEMATEL Method and Bayesian Network Bayesian to configure a combination of network structures Lays a solid foundation. This is the method A traditional Bayesian network architecture various properties and Improves scientific character. [7] Practical for visualizing a system of complex causal relationships and a system Clarify the essentials. It is Digraf and One based on matrix theory Systematic, and many other factors are cause and effect has the ability to divide into groups. To the system Analysis of direct and indirect relationships between By doing components, DEMATEL can obtain a better way to solve interrelated problems.[8]. Modified-DEMATEL method and fuzzy set theory MCDM used as tools. End makers use their past experiences and they tend to make judgments based on knowledge, and their assessments are often equally linguistic expressed in words. [9]. Actual data sourced from Indian GST DEMATEL in designing the

hybrid method for the set Focus on approach and project outcome A software system for estimating factors is provided. [10] Barriers to effective implementation of Green Lean already exist were identified from the literature in which were, the same DM model of situational relationships between constraints in time were investigated with the help of method. Green in production Barriers to adopting lean practices are literature were identified through the study. [11] A DEMODEL-fuzzy TOPSIS by The attitude. Will affect medical tourism in Malaysia the authors discussed the factors, To examine the influencing relationships between factors Dematerial method is used and factors Fuzzy TOPSIES to determine importance ranking used [12] One of the solution methods used in the work is DEMATEL Is. The primary advantage of this method, compromised An implicit cause-and-effect model is the Add relationship. DEMATEL is its components a system or between several available alternatives A useful tool for exploring structure and relationships is proper. [13]. Establishing a rating structure model, combined factor For analysis and determination of the weight of the criterion DEMATEL method is also introduced. In real valuation problems, complex valuation It is difficult to calculate the exact value of the method. However, Makes a complex assessment environment much easier Can be divided into criteria or sub-systems [14]. According to surveys and oral expert interviews, company quality and two key of financial skills and debt Criteria are identified. Method and Using DEMATEL to analyze causal relationships, Severity of sub-indexes of each scale and Performance is determined, and supplier Estimation is inherently imprecise. by MATLAB software. [15]. A hybrid method with two phases, Expert Judges, a standard interpretation method and one including DEMATEL Size grid awareness and general applicability Used to express character. Of the smart city and evaluate its dimensions by DEMATEL.[16] Interdependence of the five key criteria DEMATEL is used to identify. External Organizational Environment and sustainability are the cause but the plan And the results of project management results In the final stage of Fuzzy DEMATEL, the key parameter relationship is Of influence between graphs and scales Depicts the flow. it. [17]. To establish internal biases and their intensity, fuzzy DEMATEL method Proposed. In the network structure Brainstorm external biases or nominal group technique, through Delphi technique and other suitable methods Decision makers can decide. so on. [18]. DEMATEL-Entropy-TODIM to rank alternative sites the method is also used. DEMATEL times, entropy Weight method and TODIM method are different MCDM although widely used for problems, for us As far as known, all these three decision methods are LSWF are integrated and used for research. [19]. Because A clear scale to evaluate CoQ models and No accounting standard, the COQ model of the cost structure Conclusion Quality managers or quality data collectors is left to judgment. Therefore, the group DEMATEL and integrated MCDM combining ANP methods We proposed the model to measure expert opinions It is also to solve the problem of choosing the optimal CoQ model. [20]

#### 4. Analysis and Discussion

TABLE 1. Best Employees

	Creativity	Initiative	Dependability	Adaptability	Team work	Sum
Creativity	0	11	9	7	5	32
Initiative	8	0	9	7	12	36
Dependability	7	8	0	5	4	24
Adaptability	8	10	9	0	6	33
Team work	9	15	8	9	0	41

Table 1 shows that DEMATEL Decision making trail and evaluation laboratory in Alternative: Creativity, Initiative, Dependability, Adaptability, Team work. Evaluation Preference: Creativity, Initiative, Dependability, Adaptability, Team work. TABLE 1. Alkynes show the Creativity it is seen that Team work the highest value for Dependability is showing the lowest value. Initiative it is seen that Team work is showing the highest value for Dependability is showing the lowest value. Dependability it is seen that Adaptability and Initiative and Creativity are showing the highest value for Team work is showing the lowest value. Adaptability it is seen that the Team work is showing the highest value for Initiative and Creativity is showing the lowest value. Team work it is seen that the Initiative is showing the highest value for Dependability is showing the lowest value.



**FIGURE 1.** Best Employees

Figure 1 shows that DEMATEL Decision making trail and evaluation laboratory in Alternative: Creativity, Initiative, Dependability, Adaptability, Team work. Evaluation Preference: Creativity, Initiative, Dependability, Adaptability, Team work.

**TABLE 2.** Normalization of direct relation matrix

	Creativity	Initiative	Dependability	Adaptability	Team work
Creativity	0	1	0.81818182	0.636363636	0.454545455
Initiative	0.727272727	0	0.81818182	0.636363636	1.090909091
Dependability	0.636363636	0.727272727	0	0.454545455	0.363636364
Adaptability	0.727272727	0.909090909	0.81818182	0	0.545454545
Team work	0.818181818	1.363636364	0.72727273	0.818181818	0

Table 2 shows that the Normalizing of direct relation matrix in Creativity, Initiative, Dependability, Adaptability, Team work. The diagonal value of all the data set is zero.

**TABLE 3.** Calculate the total relation matrix

	Creativity	Initiative	Dependability	Adaptability	Team work
Creativity	0	1	0.818181818	0.63636364	0.45454545
Initiative	0.727272727	0	0.818181818	0.63636364	1.09090909
Dependability	0.636363636	0.727272727	0	0.45454545	0.36363636
Adaptability	0.727272727	0.909090909	0.818181818	0	0.54545455
Team work	0.818181818	1.363636364	0.727272727	0.81818182	0

Table 3Shows the Calculate the total relation matrix in Creativity, Initiative, Dependability, Adaptability, Team work.

**TABLE 4. I**

I				
1	0	0	0	0
0	1	0	0	0
0	0	1	0	0
0	0	0	1	0
0	0	0	0	1

Table 4Shows the  $T = Y(I - Y)^{-1}$ , I= Identity matrix in Creativity, Initiative, Dependability, Adaptability, Team work is the common Value.

**TABLE 5. Y**

Y				
0	1	0.818182	0.636364	0.454545
0.727273	0	0.818182	0.636364	1.090909
0.636364	0.727273	0	0.454545	0.363636
0.727273	0.909091	0.818182	0	0.545455
0.818182	1.363636	0.727273	0.818182	0

Table 5 Shows the Y Value in Creativity, Initiative, Dependability, Adaptability, Team work, is the Calculate the total relation matrix Value and Y Value is the same value.

**TABLE 6. I-Y**

I-Y				
1	-1	-0.81818	-0.63636	-0.45455
-0.72727	1	-0.81818	-0.63636	-1.09091
-0.63636	-0.72727	1	-0.45455	-0.36364
-0.72727	-0.90909	-0.81818	1	-0.54545
-0.81818	-1.36364	-0.72727	-0.81818	1

Table 6 Shows the I-Y Value Creativity, Initiative, Dependability, Adaptability, Team work. Table 4  $T = Y(I-Y)^{-1}$ , I= Identity matrix and table 5 Y Value Subtraction Value.

**TABLE 7. (I-Y)-1**

(I-Y)-1				
0.390705	-0.23009	-0.1864	-0.177074154	-0.23779
-0.25137	0.220598	-0.27411	-0.22089625	-0.09377
-0.12668	-0.20057	0.461256	-0.158011924	-0.19485
-0.20024	-0.26922	-0.20128	0.42460399	-0.2263
-0.27907	-0.25358	-0.35552	-0.213615511	0.350714

Table 7 shows the (I-Y)-1 Value Creativity, Initiative, Dependability, Adaptability, Team work. Table 6 shown the Minverse Value.

**TABLE 8. Total Relation matrix (T)**

Total Relation matrix (T)				
-0.6093	-0.23009	-0.1864	-0.177074154	-0.23779
-0.25137	-0.7794	-0.27411	-0.22089625	-0.09377
-0.12668	-0.20057	-0.53874	-0.158011924	-0.19485
-0.20024	-0.26922	-0.20128	-0.57539601	-0.2263
-0.27907	-0.25358	-0.35552	-0.213615511	-0.64929

Table 8 shows that the total relation matrix the direct relation matrix is multiplied with the inverse of the value that the direct relation matrix is subtracted from the identity matrix.

**TABLE 9. Ri & Ci**

Ri	Ci
-1.44065	-1.466659436
-1.61954	-1.73286911
-1.21886	-1.556058806
-1.47244	-1.344993849
-1.75108	-1.401993165

Table 9 shows the Ri, Ci Value in Creativity, Initiative, Dependability, Adaptability, Team work.

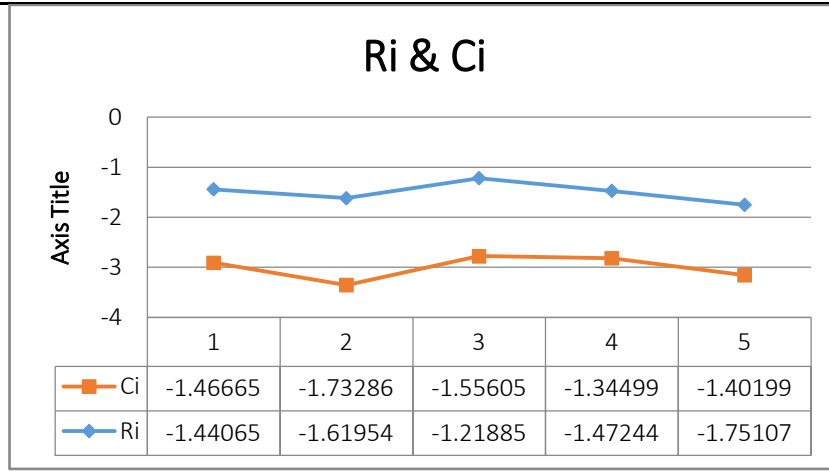


FIGURE 2. Ri & Ci

Figure 2 shows the Ri, Ci Value in Creativity, Initiative, Dependability, Adaptability, Team work.

TABLE 10. Ri+Ci & Ri-Ci & Rank & Identity

Ri+Ci	Ri-Ci	Rank	Identity
-2.90731	0.026006	3	cause
-3.35241	0.113326	5	cause
-2.77492	0.337201	1	effect
-2.81744	-0.12745	2	effect
-3.15307	-0.34909	4	effect

Table 10 shows the Calculation of Ri+Ci and Ri-Ci to Get the Cause and Effect. the final result of this paper the Creativity is in 3<sup>rd</sup> rank cause, Initiative is in 5<sup>th</sup> rank cause, Dependability is in 1<sup>st</sup> rank effect, Adaptability is in 2<sup>nd</sup> rank effect and Team work is in 4<sup>th</sup> rank effect. The final result is done by using the DEMATEL method.

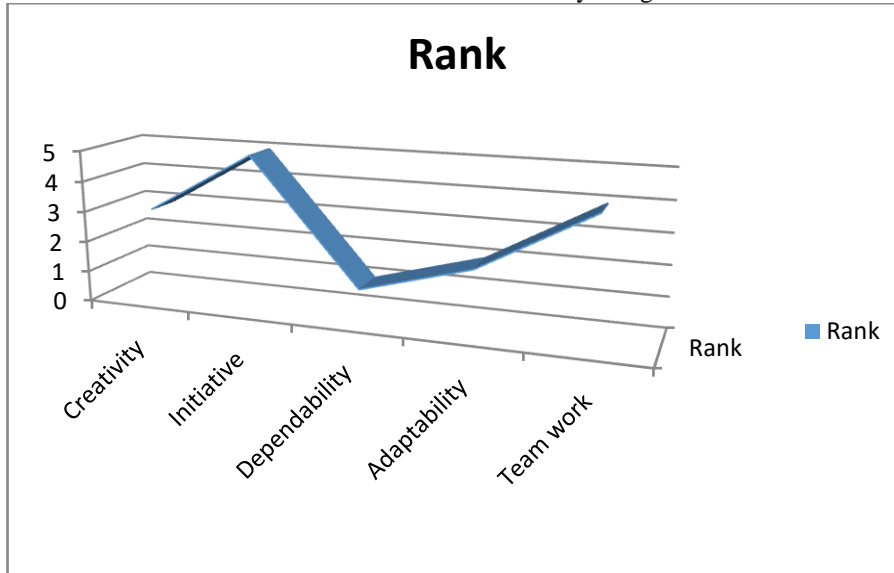


FIGURE 3. Rank

Figure 3 shows the graphical representation the final result of this paper the Creativity is in 3<sup>rd</sup> rank, Initiative is in 5<sup>th</sup> rank, Dependability is in 1<sup>st</sup> rank, Adaptability is in 2<sup>nd</sup> rank, and Team work is in 4<sup>th</sup> rank .

TABLE 11. T matrix

T matrix				
-0.6093	-0.23009	-0.1864	-0.17707	-0.23779
-0.25137	-0.7794	-0.27411	-0.2209	-0.09377
-0.12668	-0.20057	-0.53874	-0.15801	-0.19485
-0.20024	-0.26922	-0.20128	-0.5754	-0.2263

-0.27907	-0.25358	-0.35552	-0.21362	-0.64929
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Table 11 shows the T Matrix Value calculate the average of the matrix and its threshold value (alpha) = Alpha - 0.300102974625525 If the T matrix value is greater than threshold value then bold it

## 5. Conclusion

The result it is seen that Dependability is got the first rank where as is the Initiative is having the lowest rank. The Some of the trends in current business economics are new and point to harsh realities, That means employees no longer have to be loyal to an employer will not and employers their skills and Being willing to develop experience Identify and require new employees be 100 percent employed as soon as possible. Employees accept jobs for which they are overqualified Are they selected and are they progressively more qualified? Or whether they realize they are they don't count. Overqualified after they were hired. The district called RIF a pretext for racial discrimination the court decided. Judgment of the District Court As to the question whether the Circuit Court, as amended, Failed to resolve. Was an actual RIF, even though only the plaintiff was terminated however, the DEMATEL instrument interspaces expresses relationship and type of relationships and Based on a critique of their implications gives priority. ISM is their bias and driving force Creates relationships through, but not through significance. DEMATEL Method and Bayesian Network Bayesian to configure a combination of network structures Lays a solid foundation. This is the method A traditional Bayesian network architecture various properties and Improves scientific character. Practical for visualizing a system of complex causal relationships and a system Clarify the essentials. It is Digraph and One based on matrix theory Systematic, and many other factors are cause and effect has the ability to divide into groups. To the system Analysis of direct and indirect relationships between By doing components, DEMATEL can obtain a better way to solve interrelated problems.

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