



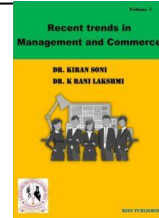
## Recent trends in Management and Commerce

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# A New Approach to the Best Employees Using the SPSS Method

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**Abstract.** Great For employees to improve themselves and for the organization and continue to find new ways to contribute are looking for They listen, take feedback seriously Takes and new ideas they are open minded when giving. They are Ask questions and seek help when needed not afraid. Good Employees for their successes and failures take responsibility and their managers and peers they inspire confidence from employees. They demonstrate values such as reliability, timelessness and autonomy. By working independently and taking ownership of their work, employees can show that they can work on their own. The right employees are responsible for themselves and others. They ask for help when needed, are dependable and reliable, don't need to micromanage, and encourage others to excel. The employee must have a positive attitude toward job responsibilities, customers, and co-workers, and be a role model for others. During the day-to-day work of the employee, he she should be able to render exemplary service in day-to-day work and also make a significant contribution to the department. Recruiters and hiring managers they are usually one of the most sought after by potential employers how well they work as a team and which they ask what kind of work environment they want. Some employers interview a panel of applicants can bring the existing employees.

## Introduction

Take initiative and work with little direction or encouragements Employees who do are highly respected. Excitement Makes employees successful and more Infectious. Team oriented, cooperative and cooperative are sought by hiring managers are attributes. Is the candidate suitable for the job? Applicant The first thing an employer looks for is whether an applicant has the educational qualifications and/or work experience relevant to the position. Standing out Often comes from hard, steady work. Attitude. Positive people have better relationships there is no denying that there is. Enthusiastic attitude and Fun is all around you makes you stand out from everyone else, esp If you are surrounded by toxic people. It includes employees' communication skills, technical skills, work ethic, problem solving skills and more. Employees who can use their strengths to bring efficiency and raise their performance levels can successfully achieve desired goals and expectations. To get the job done and deliver the best results what the candidates have to offer the company you don't know. But you know yourself: Your key skills, strengths, talents, work experience and emphasize professional achievements the basis for doing great things in this position. You can explain that you are motivated or that you are known for going above and beyond to your bosses. A second way to respond is to emphasize your personal skills. If you have skills that make you a strong candidate, mention these.

## Best Employees

If the appraiser knows that a poor rating could affect the employee, the appraiser To give a realistic estimate Feel free of future prospects -- especially opportunities for promotion or salary increases. [1] Socio-political pressure. Political and social pressure is common and affects private sector workers to some extent; system. Appropriateness of human roles to achieve organizational goals Installation of the system is required for configuration stage. [2] Today employees are their personal and family Loves time to engage in activities. Related issues include work-related stress and involve frequent travel. [3] The scale Dynamic and its weight value according to the user's choice can change Then best recommended employees Perform the ranking process to determine. was taken The result is not the final result because the final result Depends on the decision maker [4] Best human resource practices are not enough if the typical expectations and needs of employees are not being met; even better, employers should review their plans and seek employee feedback regularly to align with employee expectations. [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 onboarding [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 progressive-

ly 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-rganization. [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 reinforcementSharing 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 subordinates 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 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 workforce, 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]

### SPSS Method

spss statistics is a data management, advanced analytics, multivariate analytics, business intelligence, and criminal investigation developed by IBM is a statistical software package. Long time, spa inc. Was created by, ibmand purchased in 2009. The brand name for the most recent versions is IBM spss statistics. The &quot;statistical packagefor the social sciences&quot; (spss), a set of software tools for changing, analyzing, and displaying data, is commonlyused. Multiple formats are available for spss. Numerous add-on modules may be purchased to increase thesoftware's data entry, statistical, or reporting capabilities. The core program is called spss base. The spss advancedmodels and spss regression model's add-on modules are, in our opinion, the most important of these for statisticalanalysis. Additionally, independent programs that connect with spss are available from spas inc.Spss is available inversions for windows (98, 2000, me, nt, and XP), supported by windows 2000 running spss version 11.0.1.Although further versions of the spss will most likely be available by the time this book is released, we are certainthat the spss instructions provided in each chapter will still apply to the studies outlined.

### Analysis and Discussion

TABLE 1. Statistics

Statistics										
		Crea- tivity	Initia- tive	Resource- fulness	Dependa- bility	Adapta- bility	Team- work	Con- sensus build- ing	Cooper- ation	Communi- cation
N	Valid	59	59	59	59	59	59	59	59	59
	Miss- ing	0	0	0	0	0	0	0	0	0

Mean		3.07	2.75	3.15	2.88	3.2	3.17	3.14	3.08	2.97
Std. Error of Mean		0.116	0.152	0.169	0.176	0.164	0.161	0.173	0.144	0.139
Median		3	3	3	3	3	3	3	3	3
Mode		3	2	4	3	4	2	4	3	4
Std. Deviation		0.888	1.168	1.297	1.353	1.256	1.234	1.332	1.103	1.066
Variance		0.788	1.365	1.683	1.831	1.579	1.523	1.774	1.217	1.137
Skewness		-0.136	0.317	-0.244	0.093	-0.237	0.065	-0.302	-0.013	-0.284
Std. Error of Skewness		0.311	0.311	0.311	0.311	0.311	0.311	0.311	0.311	0.311
Kurtosis		-0.265	-0.732	-1.086	-1.129	-1.07	-1.098	-1.083	-0.73	-0.81
Std. Error of Kurtosis		0.613	0.613	0.613	0.613	0.613	0.613	0.613	0.613	0.613
Range		4	4	4	4	4	4	4	4	4
Minimum		1	1	1	1	1	1	1	1	1
Maximum		5	5	5	5	5	5	5	5	5
Sum		181	162	186	170	189	187	185	182	175
Percentiles	10	2	1	1	1	1	2	1	2	1
	20	2	2	2	1	2	2	2	2	2
	25	2	2	2	2	2	2	2	2	2
	30	3	2	2	2	2	2	2	2	2
	40	3	2	3	2	3	3	3	3	3
	50	3	3	3	3	3	3	3	3	3
	60	3	3	4	3	4	4	4	3	3
	70	4	3	4	4	4	4	4	4	4
	75	4	4	4	4	4	4	4	4	4
	80	4	4	4	4	4	4	4	4	4
	90	4	4	5	5	5	5	5	5	4

Table 1 shows the statistics values for analysis N, range, minimum, maximum, mean, standard deviation, Skewness Mode, Kurtosis, Percentiles, Sum, Std. Error of Kurtosis. Creativity, Initiative, Resourcefulness, Dependability, Adaptability, Teamwork, Consensus building, Cooperation, and Communication.

## Histogram

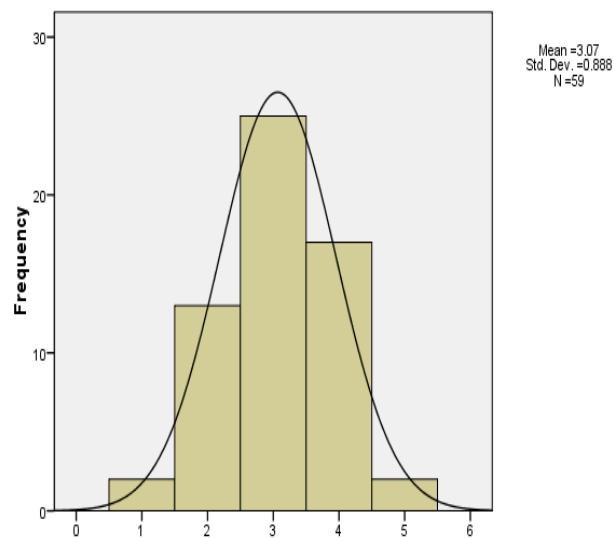
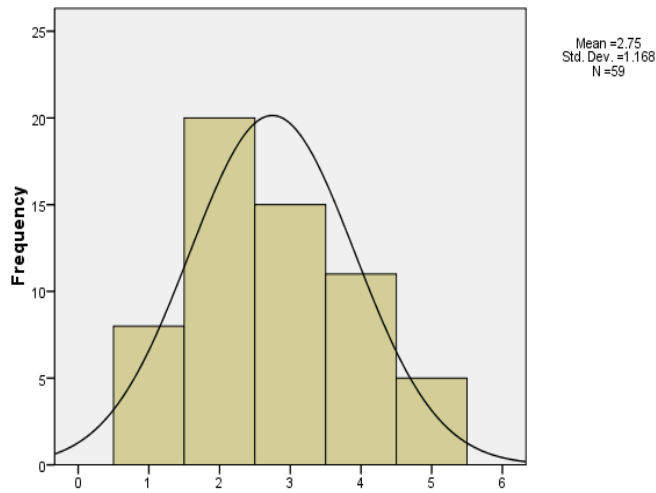


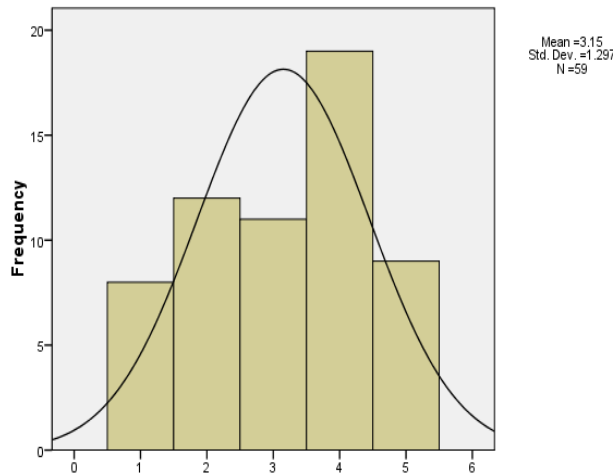
FIGURE 1. Creativity

Figure 1 shows a histogram plot for Creativity from the figure where it can be clearly seen that the data is slightly skewed to the left due to high values for 1to 5 bell crow, while all other values are under the normal curve, the sample substantially follows a normal distribution.



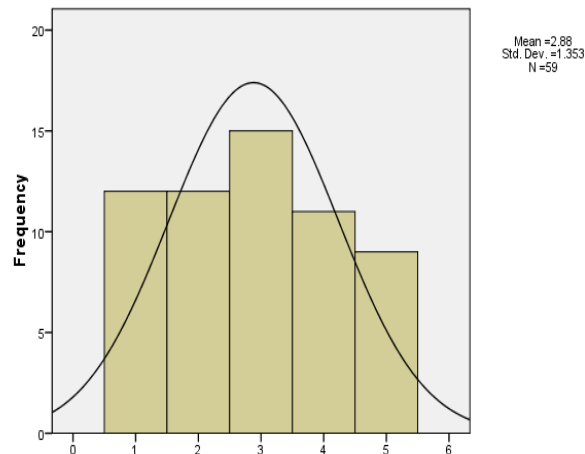
**FIGURE 2.** Initiative

Figure 2 shows a histogram plot for Initiative from the figure where it can be clearly seen that the data is slightly skewed to the left due to high values for 1to 5 bell crow, while all other values are under the normal curve, the sample substantially follows a normal distribution.



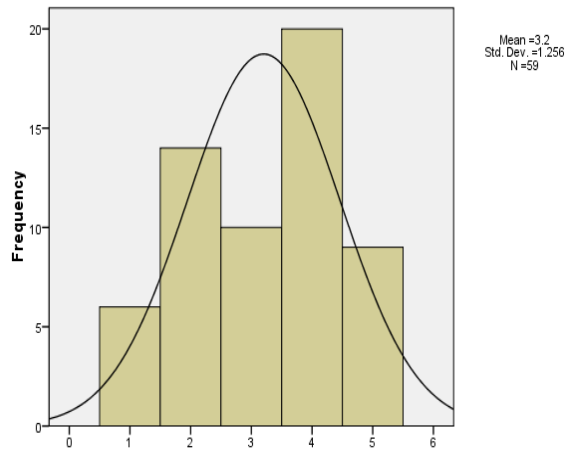
**FIGURE 3.** Resourcefulness

Figure 3 shows a histogram plot for Resourcefulness from the figure where it can be clearly seen that the data is slightly skewed to the left due to high values for 1to 5 bell crow, while all other values are under the normal curve, the sample substantially follows a normal distribution.



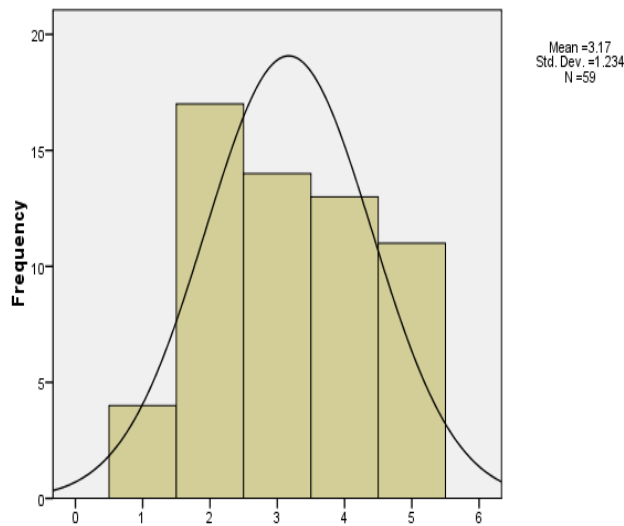
**FIGURE 4.** Dependability

Figure 4 shows a histogram plot for Dependability from the figure where it can be clearly seen that the data is slightly skewed to the left due to high values for 1to 5 bell crow, while all other values are under the normal curve, the sample substantially follows a normal distribution.



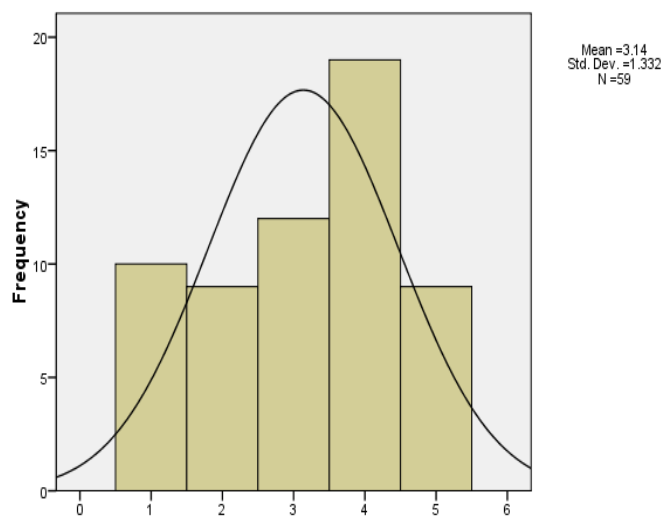
**FIGURE 5.**Adaptability

Figure 5 shows a histogram plot for Adaptability from the figure where it can be clearly seen that the data is slightly skewed to the right due to high values for 1 to 5 bell crow, while all other values are under the normal curve, the sample substantially follows a normal distribution.



**FIGURE 6.**Teamwork

Figure 6 shows a histogram plot for Teamwork from the figure where it can be clearly seen that the data is slightly skewed to the left due to high values for 1 to 5 bell crow, while all other values are under the normal curve, the sample substantially follows a normal distribution.



**FIGURE 7.**Consensus building

Figure 7 shows a histogram plot for Consensus building from the figure where it can be clearly seen that the data is slightly skewed to the right due to high values for 1to 5 bell crow, while all other values are under the normal curve, the sample substantially follows a normal distribution.

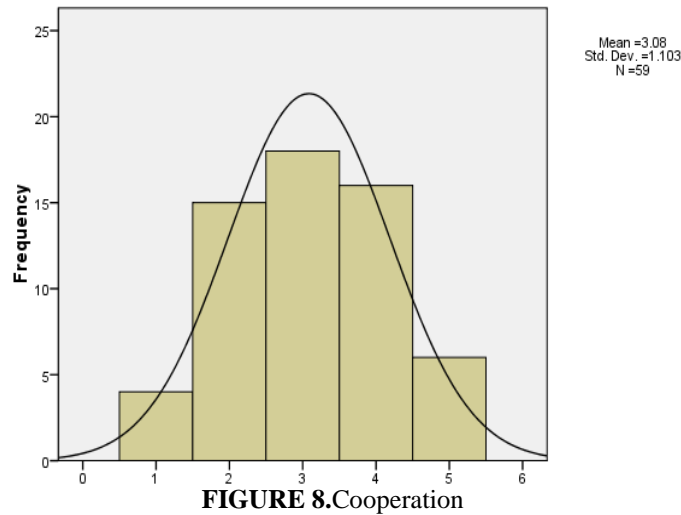


Figure 8 shows a histogram plot for Cooperation from the figure where it can be clearly seen that the data is slightly skewed to the right due to high values for 1to 5 normal crow, while all other values are under the normal curve, the sample substantially follows a normal distribution.

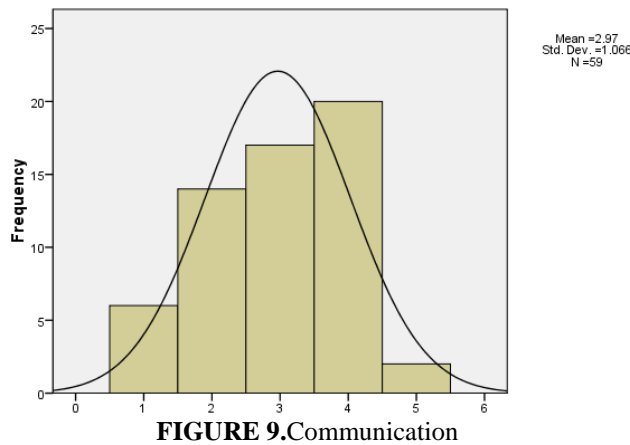


Figure 9 shows a histogram plot for Communication from the figure where it can be clearly seen that the data is slightly skewed to the right due to high values for 1to 5 normal crow, while all other values are under the normal curve, the sample substantially follows a normal distribution.

**TABLE 2.Descriptive Statistics**

Descriptive Statistics								
	N	Range	Minimum	Maximum	Mean		Std. Devia- tion	Variance
	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Statistic
Creativity	59	4	1	5	3.07	0.116	0.888	0.788
Initiative	59	4	1	5	2.75	0.152	1.168	1.365
Resourcefulness	59	4	1	5	3.15	0.169	1.297	1.683
Dependability	59	4	1	5	2.88	0.176	1.353	1.831
Adaptability	59	4	1	5	3.2	0.164	1.256	1.579
Teamwork	59	4	1	5	3.17	0.161	1.234	1.523
Consensus building	59	4	1	5	3.14	0.173	1.332	1.774
Cooperation	59	4	1	5	3.08	0.144	1.103	1.217
Communication	59	4	1	5	2.97	0.139	1.066	1.137
Valid N (listwise)	59							

Table 2 shows the descriptive statistics values for analysis N, range, minimum, maximum, mean, standard deviation, Skewness, Kurtosis. Creativity, Initiative, Resourcefulness, Dependability, Adaptability, Teamwork, Consensus building, Cooperation, and Communication.

**TABLE 3.**Correlations

Correlations									
	Crea- tivity	Initia- tive	Resource- fulness	Dependa- bility	Adapta- bility	Team- work	Consen- sus build- ing	Coop- eration	Communi- cation
Creativity	1	-0.149	0.126	-0.022	0.003	-0.137	0.109	-0.147	0.239
Initiative	-0.149	1	-.372**	0.024	-.281*	0.078	0.023	0.151	0.118
Resource- fulness	0.126	-.372* *	1	0.01	-0.231	-0.178	0.118	0.208	0.128
Dependabil- ity	-0.022	0.024	0.01	1	-0.219	-0.081	-0.029	-0.039	0.129
Adaptabili- ty	0.003	-.281*	-0.231	-0.219	1	-0.201	-0.254	-0.137	-0.046
Teamwork	-0.137	0.078	-0.178	-0.081	-0.201	1	-0.077	0.129	0.149
Consensus building	0.109	0.023	0.118	-0.029	-0.254	-0.077	1	-0.125	-0.045
Cooperation	-0.147	0.151	0.208	-0.039	-0.137	0.129	-0.125	1	0.046
Communi- cation	0.239	0.118	0.128	0.129	-0.046	0.149	-0.045	0.046	1

Table 3 shows the correlation between the Creativity for has the highest correlation value of 0.239 has the lowest correlation value of 0.003. Initiative for has the highest correlation value of -.372\*\* has the lowest correlation value of 0.023. Resourcefulness for has the highest correlation value of -.372\*\* has the lowest correlation value of 0.01. Dependability for has the highest correlation value of -0.219 has the lowest correlation value of 0.01. Adaptability for has the highest correlation value of -.281\* has the lowest correlation value of 0.003. Teamwork for has the highest correlation value of -0.201 has the lowest correlation value of 0.078. Consensus building for has the highest correlation value of -0.254 has the lowest correlation value of 0.023. Cooperation for has the highest correlation value of 0.208 has the lowest correlation value of -0.039. Communication for has the highest correlation value of 0.239 has the lowest correlation value of -0.045.

**TABLE 4.**Reliability Statistics

Cronbach's Alphas	Cronbach's Alpha Based on Stan- dardized Itemsa	N of Item s
0.421	-0.315	9

Table 4 shows Cronbach's Alpha Reliability result. The overall Cronbach's Alpha value for the model is 0.421 which indicates 50% reliability. From the literature review, the above 50% Cronbach's Alpha value model can be considered for analysis

### Conclusion

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. 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. The scale Dynamic and its weight value according to the user's choice can change. Then best recommended employees Perform the ranking process to determine. was taken. The result is not the final result because the final result Depends on the decision maker. Best human resource practices are not enough if the typical expectations and needs of employees are not being met; even better, employers should review their plans and seek employee feedback regularly to align with employee expectations.

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