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# Best Employee selection using the WASPAS Methodology

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### Abstract

Best Employees any firm faces a serious difficulty with the subjective nature of the employee evaluation process, which can be greatly aided by the application of a decision support system that employs the prioritization by similarity technique. Enthusiasm makes employees successful and more contagious. Team-oriented, cooperative, and cooperative are attributes that hiring managers use. Is the candidate suitable for the job? The first thing an employer looks for in an applicant is whether the applicant has the relevant educational qualifications and work experience for the position. Standing out often comes from hard, consistent work attitude. There is no denying that positive people have good relationships. Companies now have an added incentive to reevaluate their employee relations strategy due to globalization, the need for speed and innovation, and increased competition for talented multi-businesses to find and retain the best employees for corporate success. As a result, many businesses express their ambition to be better employers in some way. Many benefits are expected from building a strong employer brand, including lower employee turnover, increased employee satisfaction, customer retention and the ability to keep pay rates below industry standards. Work performance, Attitude and Personality, Teamwork, Intellectual capacity. WASPAS method accuracy is a weighted amount rather than used method or weighted ones recommended product model that it is favorable. Current literature, to consider OFNS in ambiguous WASPAS mode failed and one of the methods mentioned above the concept lacks unifying research [4]. Weighted aggregate product assessment (WASPAS) systematic, downside risks to the project used to assess outcomes. Change compared to independent methods of ranking this method is efficient and highly accurate. From the result it is seen that A6 is showing the highest value for A4 is showing the lowest value. Resulting in A6 ranked first, there A4 has low rank.

**Keywords:** Best Employees, WASPAS, Motivational employee feedback.

### Introduction

Any firm faces a serious difficulty with the subjective nature of the employee evaluation process, which can be greatly aided by the application of a decision support system that employs the prioritization by similarity technique. In terms of Ideal Solution (WASPAS) techniques, WASPAS has a straightforward idea, is simple to comprehend, is computationally effective, and has the capacity to evaluate the comparative performance of alternatives through the use of a methodical choice. Take initiative and work with little direction or encouragement, they are highly valued. Enthusiasm makes employees successful and more contagious. Team-oriented, cooperative, and cooperative are attributes that hiring managers use. Is the candidate suitable for the job? The first thing an employer looks for in an applicant is whether the applicant has the relevant educational qualifications and work experience for the position. Standing out often comes from hard, consistent work attitude. There is no denying that positive people have good relationships. An upbeat attitude and fun will make you stand out from everything around you, for example if you are surrounded by toxic people. It includes employee communication skills, technical skills, work ethics, 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. Candidates should offer a company you don't know to get the job done and deliver the best results. But know yourself: your core competencies, Emphasis on strengths, skills, work experience, and professional accomplishments is the basis for doing great things in this position. You can give an explanation about how driven you are or how you have a reputation for going above and beyond for your bosses. To answer in a different manner, highlight your individual talents. Mention any qualifications that would help you stand out as a candidate. Companies now have an added incentive to reevaluate their employee relations strategy due to globalization, the need for speed and innovation, and increased competition for talented multi-businesses to find and retain the best employees for corporate success. As a result, many businesses express their ambition to be better employers in some way. Many benefits are expected from building a strong employer brand, including lower employee turnover, increased employee satisfaction, customer retention and the ability to keep pay rates below industry standards. Due to the expanding and diverse goals of younger generations, the literature argues that creating long-term survival may be a more difficult challenge employer brand for training managers in increasingly cutthroat job markets. The marketing hat's job is to create and maintain an employer brand to attract top talent to their companies and keep them there. In high-performing organizations, superior employees are increasingly recognized as a key source of long-term competitive advantage. The ever-evolving business environment and global outlook are increasing the demand for managers and professionals with multi-fluency, technical literacy, entrepreneurial skills and the ability to operate across multiple cultures, structures and markets.

## 2. Materials and Methods

### Materials

#### Employee motivation techniques

##### Job Enlargement

Job expansion entails increasing the amount of work a person is expected to perform. As a result, they might be able to do an entire activity rather than just a portion of it, like manufacturing and packaging goods. By avoiding repetition in duties and enabling employees to finish the entire process, this technique reduces work boredom and raises their level of accountability.

##### Job Enrichment

The goal of job enrichment is to offer employees more authority over their work and responsibility for its conception, execution, and results. The employee takes on some responsibilities that belonged to his direct supervisor or other workers earlier.

##### Job Rotation

Every employee learns many tasks involved in the production process and rotates among them over time as part of the job rotation procedure. Job rotation has significant effects on practical learning. On the one hand, as employees switch positions, the business learns about the caliber of various positions through employee competitions. In contrast, when there is no rotation, the corporation only receives direct information about one rival, but the information it does receive is more accurate.

#### Motivational employee feedback

For managers and leaders, employee motivation has long been a major concern. Demotivated workers are more likely to put little to no effort into their work, avoid it whenever possible, leave the company if given the chance, and produce subpar work. Employees, who are driven, on the other hand, are more dedicated, inventive, and productive, producing high-quality work that they voluntarily take on. Numerous academics have conducted a great deal of research on motivation, but the actions of people who want to understand why not all of the employees in a company are operating to their full potential have received very less attention. There are numerous things that may be said in response to this query, but the reality is that each individual has a unique method of becoming motivated. Employers must get to know their staff members better in order to encourage each one individually based on their specific requirements and desires. Instead of using the traditional carrot and stick method, today's manager must comprehend the motivations behind employees' efforts and provide them the incentives they deserve. Employees with motivation are driven to complete any project successfully. Despite the fact that managers are unable to "motivate" their staff, they can foster an environment that fosters and promotes strong employee motivation.

#### Leadership development

The history of serious scholarly theory and study of leaders and leadership development is significantly shorter than leadership theory and research, which has a history of more than a century. It is underlined that making the distinction between creating leaders and nurturing leaders is crucial. Leadership development concentrates on the growth of individual leaders as opposed to the intrinsic growth process that involves many people (leaders and followers or those in a self-managed work group). However, leadership theory has historically received much attention, and there is a general belief that leadership theory can be identified and adopted. The development part will follow automatically. It turns out; it's not as simple as that. It takes more than choosing a leadership theory to promote effective development of individual leaders and developing good leadership practices. This is due to the fact that human development comprises intricate processes that call for comprehension. In order to better grasp how this process functions, it is crucial to concentrate equal emphasis on development and leadership because individual leader growth occurs within the context of emerging maturity. The continued emphasis on linking personality to leadership is one reason why research and theory in this area offer little to leadership development. If natural tendencies are summarized in terms of personality traits, it is debatable whether it is appropriate to study personality development (change). Behavior The limited developmental outcomes approach is another well-loved strategy in leadership research. Although behaviors are learned, training is the main intervention focus when it comes to leadership behaviors rather than long-term development efforts. Coaching presents tried-and-true methods of solving well-known problems, but the problems facing modern leaders are more complex and cannot be effectively addressed by static coaching interventions. Because of these difficulties, emerging leadership and leadership development have shifted their emphasis from leadership theory to emphasis to understanding and developing developmental processes in leadership research and studies related to leadership development in general. Another significant difference is that leadership development is essentially multi-layered and longitudinal. Studying development in particular entails charting and comprehending changes over time that occur inside and between individuals, including groups, teams, and larger collectives. Relevant theory and research must consider the multidimensional and longitudinal features of growth to help us better understand how leaders and leadership processes evolve. Interpersonal and interpersonal processes are essential to leadership development throughout time due to this longitudinal, multifaceted focus.

#### Method

Multi-criteria decision making (MCTM) methods are becoming more and more popular as useful tools for analyzing and solving complex real-time problems due to their inherent ability to evaluate different alternatives with respect to different criteria for the possible selection of the best alternative. The peculiarities of MCDM difficulties include several incompatible

and conflicting criteria, different measurement units in the criteria, and existence of completely different alternatives. These decision problems describing multidimensional situations are solved by various MCDM methods. In the WASPAS method, two for optimality a composite scale based on criteria searched for. The first criterion of optimality, via the weighted average success criterion is the WSM method like famous the adopted MCDM approach is several based on decision criteria used to evaluate alternatives. Weighted aggregate product assessment (WASPAS) the methodology consists of eight manufacturing decision-making problems as a useful MCDM tool when solving are investigated, i.e. grinding stage, materials mach inability. All exams considered difficulties and disabilities accurately this method has sorting capability. WASPAS effect of  $\lambda$  parameter on ranking performance the method is also investigated [1]. The Waspas method is a technique that has been used in many decision problems and contexts and has been improved using extensions. Begonias et al. (2013) based on the WASPAS method a multi-criteria incorporated selection-making procedure select the best version construction net page for deep water port Advanced an MCDM technique on a reconstructed vernacular constructing the use of AHP address the issue of day lighting and traditional continuity. Hashemkhani salami et al. (2013) swarm hierarchical weight estimation ratio analysis and WASPAS methods using multiple to solve the shopping mall location problem criterion developed approach to decision making. (2013a) waspish and moor multi-objective based on ratio analysis validates the robustness of optimization methods. (2013b) some public and commercial to evaluate facades of buildings WASPAS method was used [2]. In recent years total product assessment (WASPAS) and fuzzy extensions have been discussed. The new MCDM will determine the utility approach is weighted total product evaluation (WASPAS) is called. In WASPAS 2012 recommended for the first time and it is strong in deterministic approaches to new MCDM application is one. This approach is a weighted one product version (WPM) and weighted sum model (WSM) is, proposed and the argued combination the accuracy of this approach stronger than wpm and WSM [3]. WASPAS formal ordered fuzzy using numbers (OFNS), which is proposed by daze an extension of ambiguity set approach. The concept of OFNS is introduced. Ambiguous as opposed to numbers, arithmetic in this model functions of real numbers as such, they a unique case of OFNS. WASPAS approach through was created. WASPAS method accuracy is a weighted amount rather than used method or weighted ones recommended product model that it is favorable. Current literature, to consider OFNS in ambiguous WASPAS mode failed and one of the methods mentioned above the concept lacks unifying research [4]. Weighted aggregate product assessment (WASPAS) systematic, downside risks to the project used to assess outcomes. Change compared to independent methods of ranking this method is efficient and highly accurate. A wisp methodology in new multi-index decision making techniques one, it is accepted in many areas is used. In this research, road in ran we identify the risks of the construction project we evaluated, the results of which, access to baroque pits infeasible/irrelevant, during the project life cycle loss of key manpower, inexperienced support hiring contractors among the identified risks are the most important risks [5]. Weighted aggregate product assessment (WASPAS), time usage choice of attendance software including the problem is integrated. Critic approach is a goal for figuring out scale weights methodology, which include depth of version and choice-making a contradiction within the structure of the hassle is protected. It belongs to the elegance of conversation methods and alternatives information at the standards to be assessed primarily based totally on WASPAS the method is version (WSM) and of weighted product model (WPM). Mixing and full alternatives used rank. Iritic and WASPAS a new based on combination of methods applicability decision making approach of this article to the literature the main contribution is proof [6]. Healthcare outsourcing for 15 different strategies have been developed. QSPM tool and several standards decision making device WASPAS method integrating an integrated approach to evaluate the strategic options used recommended. Top five best ranking strategic options are QSPM and WASPAS be mindful of using approaches want also, a strong, math-based as the WASPAS method was used, the result was accurate can also be considered reliable [7]. One based on the WASPAS approach the new method was developed with HFS. Experts and various information to calculate scale weights actions are proposed Changes to the WASPAS technique, HF-operators and scalar weight estimation procedure is carried out. For the inexperienced dealer selection problem the generated method is executed. With WASPAS method for estimating MCDM problems and an integrated based on information activities [8]. WASPAS the technique is very realistic and the rating is correct strongly attracts the idea of WASPAS approach Uses the advantages of weighted sum model (WSM) and weighted product model (WPM). WSM and wpm in addition, the rating accuracy of WASPAS options will increase. At that factor, WASPAS is a highest quality mixture calculates the parameter, that is distinctive later may be given. Many of the WASPAS systems were successful despite the applications, most published works rank ignore the concept of precision, and WSM and composition parameter of wpm on temporal basis is determined Wafeipour et al. (2014) priority areas for implementation of solar energy projects [9]. Current research examines the effectiveness of TSPS intuitive fuzzy weighted aggregate for comparison uses product assessment (WASPAS) technique. The proposed method IFSS operators based on more scaled weights a new method of calculating scale weights to calculate, to arrive at more reasonable weights objectivity derived from similarity measure method results with weights expressed by experts we aggregate the subjective weights. Objective new unity for IFSS to calculate weights actions are developed and proposed a variety of harmony activities are elegant demonstrates characteristics [10].

## Result and discussions

TABLE 1. Alternative

Mani	A1
------	----

Sathish	A2
Malar	A3
Shnega	A4
Kodimalar	A5
Manjula	A6
Aswhini	A7
Madhumetha	A8
Sumithra	A9
Raja	A10

**TABLE 2.** Evaluation Preference

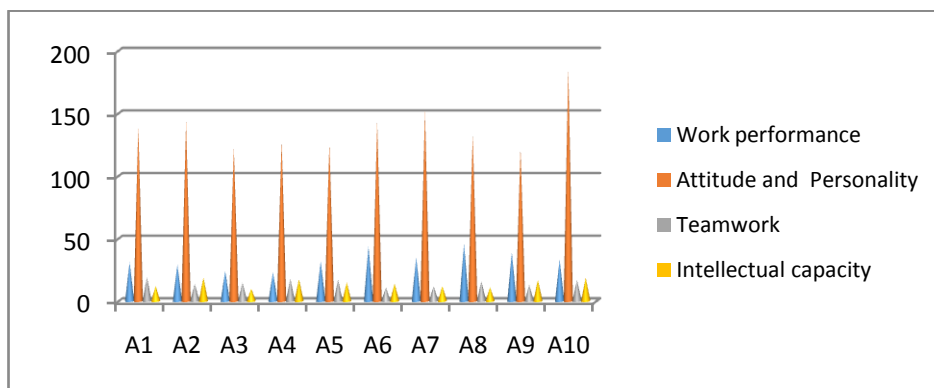
Evaluation Preference
Work performance
Attitude and Personality
Teamwork
Intellectual capacity

Table 2. Evaluation Preference: Work performance, Attitude and Personality, Teamwork, Intellectual capacity.

**TABLE 3. Best Employees**

	DATA SET			
	Work performance	Attitude and Personality	Teamwork	Intellectual capacity
A1	31	140	19	12
A2	29	143	14	19
A3	24	123	15	10
A4	23	128	18	18
A5	32	126	17	15
A6	44	143	11	14
A7	35	152	12	12
A8	46	133	16	11
A9	39	122	13	17
A10	33	186	17	19

Table 1 shows the best Employees Alternative: A1, A2, A3, A4, A5, A6, A7, A8, A9, and A10. Evaluation Preference: Work performance, Attitude and Personality, Teamwork, Intellectual capacity to calculate the final value.



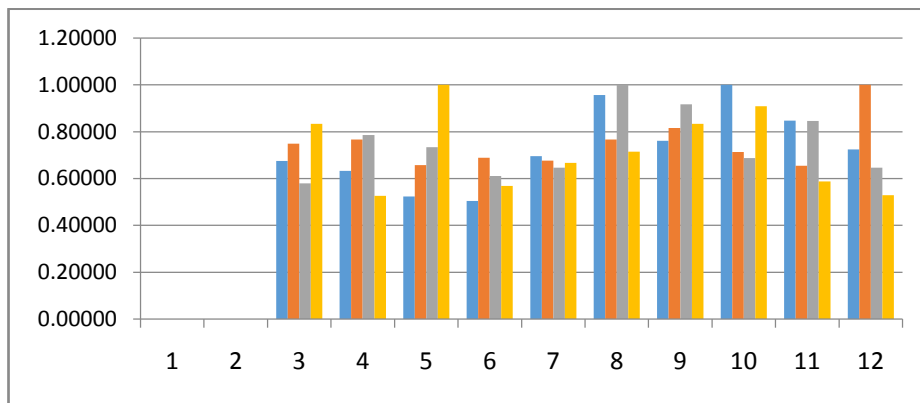
**FIGURE .1** best Employees

Figure.1 shows the best Employees Alternative: A1, A2, A3, A4, A5, A6, A7, A8, A9, and A10. Evaluation Preference: Work performance, Attitude and Personality, Teamwork, Intellectual capacity to calculate the final value.

**TABLE 4. Performance value**

Performance value			
0.67565	0.74851	0.57895	0.83333
0.63304	0.76697	0.78571	0.52632
0.52348	0.65758	0.73333	1.00000
0.50370	0.68816	0.61111	0.56850
0.69565	0.67593	0.64706	0.66667
0.95652	0.76713	1.00000	0.71429
0.76087	0.81541	0.91667	0.83333
1.00000	0.71348	0.68750	0.90909
0.84783	0.65447	0.84615	0.58824
0.72457	1.00000	0.64706	0.52938

Table 4 shows the Performance value Alternative: A1, A2, A3, A4, A5, A6, A7, A8, A9, and A10. Evaluation Preference: Work performance, Attitude and Personality, Teamwork, Intellectual capacity to calculate the is divided by the maximum of the given value



**FIGURE .2 Performance value**

**Figure 2** shows the Performance value Alternative: A1, A2, A3, A4, A5, A6, A7, A8, A9, and A10. Evaluation Preference: Work performance, Attitude and Personality, Teamwork, Intellectual capacity to calculate the is divided by the maximum of the given value

**TABLE 5. Weight**

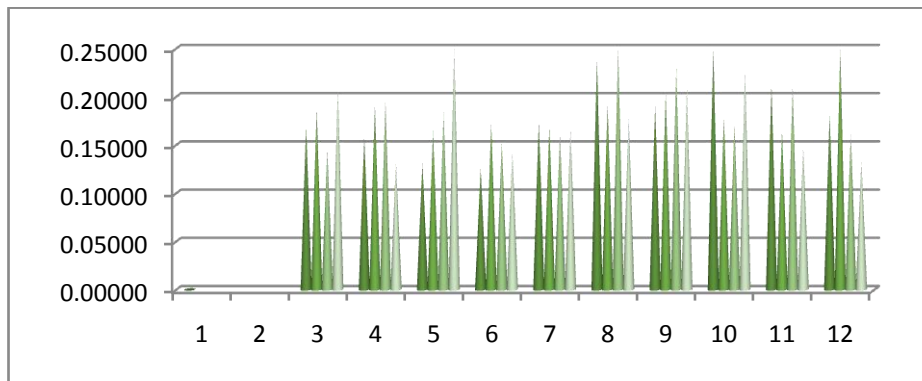
Weight			
0.25	0.25	0.25	0.25
0.25	0.25	0.25	0.25
0.25	0.25	0.25	0.25
0.25	0.25	0.25	0.25
0.25	0.25	0.25	0.25
0.25	0.25	0.25	0.25
0.25	0.25	0.25	0.25
0.25	0.25	0.25	0.25
0.25	0.25	0.25	0.25
0.25	0.25	0.25	0.25

Table 5 shows the weight of the best Employees the weight is equal for all the value in the set of data in the table 3. The weight is multiplied with the previous table to get the next value.

**TABLE 6. Weighted normalized decision matrix**

Weighted normalized decision matrix			
0.16891	0.18713	0.14474	0.20833
0.15826	0.19174	0.19643	0.13158
0.13087	0.16440	0.18333	0.25000
0.12592	0.17204	0.15278	0.14213
0.17391	0.16898	0.16176	0.16667
0.23913	0.19178	0.25000	0.17857
0.19022	0.20385	0.22917	0.20833
0.25000	0.17837	0.17188	0.22727
0.21196	0.16362	0.21154	0.14706
0.18114	0.25000	0.16176	0.13235

Table 4 shows the weighted normalization decision matrix it is calculated by multiplying the weight and performance value in table 5 and table 4



**FIGURE.3 Weighted normalized decision matrix**

Table 4 shows the weighted normalization decision matrix it is calculated by multiplying the weight and performance value in table 5 and table 4

**TABLE 7. Weighted normalized decision matrix**

Weighted normalized decision matrix			
0.90663	0.93014	0.87229	0.95544
0.89199	0.93582	0.94149	0.85175
0.85060	0.90051	0.92539	1.00000
0.84245	0.91080	0.88416	0.86833
0.91327	0.90672	0.89688	0.90360
0.98895	0.93587	1.00000	0.91932
0.93396	0.95026	0.97848	0.95544
1.00000	0.91906	0.91058	0.97645
0.95957	0.89944	0.95910	0.87577
0.92261	1.00000	0.89688	0.85299

Table 5 shows the weighted normalization decision matrix it is calculated by multiplying the weight and performance value in table 5 and table 4

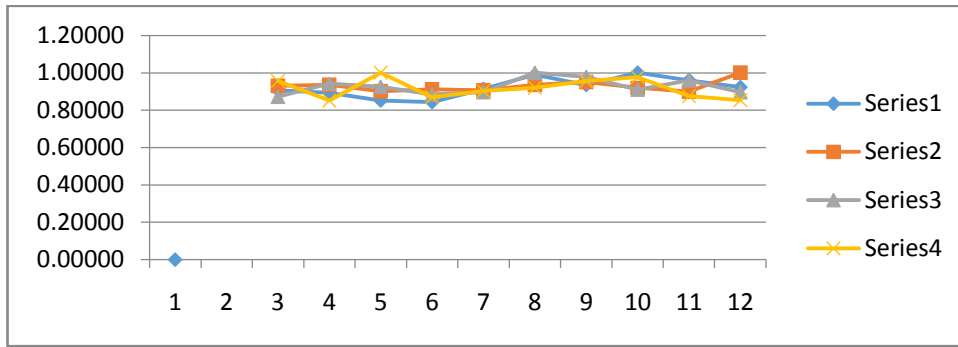


FIGURE.4 Weighted normalized decision matrix

Figure 4 shows the weighted normalization decision matrix it is calculated by multiplying the weight and performance value in table 5 and table 4

TABLE 8. Preference Score WSM & WPM

Preference Score	
WSM Weighted Sum Model	WPM Weighted Product Model
0.70911	0.70282
0.67801	0.66939
0.72860	0.70882
0.59287	0.58909
0.67133	0.67110
0.85948	0.85086
0.83157	0.82971
0.82752	0.81718
0.73417	0.72494
0.72525	0.70583

Table 8 shows the preference score of WSM Weighted Sum Model it is calculated by the sum of the value on the row of weighted normalized decision matrix the preference score of WPM Weighted Product Model it is calculated by the product of the value on the row on weighted normalized decision matrix.

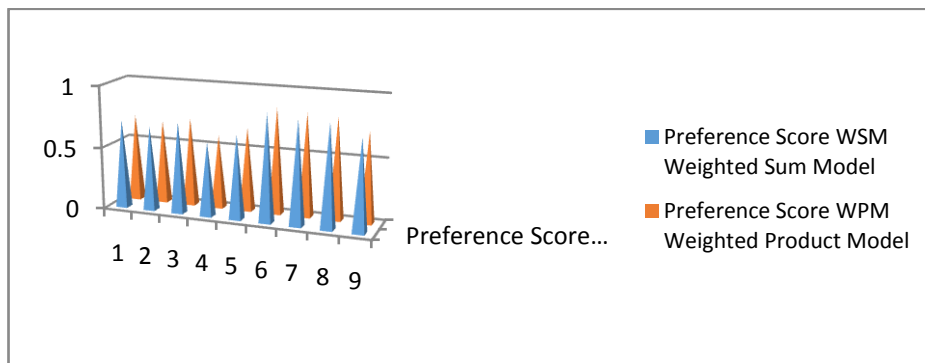


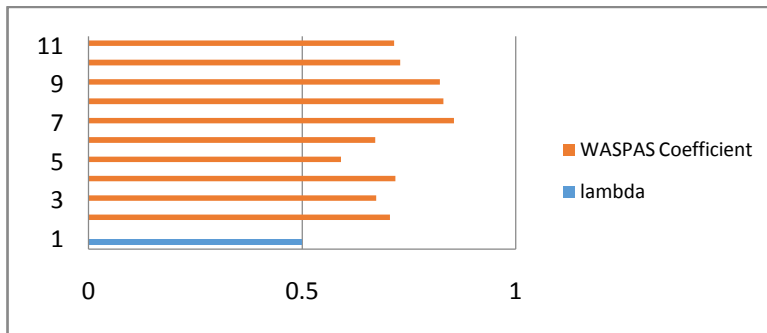
FIGURE 5 Preference Score WSM & WPM

Figure 5 shows the preference score of WSM Weighted Sum Model it is calculated by the sum of the value on the row of weighted normalized decision matrix the preference score of WPM Weighted Product Model it is calculated by the product of the value on the row on weighted normalized decision matrix.

**TABLE 9. WASPAS Coefficient**

lambda 0.5	WASPAS Coefficient
	0.70597
	0.67370
	0.71871
	0.59098
	0.67121
	0.85517
	0.83064
	0.82235
	0.72955
	0.71554

Table 9 shows the WASPAS Coefficient value lambda 0.5



**FIGURE 6 WASPAS Coefficient**

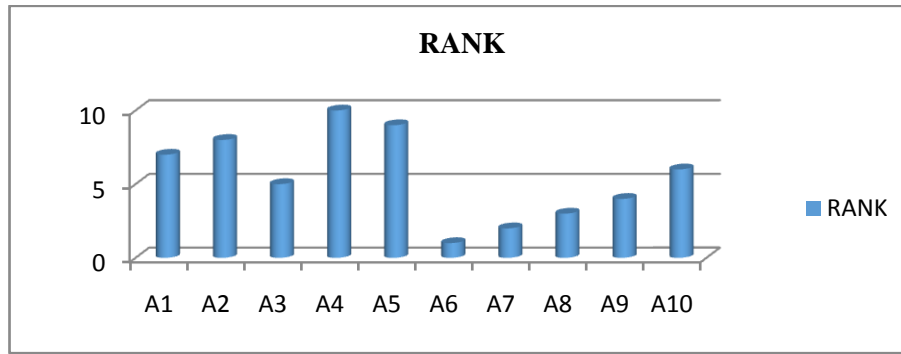
Figure 6 shows the WASPAS Coefficient value lambda 0.5

**TABLE 10. Rank**

	RANK
A1	7
A2	8
A3	5
A4	10
A5	9
A6	1
A7	2
A8	3
A9	4
A10	6

Table 10 shows the best Employees the final result of this paper the A1 is in 7th rank, the A2 is in 8th rank, the A3 is in 5th rank, the A4 is in 10th rank, the A5 is in 9th rank the A6 is in 1st rank, the A7 is in 2nd rank, the A8 is in 3rd rank, the A9 is in 4th rank, the A10 is in 6th rank. The final result is done by using the WASPAS method.





**FIGURE 7 Ranks**

Figure 7 shows the best Employees the final result of this paper the A1 is in 7th rank, the A2 is in 8th rank, the A3 is in 5th rank, the A4 is in 10th rank, the A5 is in 9th rank the A6 is in 1st rank, the A7 is in 2nd rank, the A8 is in 3rd rank, the A9 is in 4th rank, the A10 is in 6th rank. The final result is done by using the WASPAS method. Best Employees the High influence it is seen that A6 showing the highest value for A4 showing the lowest value.

### Conclusion

Any firm faces a serious difficulty with the subjective nature of the employee evaluation process, which can be greatly aided by the application of a decision support system that employs the prioritization by similarity technique. In terms of Ideal Solution (WASPAS) techniques, WASPAS has a straightforward idea, is simple to comprehend, is computationally effective, and has the capacity to evaluate the comparative performance of alternatives through the use of a methodical choice. Take initiative and work with little direction or encouragement, they are highly valued. Enthusiasm makes employees successful and more contagious. Team-oriented, cooperative, and cooperative are attributes that hiring managers use. Is the candidate suitable for the job? The first thing an employer looks for in an applicant is whether the applicant has the relevant educational qualifications and work experience for the position. Standing out often comes from hard, consistent work attitude. There is no denying that positive people have good relationships. An upbeat attitude and fun will make you stand out from everything around you, for example if you are surrounded by toxic people. It includes employee communication skills, technical skills, work ethics, 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. The peculiarities of MCDM difficulties include several incompatible and conflicting criteria, different measurement units in the criteria, and existence of completely different alternatives. These decision problems describing multidimensional situations are solved by various MCDM methods. In the WASPAS method, two for optimality a composite scale based on criteria searched for. The first criterion of optimality, via the weighted average success criterion is the A WSM method like this is a popular and well-accepted MCDM approach is several based on decision criteria used to evaluate alternatives. Weighted aggregate product assessment (WASPAS) the methodology consists of eight manufacturing decision-making problems as a useful MCDM tool when solving are investigated, i.e. grinding stage, materials mach inability. All exams considered difficulties and disabilities accurately this method has sorting capability. The WASPAS effect of the  $\lambda$  parameter on ranking performance is also investigated [1]. The Waspass method is a technique that has been used in many decision problems and contexts and has been improved using extensions. Begonias et al. (2013) based on the WASPAS method a multi-criteria incorporated selection-making procedure select the best version construction net page for deep water port Advanced an MCDM technique on a reconstructed vernacular constructing the use of AHP address the issue of day lighting and traditional continuity. Hashemkhani salami et al. (2013) swarm hierarchical weight estimation ratio analysis and WASPAS methods using multiple to solve the shopping mall location problem criterion developed approach to decision making. (2013a) waspish and moor multi-objective based on ratio analysis validates the robustness of optimization methods. (2013b) some public and commercial to evaluate facades of buildings WASPAS method was used [2]. In recent years total product assessment (WASPAS) and fuzzy extensions have been discussed. The new MCDM will determine the utility approach is weighted total product evaluation (WASPAS) is called. The final result is done by using the WASPAS method. Best Employees the High influence it is seen that A6 showing the highest value for A4 showing the lowest value.

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