1. A Framework for Employee Appraisals based on Sentiment Analysis. In Proceedings of the 1st International Conference on Intelligent Semantic Web – Services and Applications (ISWSA2010). ACM, 14-16 June 2010, Article 8, pp. 62-67.

Abstract

Employee appraisal systems are widely regarded as fundamental to enhancing the success of organizations. Yet, there is evidence that employees doubt their benefits, organizations find them difficult to implement and their value is questioned. Although computing systems that support appraisals have been developed, their focus remains on recording information, thereby not providing the kind of meaningful and deeper support that could help appraisers and appraises achieve organizational goals. Hence, this paper explores the potential for utilizing sentiment analysis for developing a novel system for supporting appraisals. The paper reviews the challenges facing appraisal processes, summarizes some features of sentiment analysis and then proposes a new semantic framework for appraisal systems. The first steps in developing part of the framework using the GATE system are illustrated with an example showing the potential for using sentiment analysis for assessing whether objectives are SMART.