1. Learning a Grammar for SMART Objectives Using Inductive Logic Programming. In Proceeding of the 5th European Conference in Intelligent Management Systems in Operations (IMSIO2013). The Operational Research Society, 3-4 July 2013, pp. 66-76.

Abstract

Employee appraisal systems are widely utilised to evaluate employee behaviour and improve organization success. The current systems for appraisals focus on recording information, and not supporting the goal setting process. Developing an effective appraisal system that supports goal setting represents a major challenge for computer science since there is no known system for writing effective objectives and providing feedback. This paper develops a new semantic framework that supports employee appraisals, based on the use of inductive logic programming and data mining techniques. This framework is applied to learn a grammar for writing SMART objectives and provide feedback. The paper concludes with an empirical evaluation of the framework which shows promising results.