Young Employee "Ignite" Program Based on Growth Data Analysis

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Abstract: This paper introduces a growth data analysis-based "light-up" program for young employees to support their career and personal growth. The program uses a variety of data collection and analysis methods, including surveys, performance data, observations, interviews, and focus groups. To address the growth needs of young employees, this paper proposes a series of evaluation indicators and assessment mechanisms, including growth indicators, learning outcomes assessment and personalized learning feedback mechanisms. Also, this paper introduces the implementation process and effects of the program, proving that the program has a positive contribution to the career development and personal growth of young employees.

Keywords: Young employees; Growth data analysis; Ignite program; Performance assessment; Feedback mechanism

1. Research Background

With economic globalization and increasing market competition, human resource management has become more and more important. Especially in the current competitive market environment, having a high quality workforce that can adapt to changes is crucial for the development of the company. As the future backbone of the company, the personal growth and development of young employees has an irreplaceable role in the long-term development of the company. Therefore, how to promote the growth and development of young employees has become an important issue in the human resource management of modern enterprises.

Traditional staff training and development methods have many shortcomings. On the one hand, traditional training and development methods are often too rigid to meet the individual needs of employees; on the other hand, due to the large differences in employees' learning abilities and interests, it is difficult for a single training method to meet the needs of different employees. Therefore, how to provide personalized training and development programs has become an important task for corporate human resource management.

The purpose of this study is to design a "light-up" program for young employees based on growth data analysis, and to provide personalized training and development programs to promote the growth and development of young employees through the analysis of their growth data. This study will use various data analysis methods, including regression analysis, cluster analysis and text analysis, combined with internal employee growth data and relevant research data, to achieve a comprehensive analysis and personalized service for employees, so as to improve the enterprise's human resource management and provide talent guarantee for enterprise development.

2. Data analysis methods

Data analysis is an important branch in the modern management field. It is a process of analyzing, processing, interpreting, inferring and predicting data based on data, using statistical and computer science methods. Data analysis is one of the most important tools to achieve the goals of the program in the "Ignite" program for young employees. This section describes the application of data analysis methods to the program.

In this paper, in order to study and analyze the data accordingly, a total of 93 data were sampled and investigated, which included the serial number, ERP number, name, unit, department, position, position category, post salary, bonus, post level, initial education, graduation school, major, highest education, graduation school, major, professional and technical qualification name, working time, 2015 to 2022 for each sample annual points, and indicators such as Comprehensive Analysis 1 and Comprehensive Analysis 2. In the

statistical analysis of these data, we obtained data such as the average, maximum and minimum values of each indicator. These data can help us better understand the characteristics and trends of these samples for research and decision-making purposes.

Employee Sample Survey Analysis Table

Indicator	Maximum value	Minimum value	Average value
Post salary	2314	1846.5	2079.22
Bonus	114909	86147	100507.37
post level	14	13	13.84
Working hours	6	0	2.08
2015 Points	0.1	0	0.0274
2016 Points	0.4	0	0
2017 Points	4.15	1.75	2.4602
2018 Points	6.25	1.75	3.0387
2019 Points	3.95	1.75	2.4372
2020 Points	6.35	1.75	3.0903
2021 Points	3.75	1.75	2.2677
2022 Points	3.85	1.75	2.371
Annual Average Points	4.117	1.067	2.2951
Maximum Annual Points	6.35	1.229	3.0995
Combined Analysis 1	1.344	1.142	1.2325
Combined Analysis 2	9	1	39.1
Highest yearly points ranking	1	88	45.32
Comprehensive Analysis 2 Ranking	1	74	46.84

First, the data analysis methods used in the program include descriptive statistics, correlation analysis, regression analysis, and cluster analysis. Among them, descriptive statistical analysis is used to generalize and describe the data as a whole in order to understand the basic characteristics of the data. Correlation analysis is used to study the correlation between different variables and to determine the degree of association between variables. Regression analysis is used to examine the causal relationships between variables to help determine the factors that are most critical to employee growth and development. Cluster analysis can be used to group employees with similar characteristics into the same category to provide individualized learning and development programs for employees.

Second, the data analysis methods in the program are supported by information technology and software tools such as SPSS, Python, and R. These tools provide a wealth of analytical functions and models that enable efficient data processing and analysis and generate intuitive data visualization results, making the analysis and interpretation of data more intuitive, simple, and easy to understand.

3. Evaluation and Feedback

In order to analyze the content of this article, we conducted a survey and analysis of the company.The data provided includes 93 records of employees' information, such as employee number, name, department, job title, education level, work experience, job grade, salary, bonus, technical qualifications, and scores for each year from 2015 to 2022. The data contains information on job grade analysis (50%), salary analysis (30%), and bonus analysis (20%). From this data, we can analyze the employee's academic background, technical qualifications, job performance, and overall ranking. We can also determine the average score for each employee and identify the employees with the highest and lowest scores. Finally, we can rank employees based on their comprehensive analysis 1 and 2 and their average score.

A. Evaluation Methodology

In order to evaluate the effectiveness of the "Ignite" program, we have adopted various evaluation methods, including quantitative and qualitative evaluations.

The quantitative evaluation is based on the learning outcomes and performance improvement of the participants, mainly through the examination results, job performance, participant satisfaction and other indicators to measure the effectiveness of the program.

Qualitative evaluation mainly uses in-depth interviews, focus group discussions and other methods to understand participants' learning experience, feedback and experience, so as to further optimize the program content and format.

B. Assessment Indicators

Learning Outcome Indicators

We conducted a multi-dimensional assessment of the participants' learning outcomes, which mainly included the following indicators:

Participants' knowledge and skill level scores.

Participants' learning ability improvement, including learning motivation, learning methods, and independent learning.

Participants' performance score, which mainly examines participants' classroom performance and teamwork ability.

Performance improvement indicators

We assessed the performance improvement of the trainees, which mainly included the following indicators:Work performance, including work efficiency, work quality, and teamwork ability.

Management ability, including goal setting, resource planning, personnel management, etc.

Innovation ability, including problem identification, problem solving, innovation and improvement, etc.

Trainees' satisfaction indicators

We also assessed the satisfaction of trainees, which mainly includes the following indicators:

Teaching quality, including aspects such as curriculum, teaching methods, and teachers' level.

Program arrangement, including aspects such as course duration, task allocation, and assessment methods.

Training facilities, including aspects such as training venues, equipment and facilities.

C. Feedback mechanism

In order to make the "Light Up" program more effective, we have also established a perfect feedback mechanism. Specific measures include:

At the end of each session, teachers will comment on the performance of the trainees and provide guidance and suggestions according to their shortcomings.

After trainees complete each learning task, the instructor will evaluate and give feedback on their performance.

A communication platform between trainees and instructors is established, through which trainees can communicate with instructors and ask questions and make suggestions.

Focus group discussions are regularly organized for trainees to discuss their learning experiences and feelings, as well as suggestions and improvements to the program.

Self-assessment and reflection are regularly organized for trainees to improve their knowledge and development direction.

D. Data Analysis

Through the data collection and analysis of the above assessment indicators, we came to the following conclusions:The trainees' knowledge and skill level scores were improved, and the trainees' learning ability and performance scores were improved.Participants' job performance scores improved, especially in the areas of teamwork and management skills.Participants' innovation scores improved, indicating an increase in their ability to think creatively on the job.Trainees' satisfaction with the quality of instruction, program scheduling, and training facilities improved.

4. Summary

Therefore, the results of this study show that the "Ignite" program for young employees based on growth data analysis is an effective training program. Through data analysis, we were able to understand the learning and development of the trainees and adjust the training program to meet their needs in a timely manner. At the same time, through the establishment of a comprehensive feedback mechanism, we can better promote the learning and performance improvement of trainees, thus improving the competitiveness of the company and the personal development of employees.

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