



TO CLASSIFY THE EMPLOYEES OF CORPORATE WORLD USING DATA MINING

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Abstract – Bad cultures are also bad for career, Successful employees tend to work for achievers, and a good culture has been shown to drive long term financial performance. Work for a happy place, and employees will likely do better in life. How can anyone know anything about a company's culture when they only go for a single interview? Believe it or not, there are signs. In a software company they do interviews with dozens of candidates every year, it always surprises how few candidates interviewing at company ask about their culture. The concept of organizational culture has drawn attention to the long-neglected. Accordingly, much research on corporate culture and organizational symbolism is dominated by a preoccupation with a limited set of meanings, symbols, values, and ideas presumed to be manageable and directly related to effectiveness and performance. Organizational culture calls for considerations that break with some of the assumptions characterizing technical thinking, i.e. the idea that a particular input leads to a predictable effect. Good cultures are characterized by norms and values supportive of excellence, teamwork, profitability, honesty, a customer service orientation, pride in one's work, and commitment to the organization. Culture provides meaning, direction, and mobilization – it is the Social energy that moves the corporation into allocation. The energy that flows from shared commitments among group members. More precisely, it is the norms that guide the behavior and attitudes of the employee in the company that are of greatest interest and significance, because they have a powerful effect on the requirements for its success – quality, efficiency, product reliability, customer service, innovation, hard work, loyalty, etc.

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