

## INDUSTRY - CONSTRUCTION

### II. THE CHALLENGE – ARBITRARY EMPLOYEE PERFORMANCE EVALUATIONS

A national construction company with over 1,500 employees needed to create a fair and uniform method for evaluating employee performance. This client also required the ability to incorporate key performance variables into a comprehensive system, and then distribute this information throughout the organization in a timely manner.

### THE SOLUTION: INTELLIGENT DATA MINING, CUSTOMIZED WEB-BASED REPORTING SOLUTION

Using an innovative and complex design, Aspect implemented a dynamic solution for this client, enabling them to meet 3 business objectives with one deliverable.

First, Aspect determined the average costs for all major operational functions within the organization based on historic cost data. This “Average Cost per Unit” then served as a baseline against which all future jobs and job functions could then be compared. Aspect then developed customized analysis to assess actual costs versus budgeted costs across all projects at any given time. This not only gave management the ability to evaluate employees from business units to crew foremen, it also provided a vehicle for forecasting annual costs. Finally, Aspect implemented a web-based solution that now serves as a single source of accurate data available to key targets throughout the organization.

### THE BENEFIT: UNIFORM EVALUATIONS PLUS ACCURATE COST FORECASTING & IMMEDIATE ACCESS TO INFORMATION

By developing a solution to determine the “Average Cost per Unit” for all major job functions, this client now has an accurate tool to perform uniform employee evaluations and assess overall company performance and productivity. In addition, they now have a reliable method for cost forecasting. Since Aspect’s solution also interfaces with this client’s existing project management system, it allows the flexibility to develop groupings of cost codes and analysis that were virtually impossible prior to implementation. Finally, the web-based solution has reduced the time and eliminated the costs associated with bulk emailing and shipping printed reports throughout the country.