(12) PATENT APPLICATION PUBLICATION

(19) INDIA

(21) Application No.202321072231 A

(22) Date of filing of Application :23/10/2023

(43)

(54) Title of the invention : PERFORMANCE-BASED APPRAISAL SYSTEM FOR CONDUCTING FAIR AND ACCURATE APPRAISAL PROCESS

(51) International classification : G06N0005040000, G06Q0030020000, G06N0020000000, G06N0003080000, G16H0020300000	(71)Name of Applicant : 1)KALINGA UNIVERSITY RAIPUR Address of Applicant :NAYA RAIPUR, CHHATTISGARH, INDIA, PIN-492101 ---------- -----------
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(61) Patent of Addition to Application Number :NA Filing Date :NA	NAYA RAIPUR ---------- -----------
(62) Divisional to Application Number :NA Filing Date :NA	

(57) Abstract :

The present invention relates to a performance-based appraisal system (100) for conducting fair and accurate appraisal process. The system (100) includes several modules such as input module (200), processing module (202), prediction module (204), appraisal module (206) and an output module (208). The method involves receiving performance data of an individual from multiple sources via an input module (200), analyzing and processing the received performance data of the individual using artificial intelligence within a processing module (202) to derive actionable insights and performance metrics, predicting the future performance of the individual using a prediction module (204) which employs machine learning algorithms to forecast performance, determining an appraisal of the individual within an appraisal module (206), wherein the appraisal is based on the processed performance data and the predicted future performance, and displaying the predicted future performance and the determined appraisal of the individual through an output module (208).

No. of Pages : 24 No. of Claims : 8