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# Competitive Advantages from an Automated Peer-to-Peer MIS Evaluation System

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## EXECUTIVE SUMMARY

*The system discussed in this paper constitutes a highly scalable, highly adaptable, and user-friendly management information systems (MIS) to efficiently automate peer-to-peer evaluation frameworks for business teams. A number of automated reporting formats complete with underlying processing software were developed. The work reported here is significant because, in many cases today (even in some large corporate environments), the administration of peer-to-peer (or other personnel) rating systems involves a largely manual, tedious processing challenge for the HR (human resources) staff. The solution framework presented here provides competitive advantages for HR department processes. It can be customized and adapted to meet the requirements of many different organizational rating systems, including hierarchical (manager-subordinate) rating schemes in business environments and course evaluations in academic environments.*

Keywords: Employee evaluations, MIS, Software development, Automated reporting