

OBJECTIVE DATA ELEMENTS LIST

The objective data used in this evaluation were collected from the National Finance Center (NFC) Payroll/Personnel System. Analysis of these data was a major component of the demonstration project evaluation. It provides unbiased and quantifiable evidence of demonstration project performance. The following table shows the objective data elements that were included.

OBJECTIVE DATA ELEMENTS	
<ul style="list-style-type: none"> • Social Security Number • Gender • Race • Age • Veterans status • Organization/Unit • Demonstration/Comparison group identifier • Occupational Series(Demo and Comparison groups) • Career Path (Demonstration group) • Pay Band (Demonstration group) • Pay Plan (Comparison group) • Current Grade (Comparison group) • Current Step (Comparison group) • Supervisory Status (supervisor/non-supervisor) • Grade and Step for all personnel immediately prior to the start of the project (Demonstration group) 	<ul style="list-style-type: none"> • Salary at conversion for demonstration group personnel • Current Base Pay/Salary • Salary prior to conversion for demonstration group personnel • Performance appraisal score (rating) for demonstration group personnel • Pay increase for all project personnel (with last rating cycle) • Performance bonus date (month & year) • Performance bonus amount (\$) • Retention bonus amount (\$) • Recruitment bonus amount (\$) • Interview Date • Hire Date (Starting date with DoC unit)

For the implementation stage of the Demonstration project evaluation, the objective data set was used most often to generate descriptive data, such as frequencies and crosstabulations. These data provide us with aggregate profiles of the individuals in the Demonstration and Comparison groups. For the Demonstration group, the objective data indicate the proportion of employees who received "eligible" performance scores and the proportion of employees who received merit increases and performance bonuses. Correlation analysis was used to determine whether these performance scores were statistically linked to merit increases and performance bonuses.