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Profile-Aware Employee Feedback Generation with Large Language Models

Communication Info

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Abstract

Performance management relies on timely and constructive feedback to support employee development, yet producing individualized feedback at scale remains difficult and often results in generic evaluations [5]. Although large language models (LLMs) have shown strong text generation capabilities [1], their use in human resources remains limited, especially for personalized feedback generation.

To address this gap, we propose FeedPersona, a profile-aware employee feedback generation framework based on LLMs and structured employee metadata. The approach conditions generation on attributes such as role, seniority, performance history, and competency dimensions to adapt the tone, focus, and style of feedback. Drawing on persona-based and conditional text generation principles [3], [4], the framework aims to produce feedback that is more relevant and better aligned with individual employee profiles.

The proposed framework is intended for qualitative, human-centered evaluation and raises broader questions about transparency, fairness, and responsible LLM use in HR contexts [2].

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