

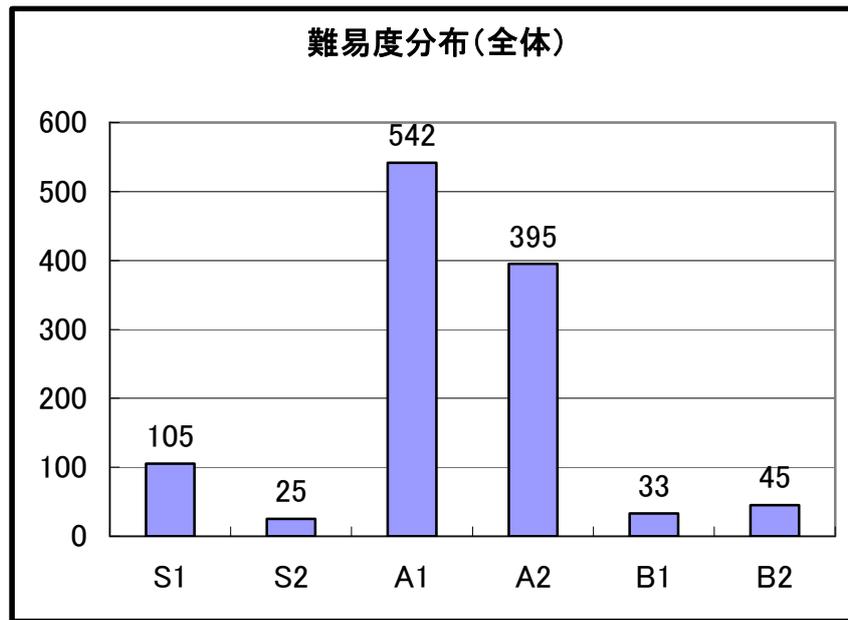
## 平成 20 年度

# 人事考課の考課結果

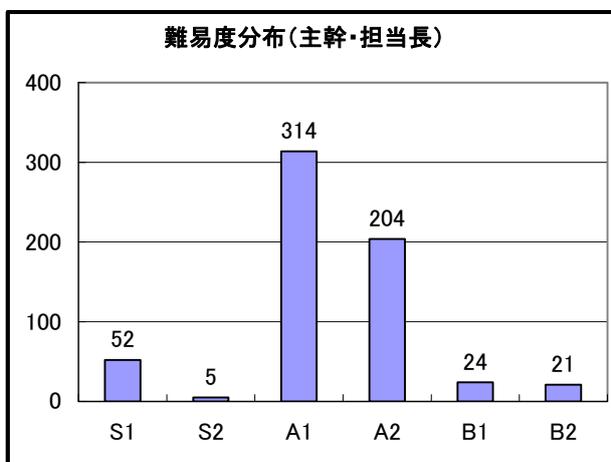
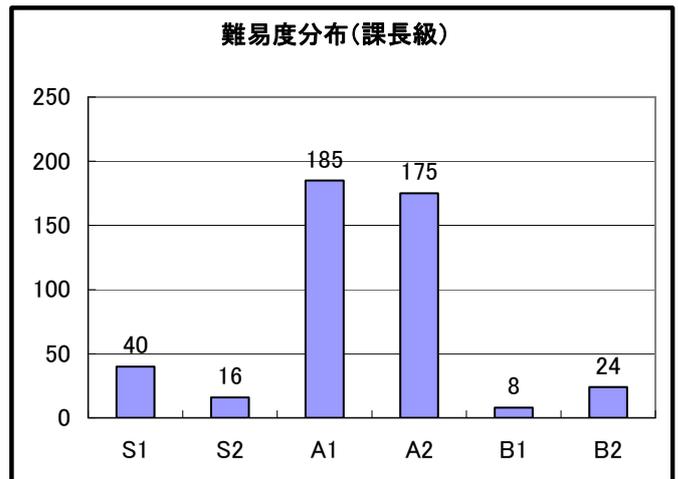
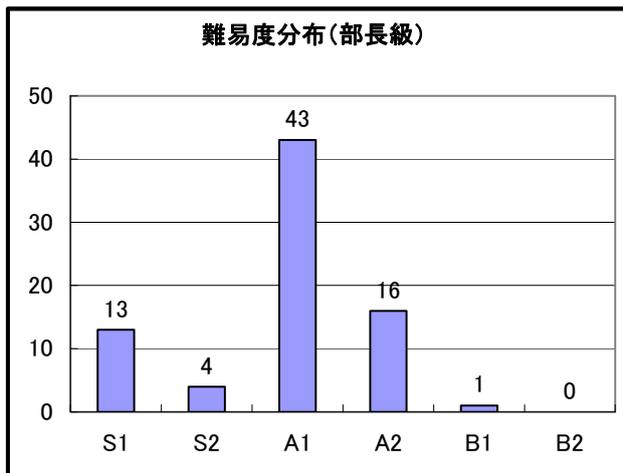
(内容)

	(ページ)
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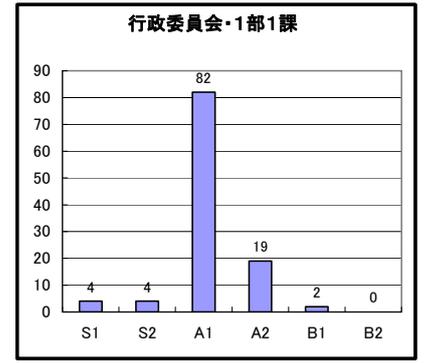
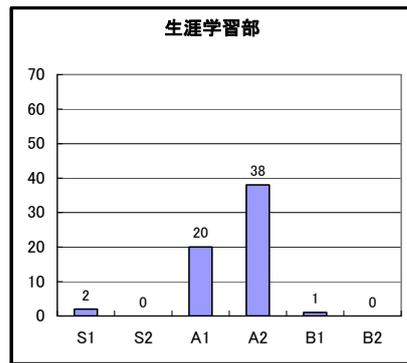
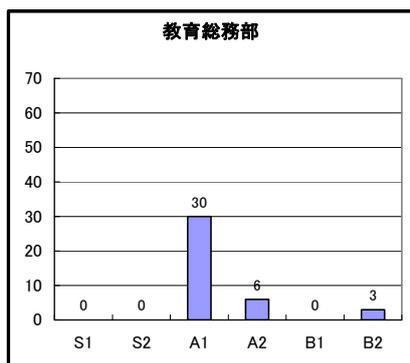
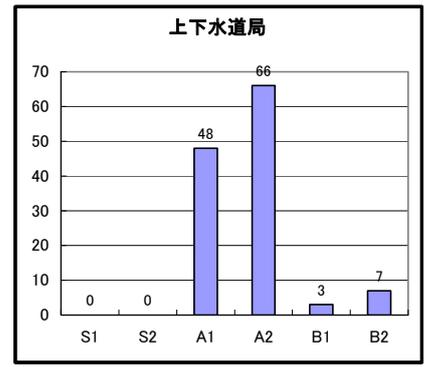
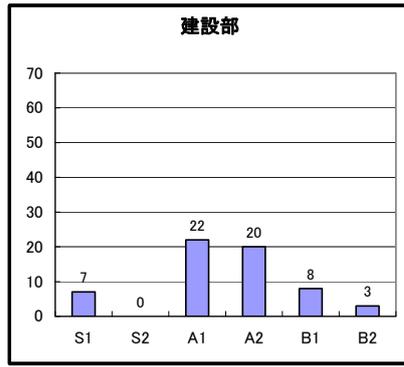
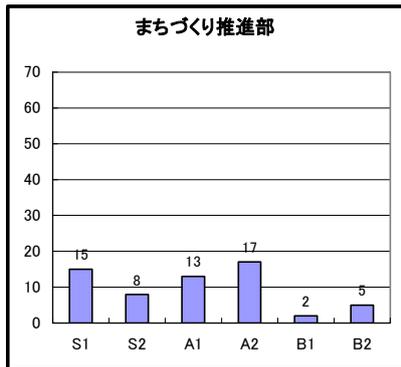
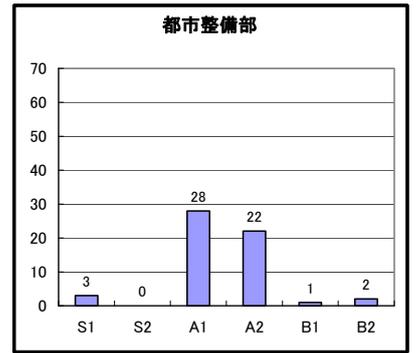
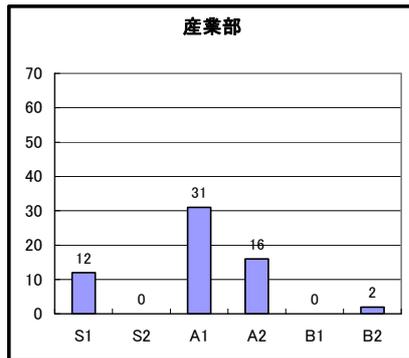
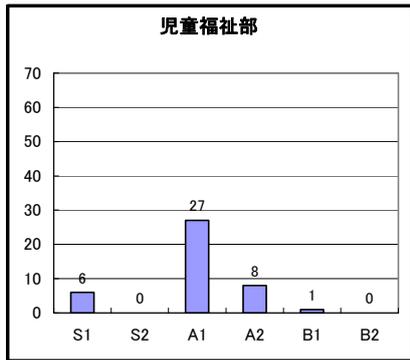
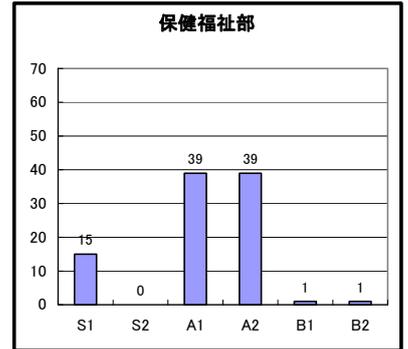
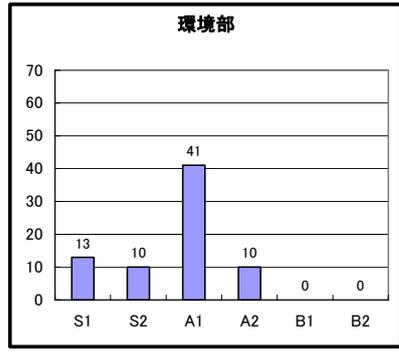
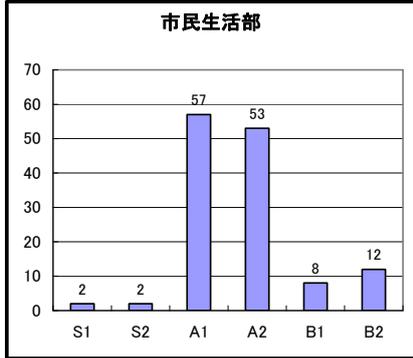
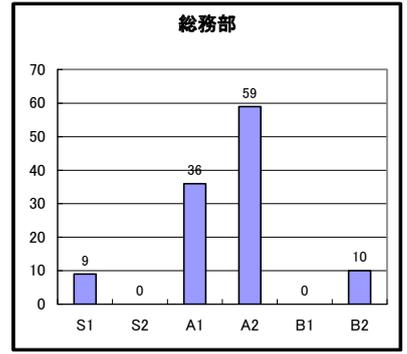
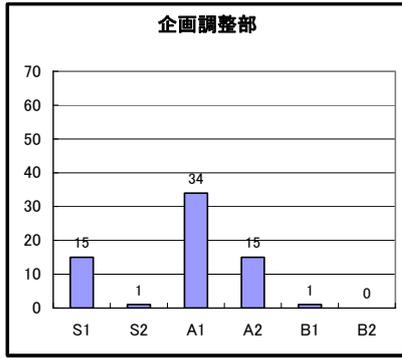
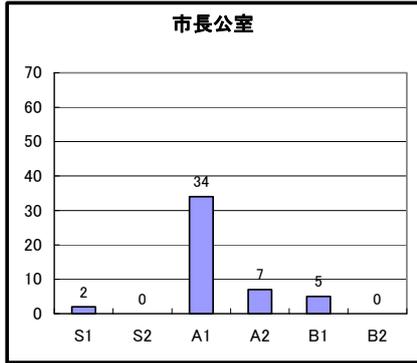
平成 20 年度 実績考課（目標管理）の難易度分布



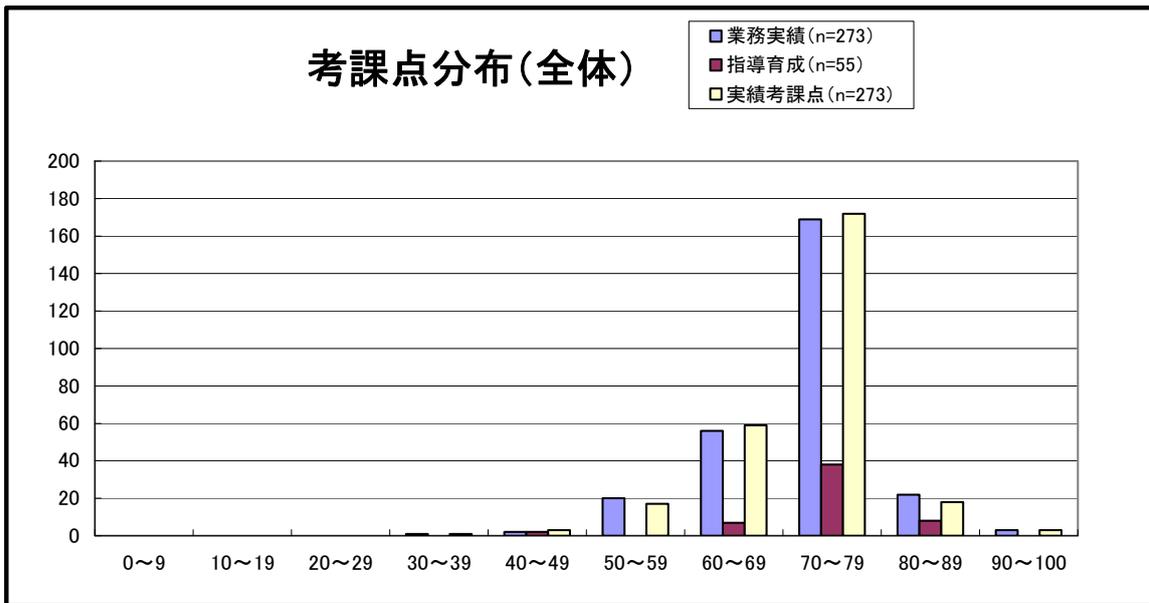
職階別の難易度分布



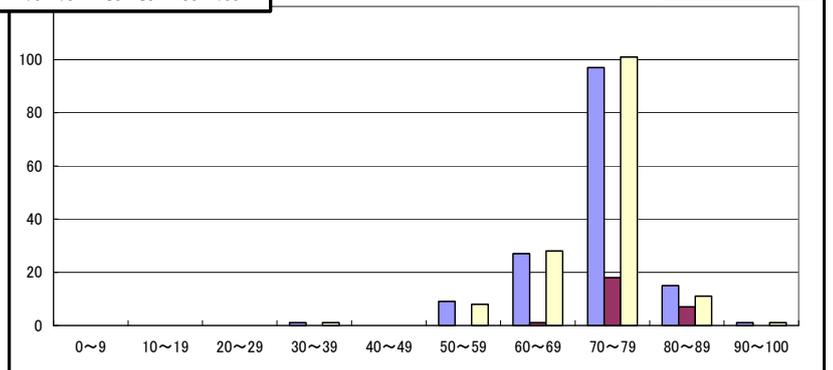
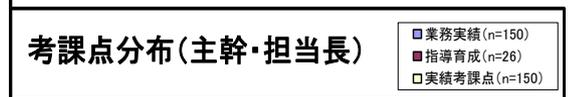
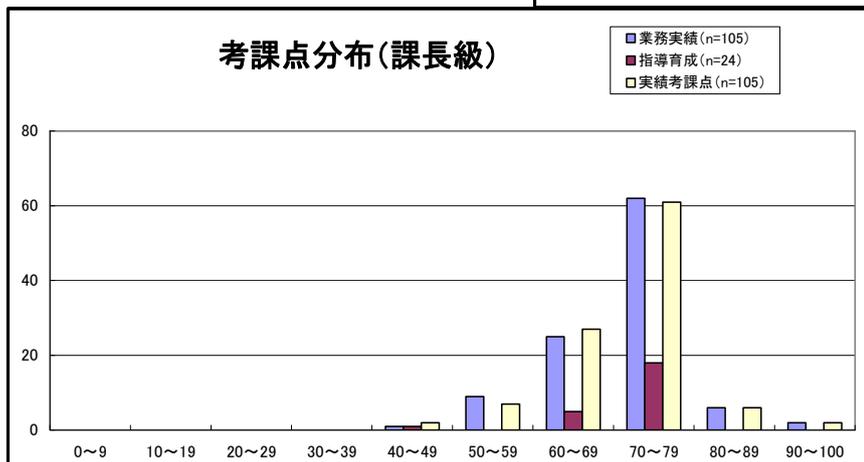
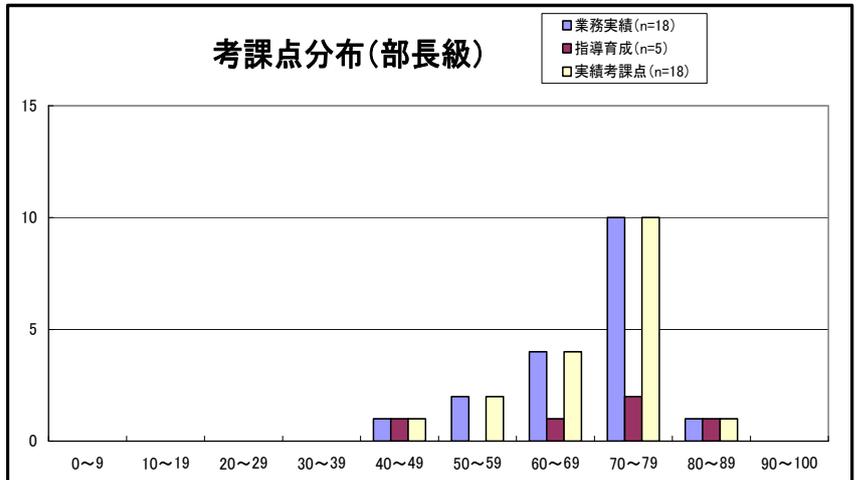
# 平成20年度 部別の難易度分布



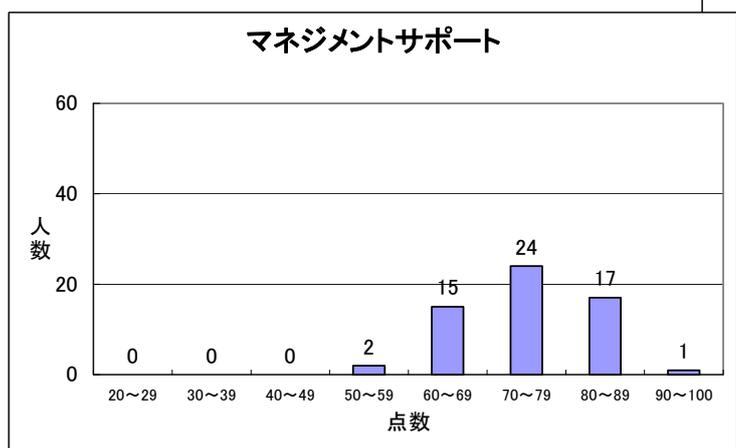
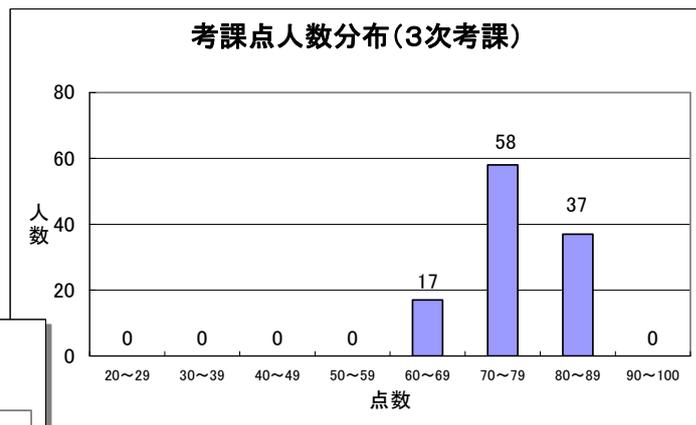
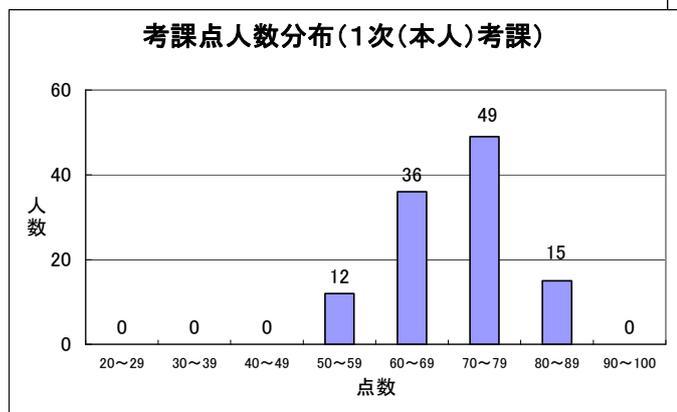
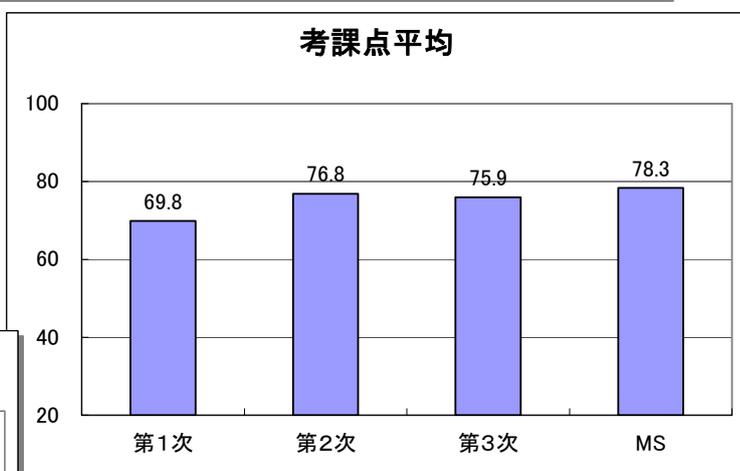
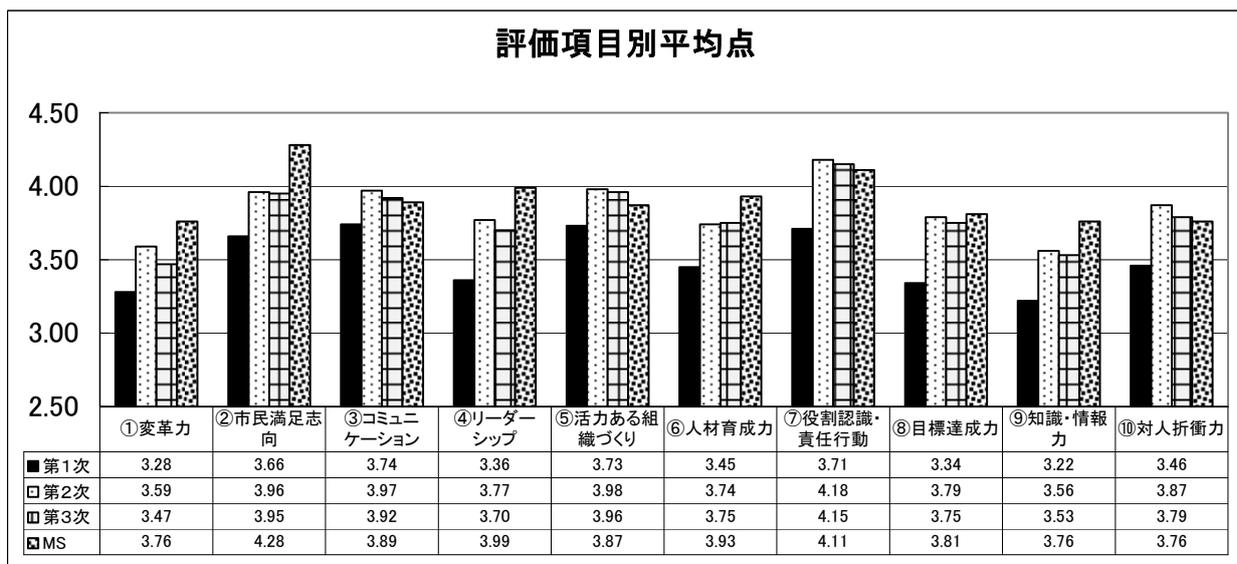
# 平成20年度 実績考課（目標管理）の考課点分布



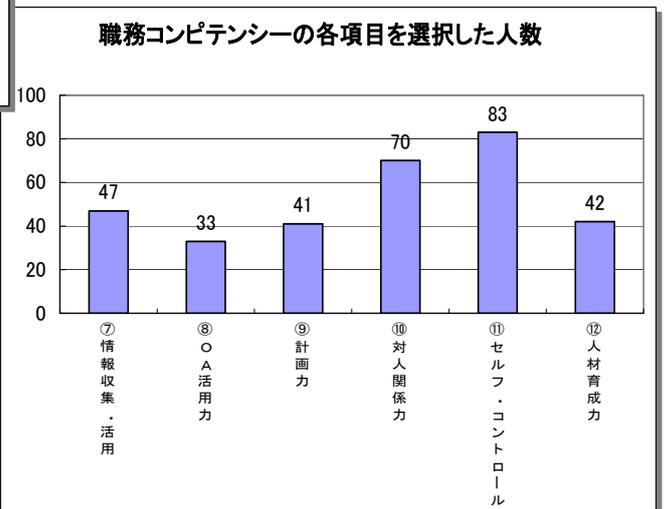
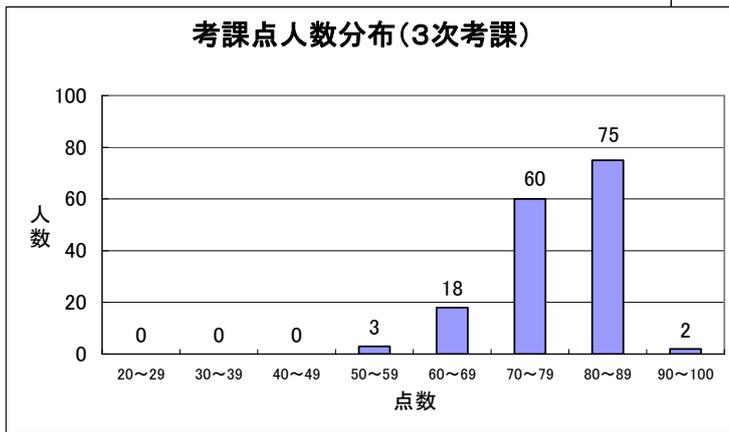
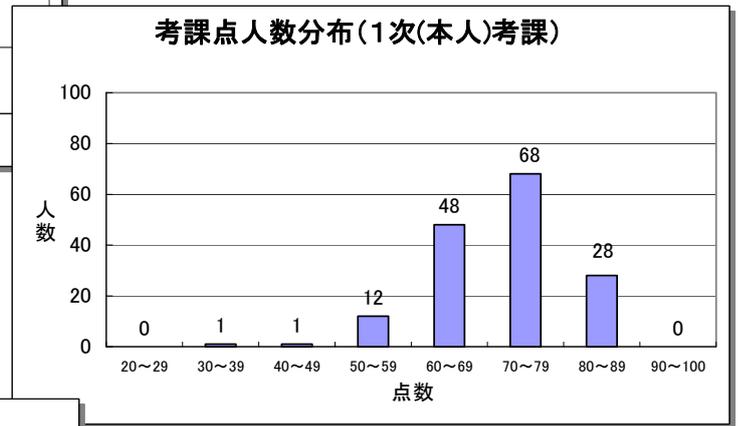
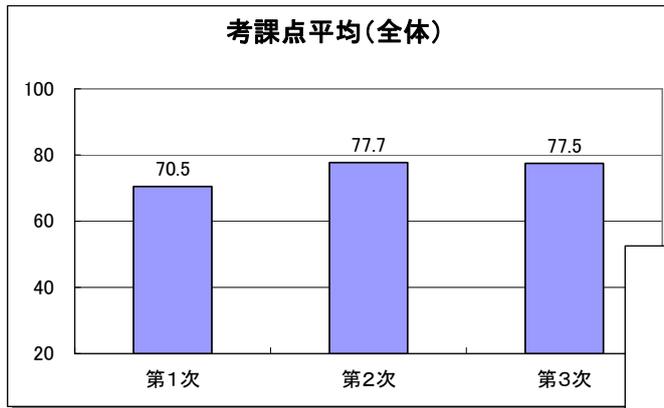
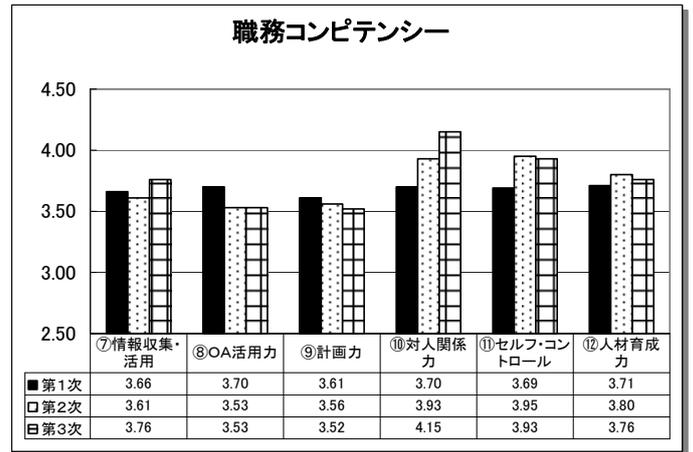
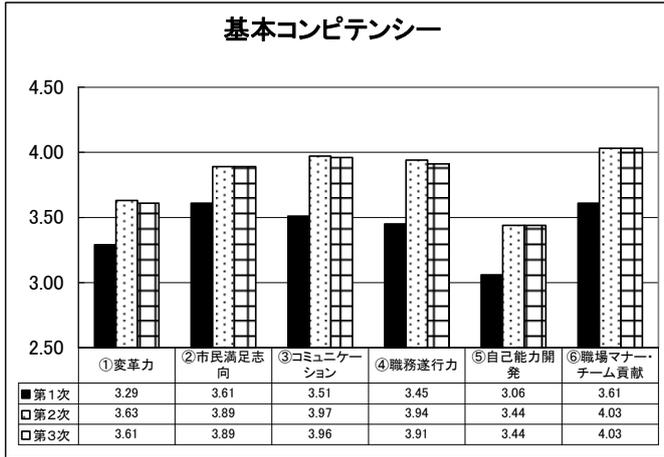
階級	区分	平均点
部長級	業務実績	69.44
	指導育成	67.00
	実績考課点	69.47
課長級	業務実績	70.84
	指導育成	70.04
	実績考課点	70.08
主幹・担当長	業務実績	72.66
	指導育成	74.88
	実績考課点	72.66



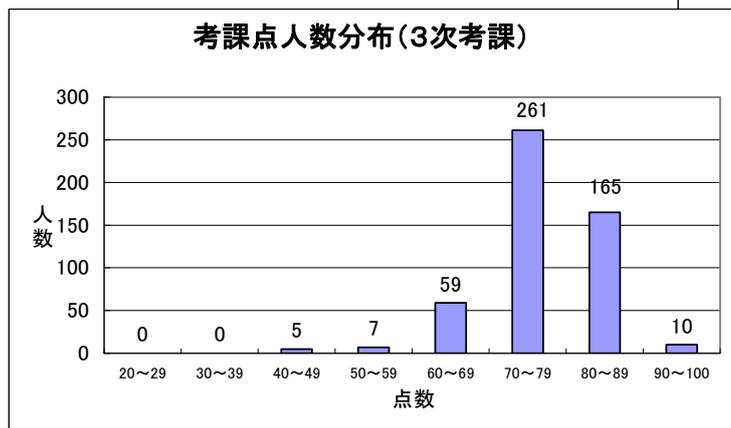
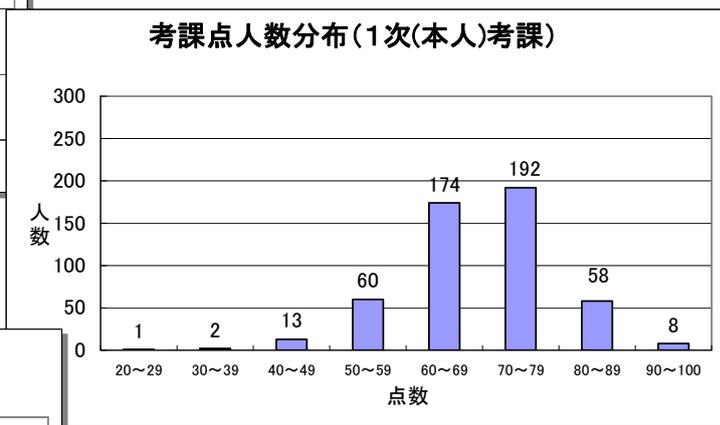
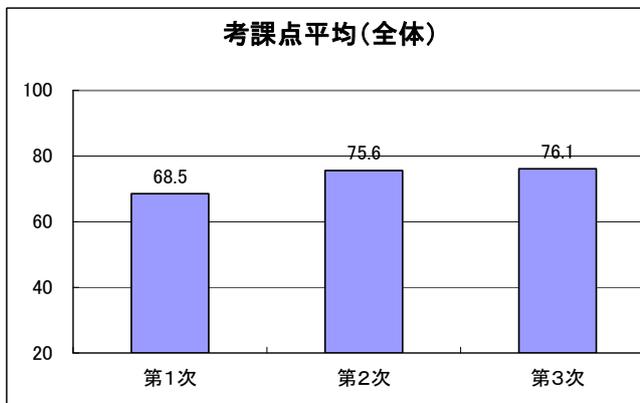
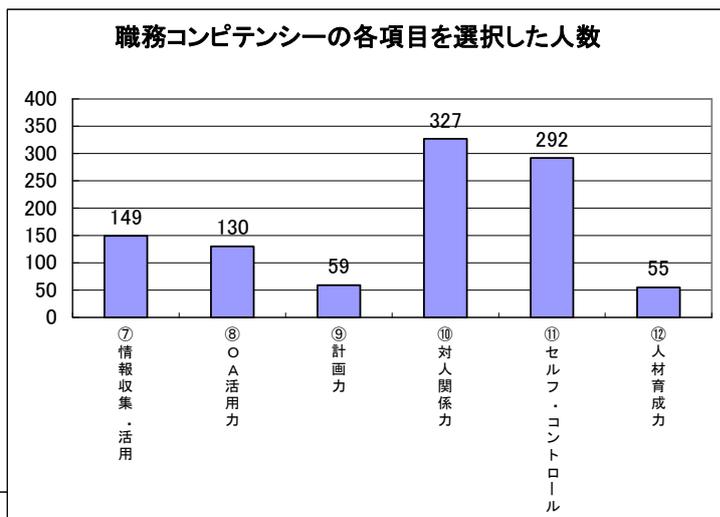
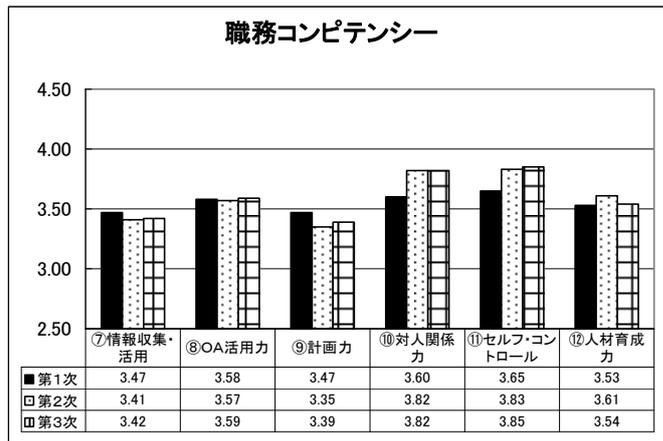
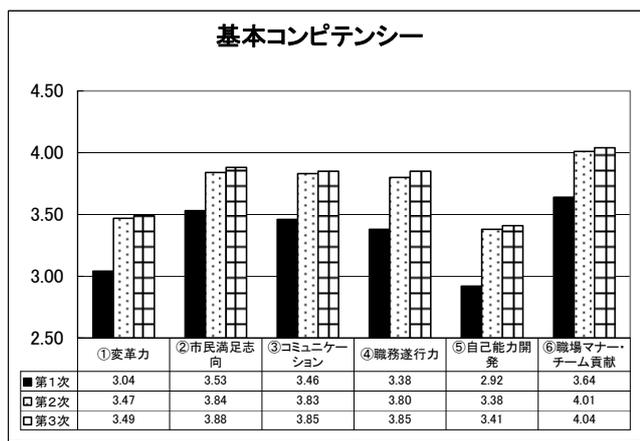
# 平成20年度 課長級職員の能力考課結果



# 平成20年度 担当長・主幹・担当長(主査) の能力考課結果



# 平成20年度 主査・一般職員の能力考課結果



(平成 20 年度資料)

平成 20 年度

# 人事考課の考課結果

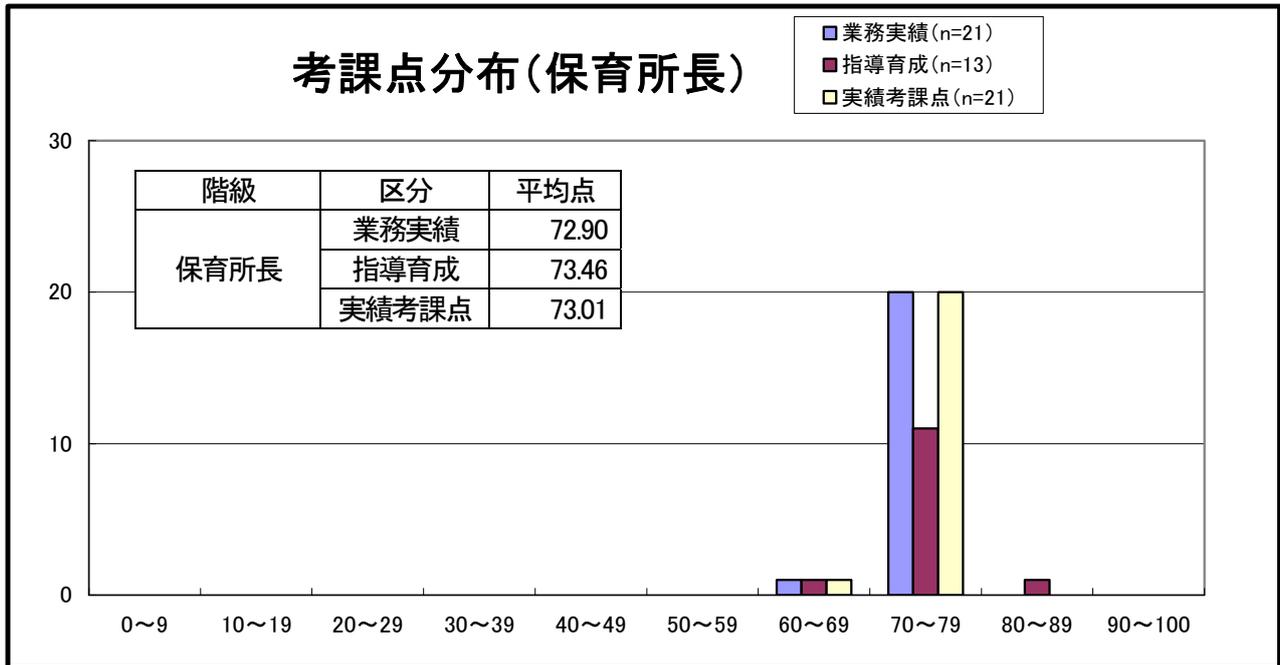
(保育所職場)

(内容)

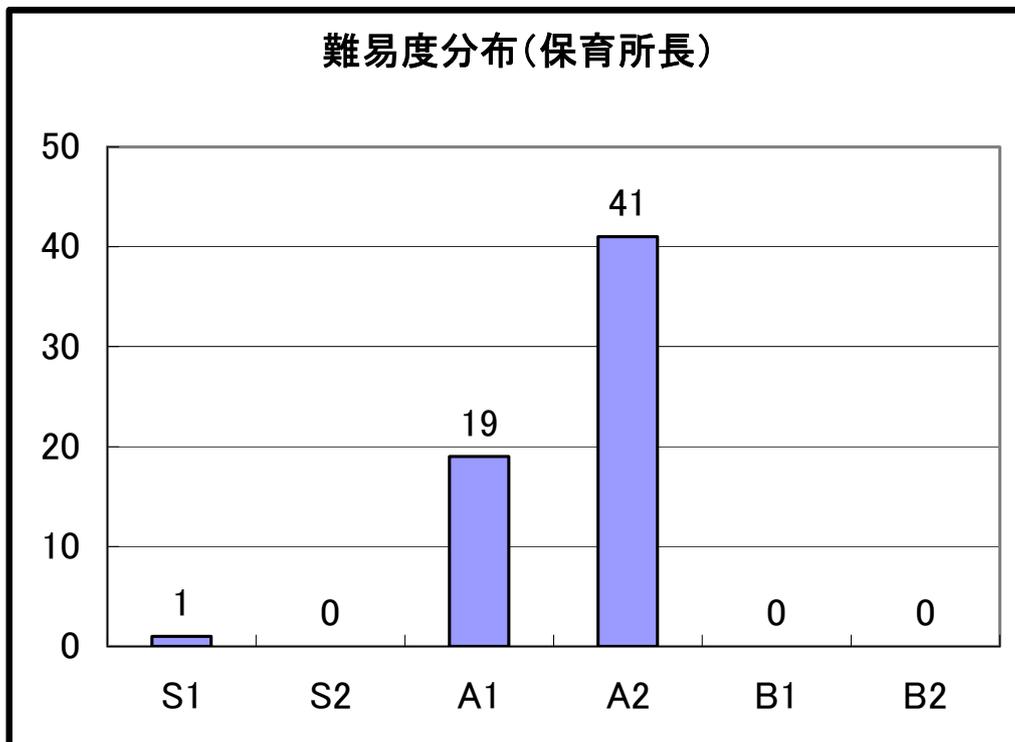
	(ページ)
1. 実績考課 (目標管理) の結果	
実績考課 (目標管理) の考課点及び難易度分布	1
2. 能力考課の結果	
保育所長の能力考課結果 (マネジメント・サポート含む)	2
保育所長代理、主査、一般職の能力考課結果	3

岸和田市 市長公室 人事課

平成 20 年度 実績考課（目標管理）の考課点分布

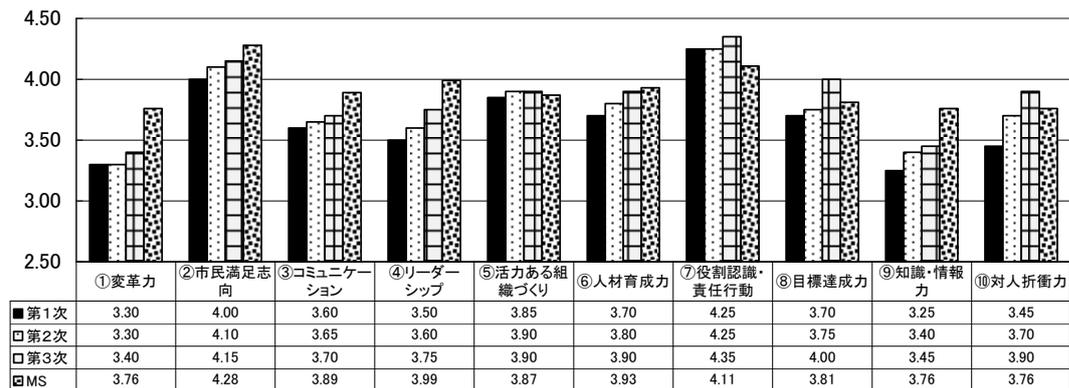


保育所長の実績考課（目標管理）の難易度分布

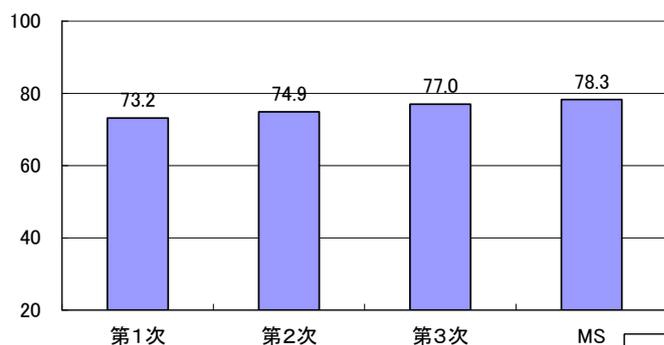


# 平成20年度 保育所長の能力考課結果

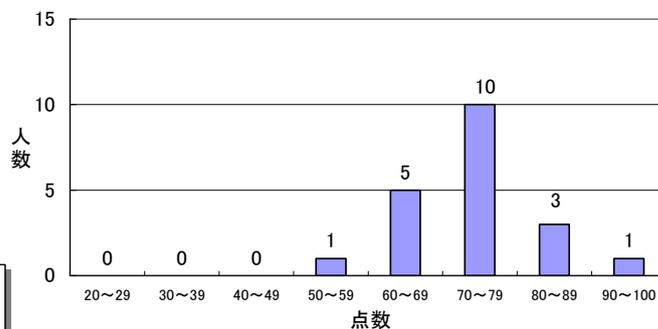
## 考課項目別平均点



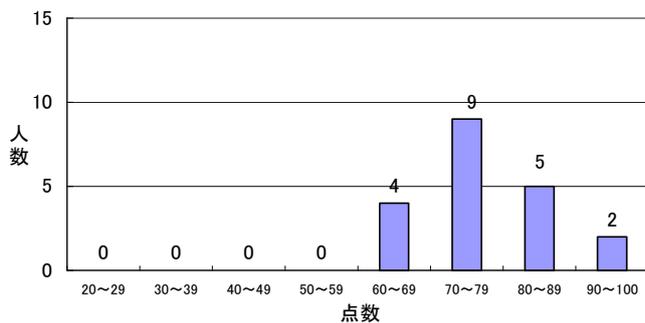
## 考課点平均



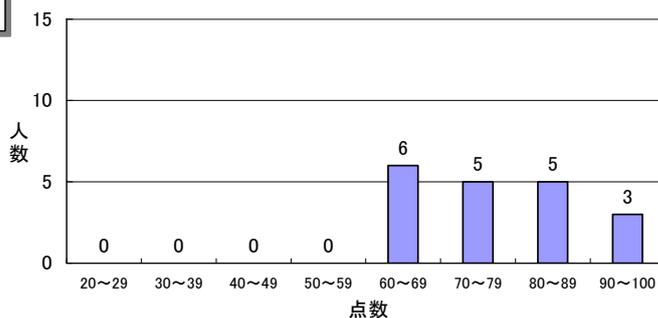
## 考課点人数分布(1次(本人)考課)



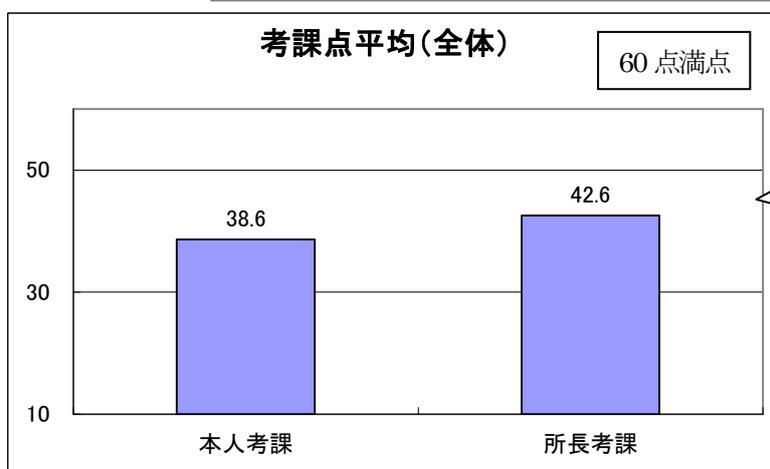
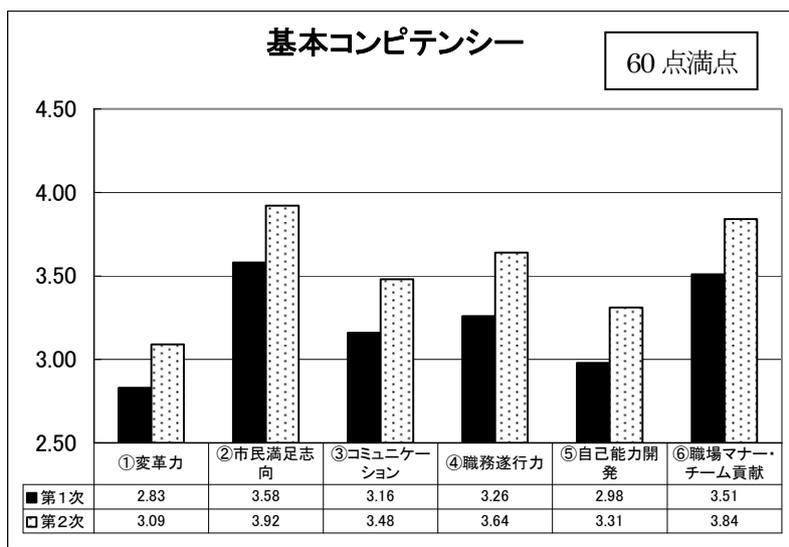
## 考課点人数分布(3次考課)



## マネジメントサポート



# 平成 20 年度 保育所長代理、主査・一般職員の能力考課結果



平成 20 年度から  
3 次 (保育課長)  
考課を廃止しま  
した。

