

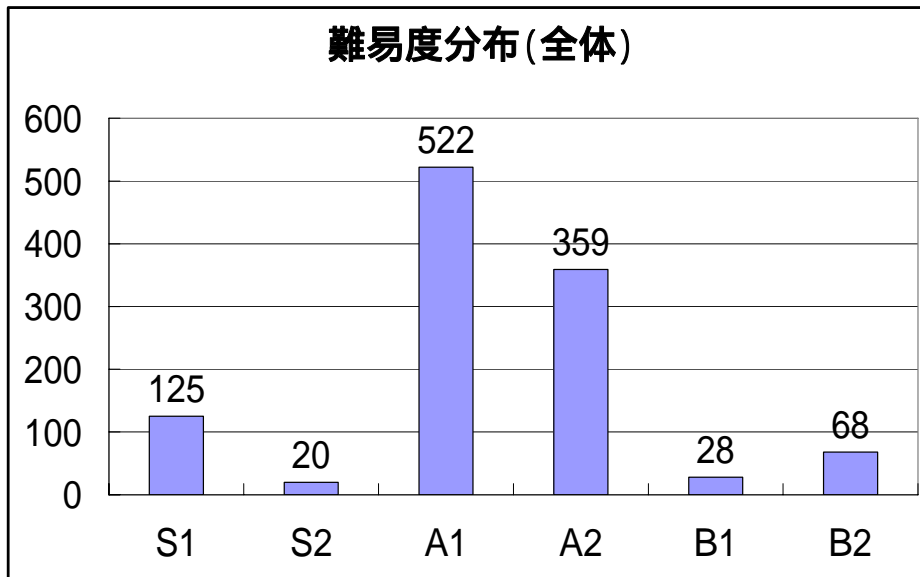
平成19年度

## 人事考課の考課結果

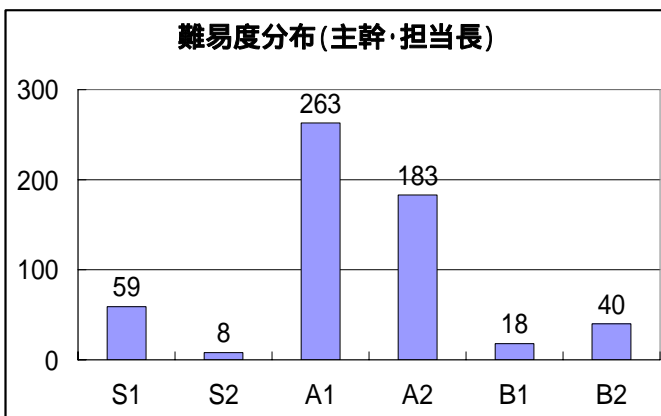
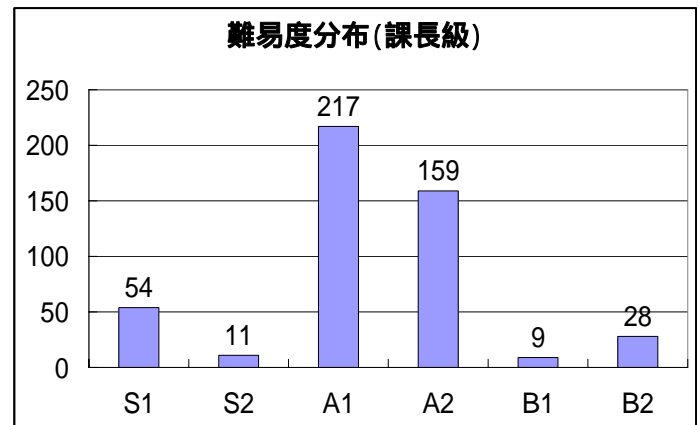
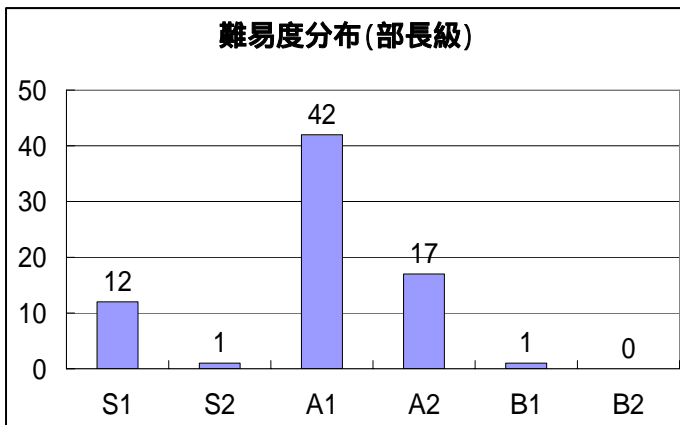
(内容)

| 1. 実績考課(目標管理)の結果            | (ページ) |
|-----------------------------|-------|
| 実績考課(目標管理)の難易度分布            | 1     |
| 部別の難易度分布                    | 2     |
| 実績考課(目標管理)の考課点分布            | 3     |
| 2. 能力考課の結果                  |       |
| 課長級職員的能力考課結果(マネジメント・サポート含む) | 4     |
| 担当長・主幹・担当長(主査)の能力考課結果       | 5     |
| 主査・一般職の能力考課結果               | 6     |

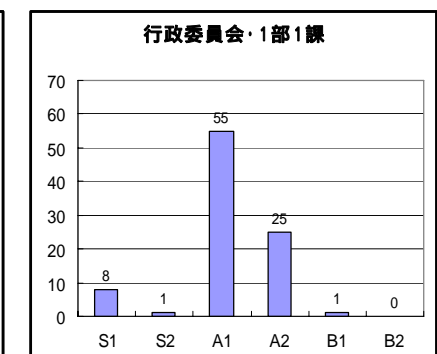
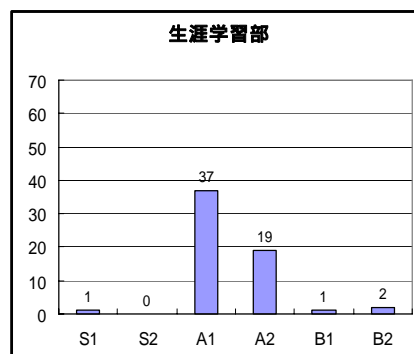
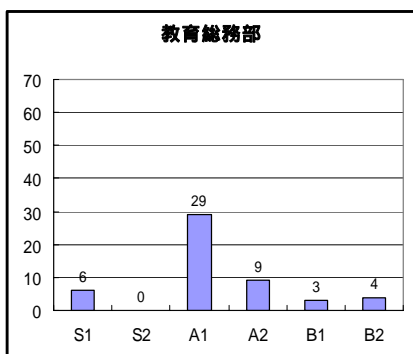
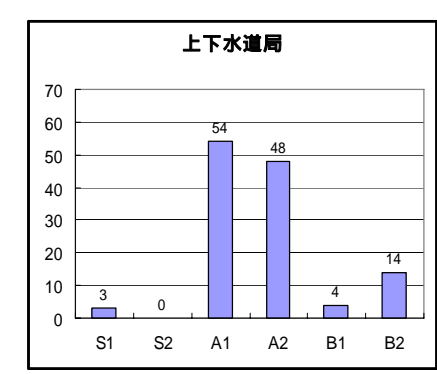
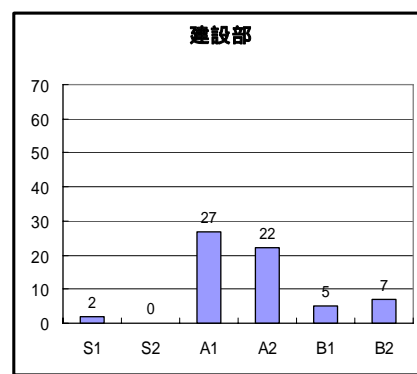
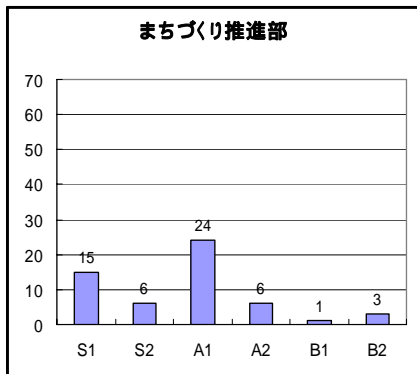
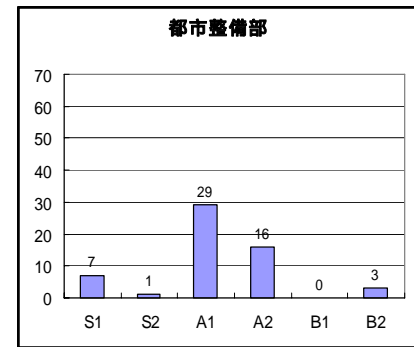
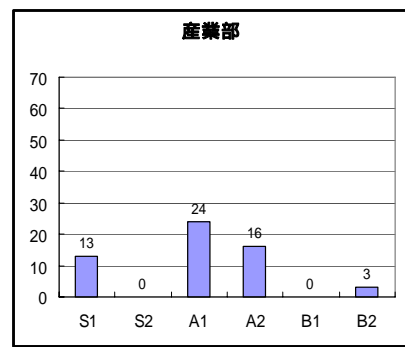
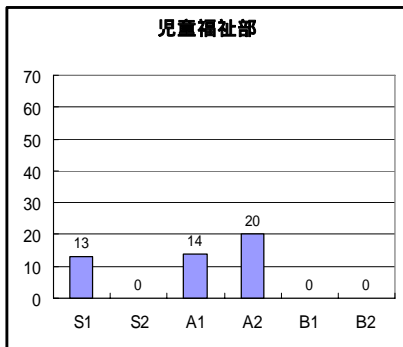
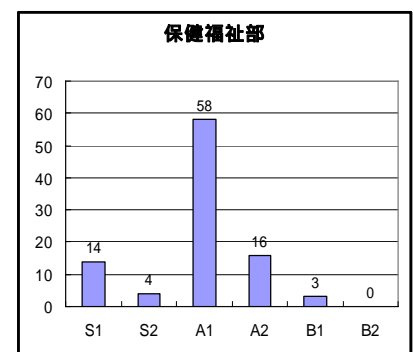
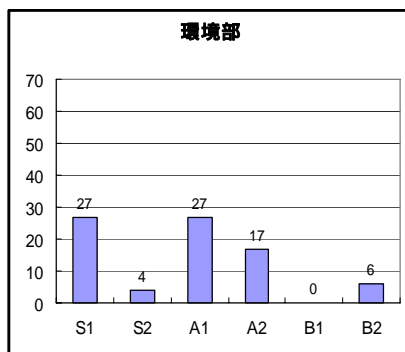
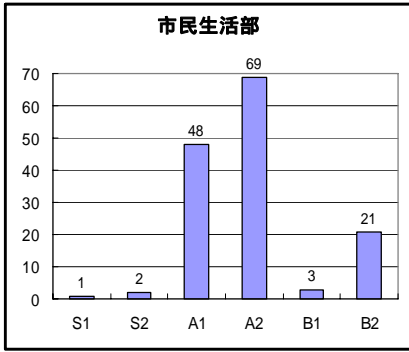
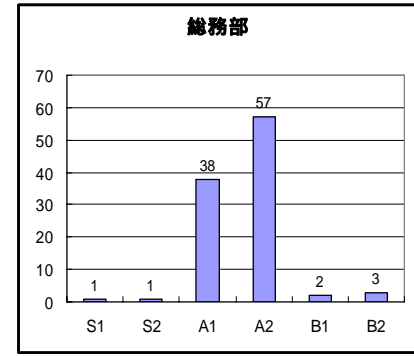
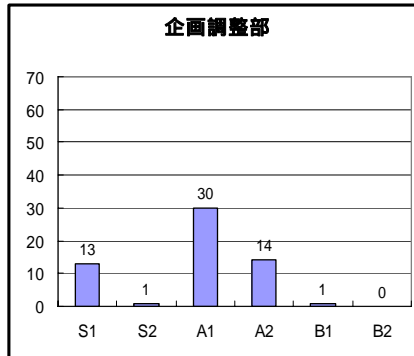
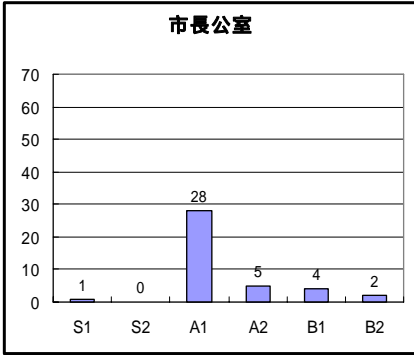
# 平成 19 年度 実績考課（目標管理）の難易度分布



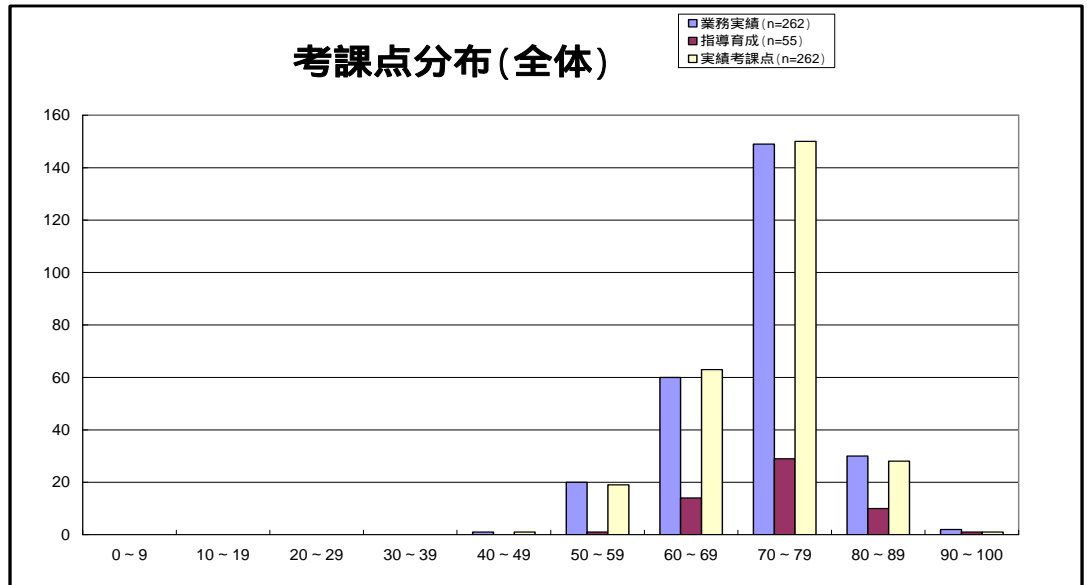
## 職階別の難易度分布



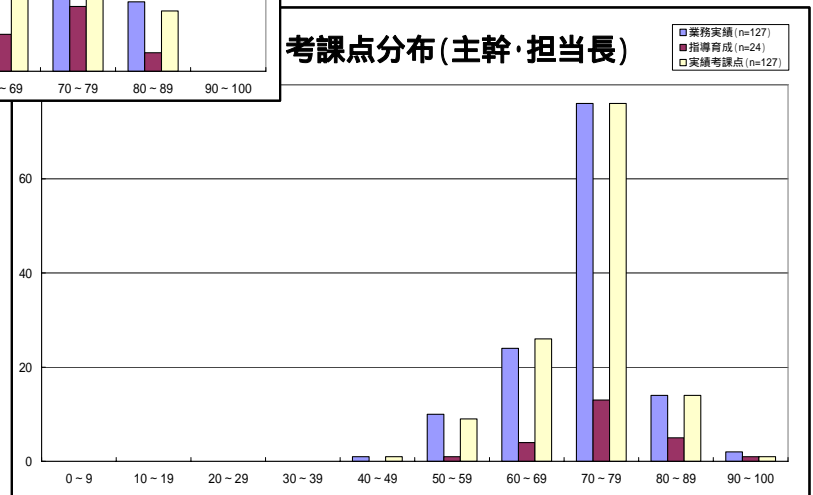
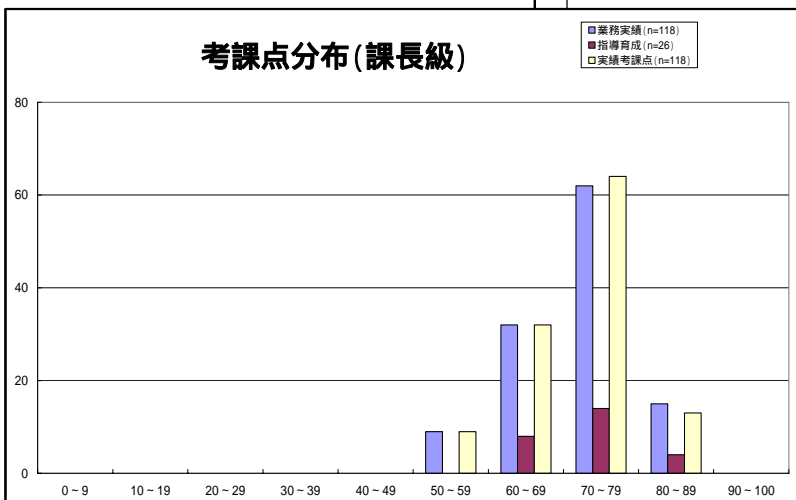
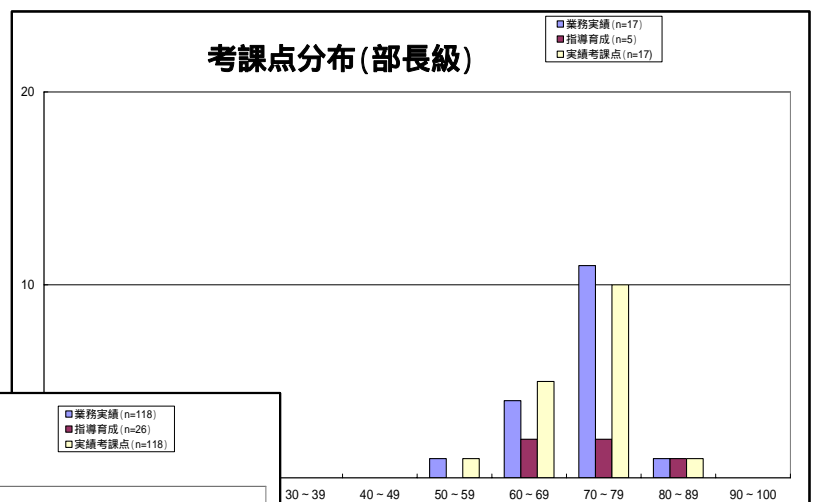
# 平成19年度 部別の難易度分布



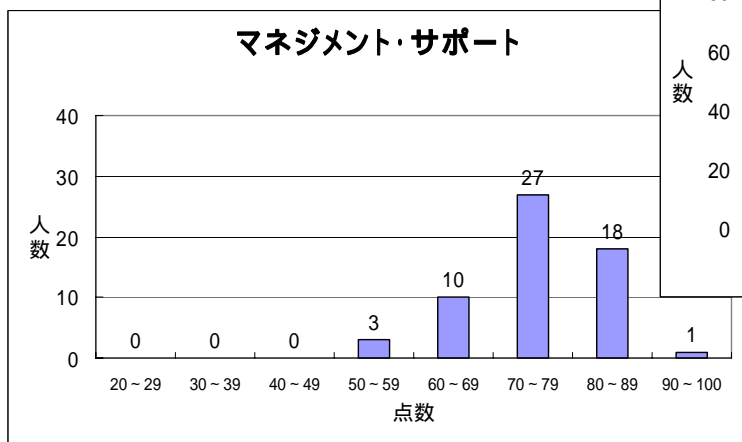
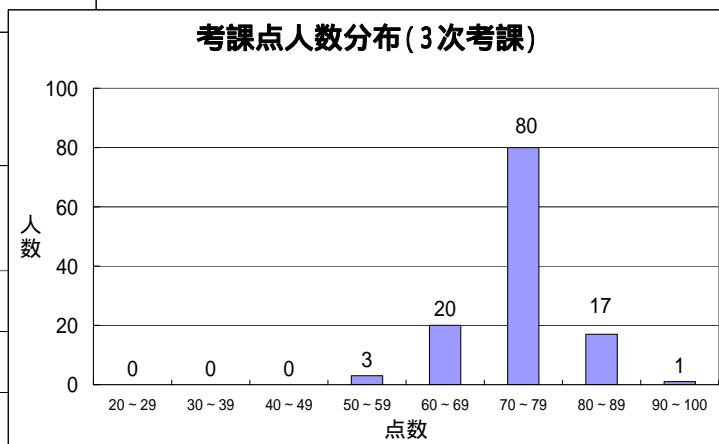
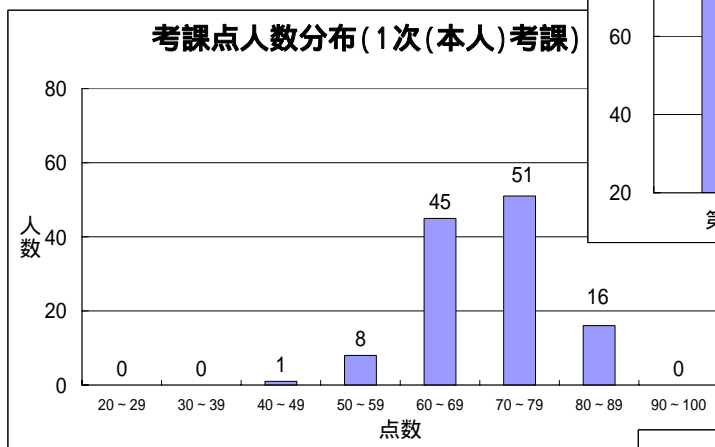
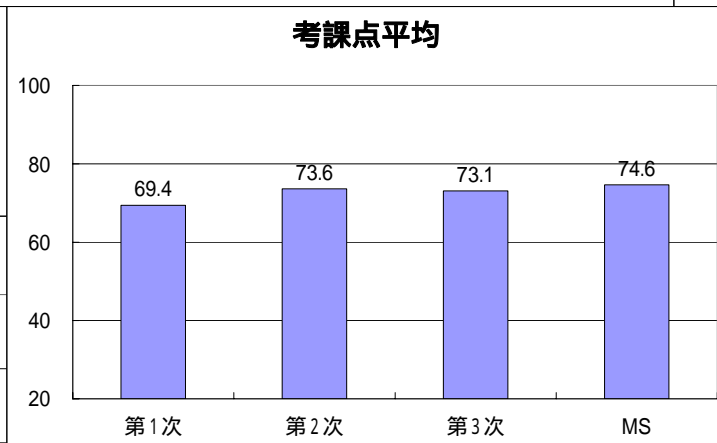
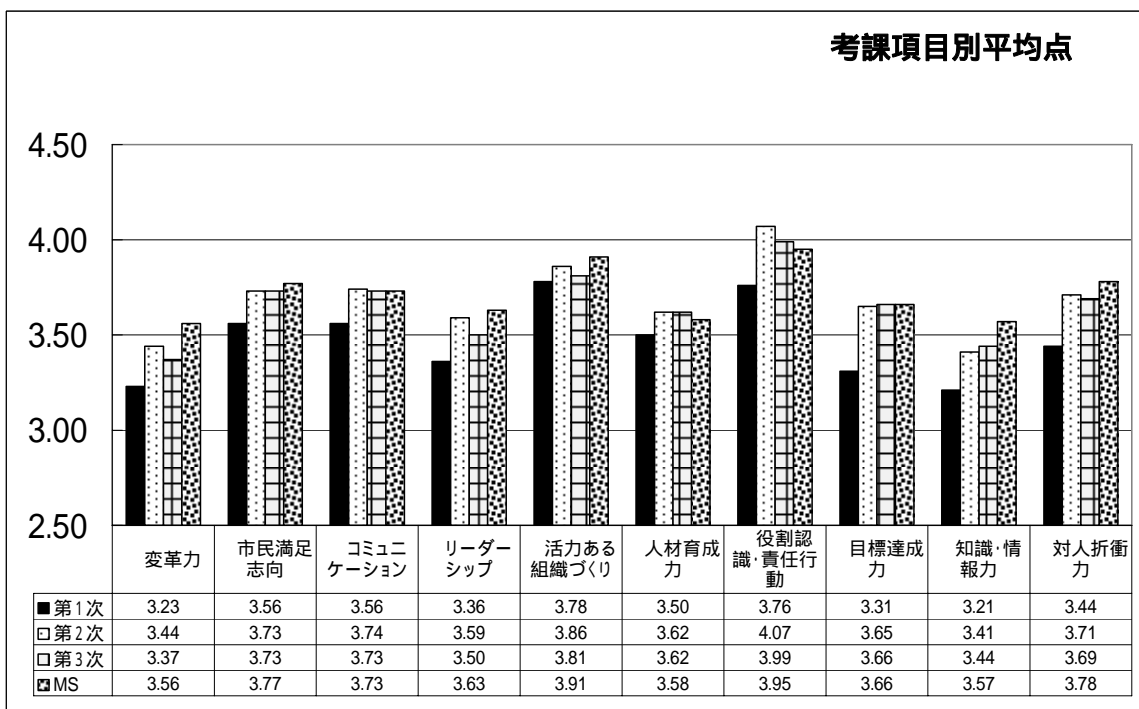
# 平成19年度 実績考課（目標管理）の考課点分布



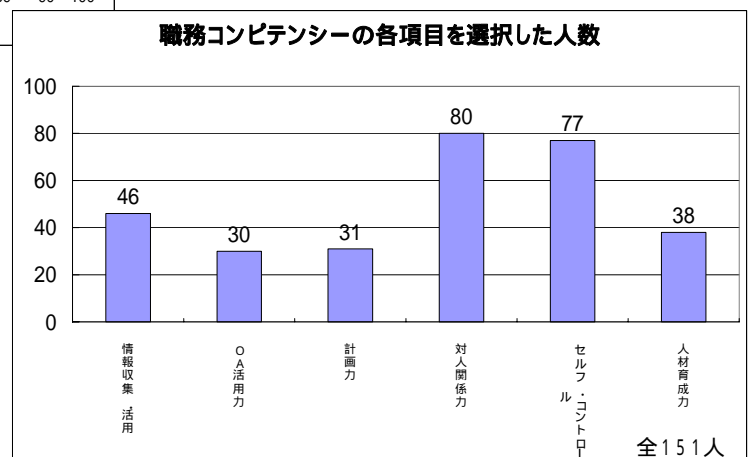
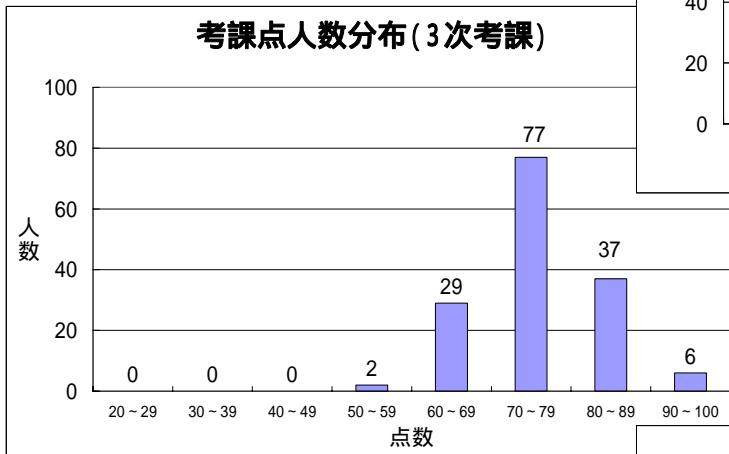
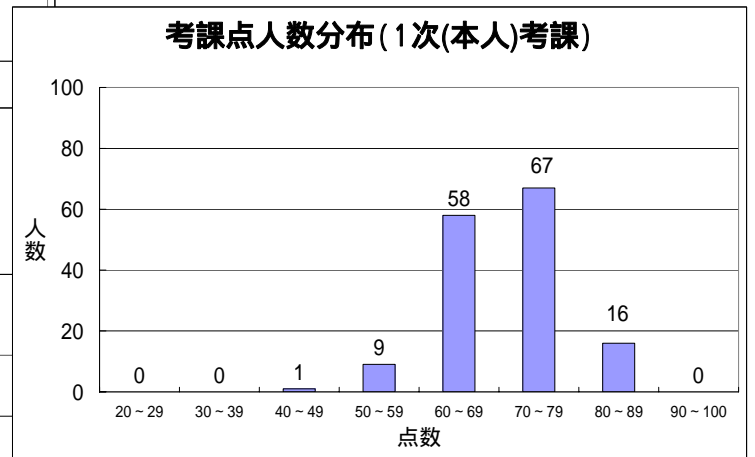
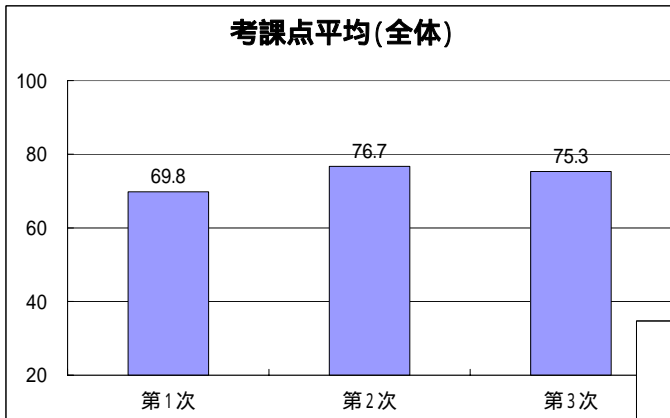
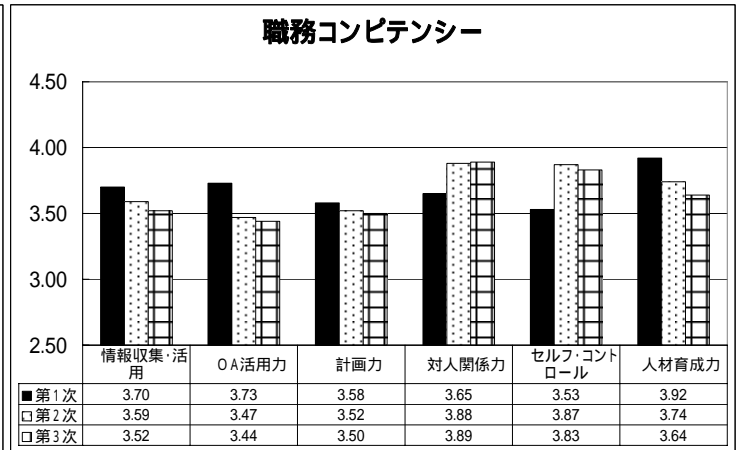
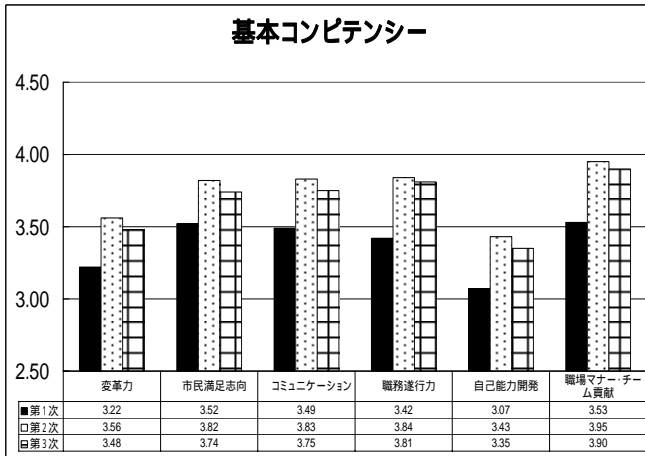
| 階級     | 区分    | 平均点   |
|--------|-------|-------|
| 部長級    | 業務実績  | 72.53 |
|        | 指導育成  | 71.4  |
|        | 実績考課点 | 72.39 |
| 課長級    | 業務実績  | 71.61 |
|        | 指導育成  | 71.35 |
|        | 実績考課点 | 70.25 |
| 主幹・担当長 | 業務実績  | 71.77 |
|        | 指導育成  | 72.03 |
|        | 実績考課点 | 71.77 |



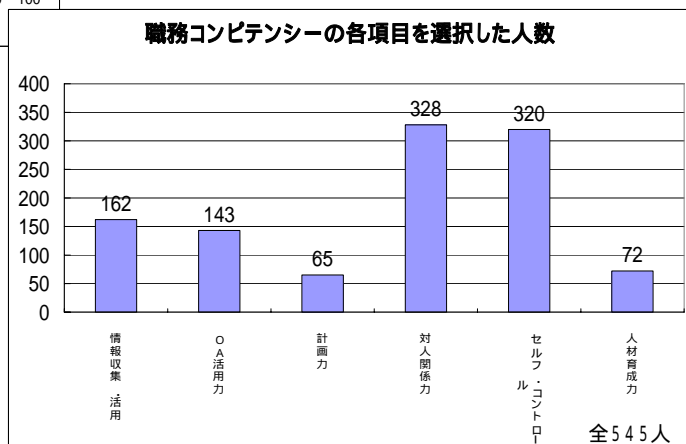
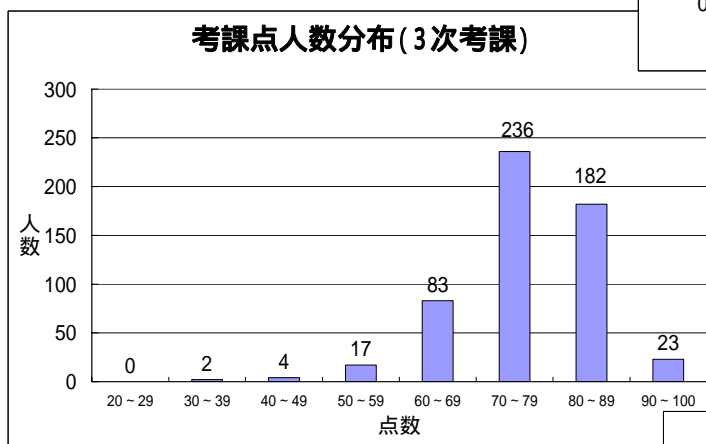
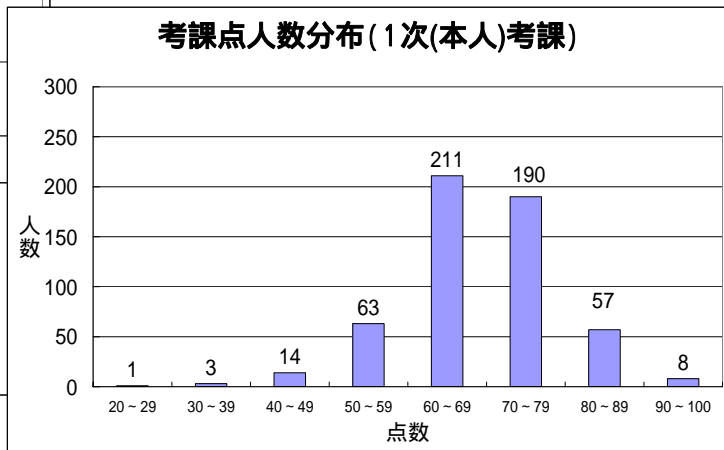
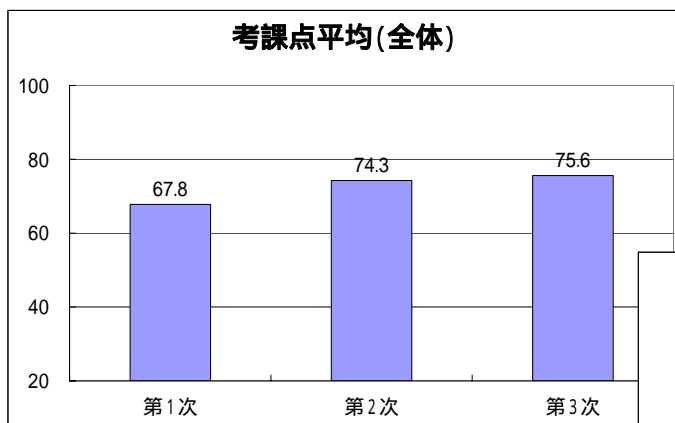
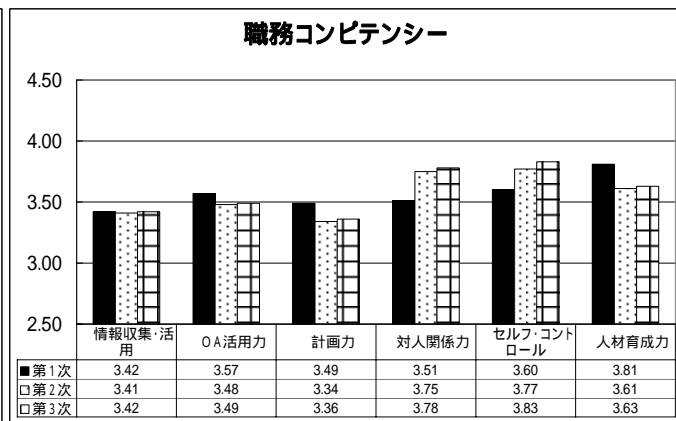
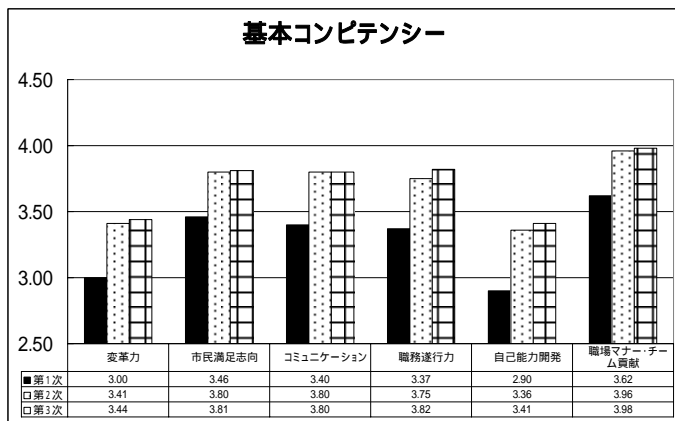
# 平成 19 年度 課長級職員の能力考課結果



# 平成19年度 担当長・主幹・担当長(主査)の能力考課結果



# 平成19年度 主査・一般職員の能力考課結果



(平成 20 年度資料)

平成 19 年度

## 人事考課の考課結果

(保育所職場)

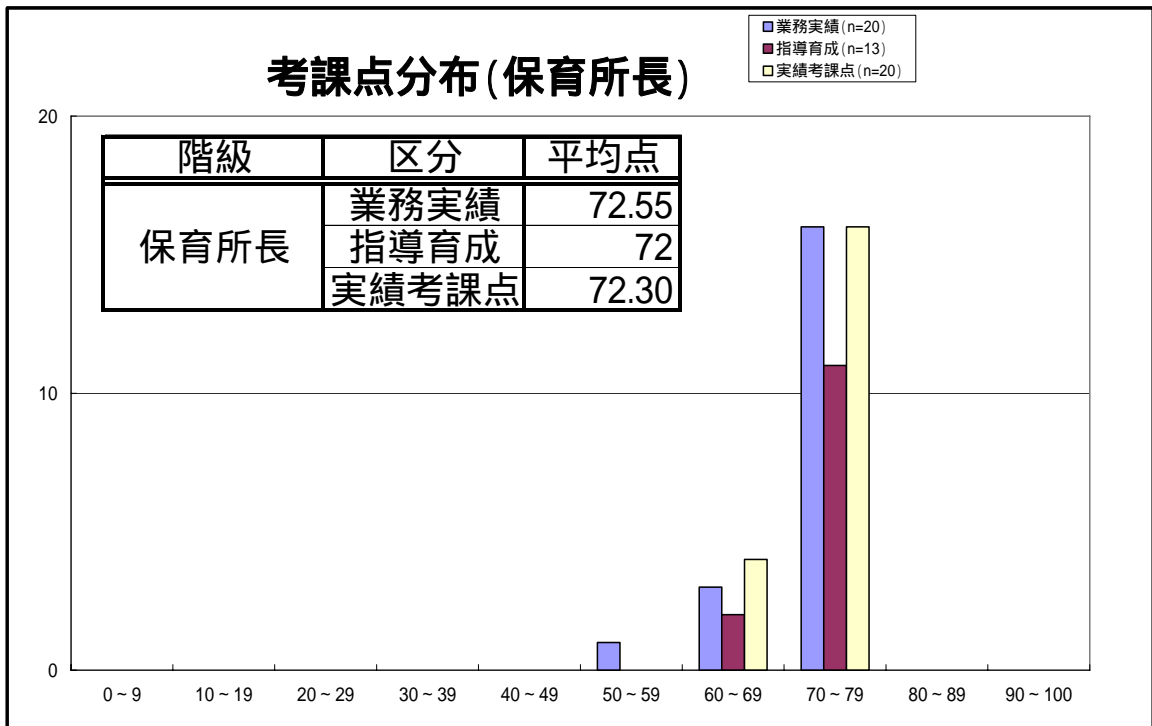
(内容)

| 1. 実績考課 (目標管理) の結果          | (ページ) |
|-----------------------------|-------|
| 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     |

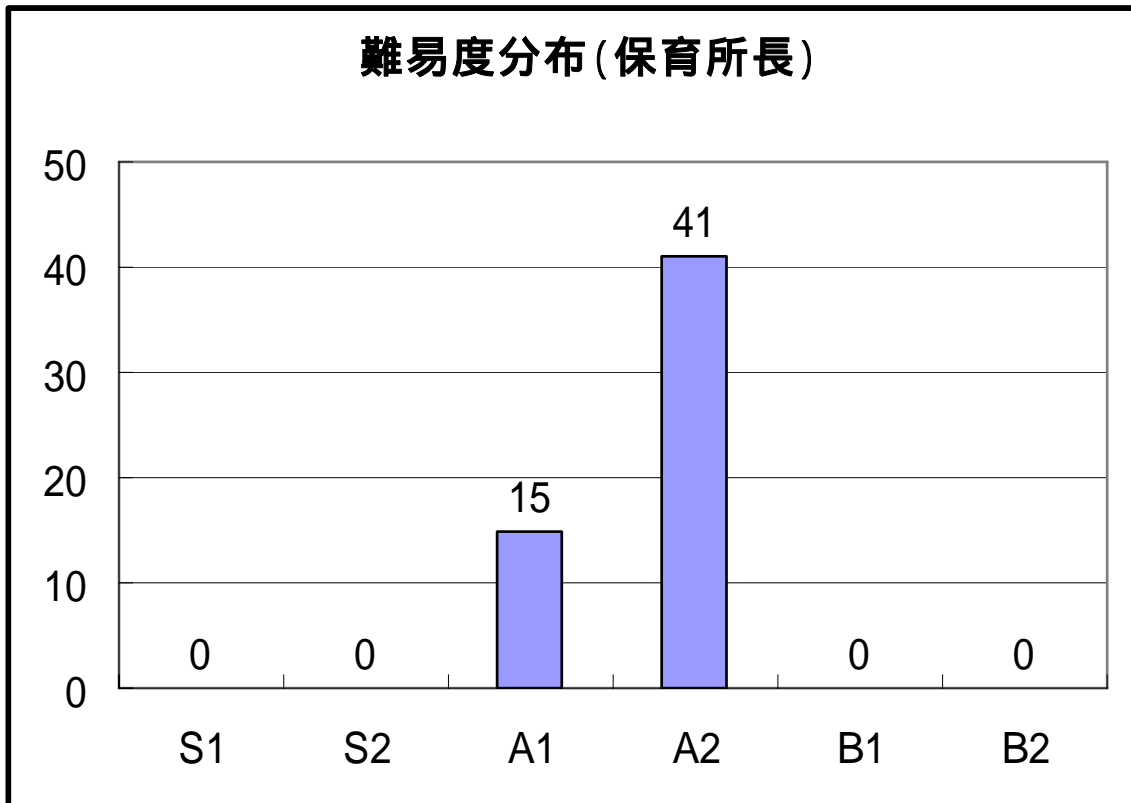
岸和田市 市長公室 人事課



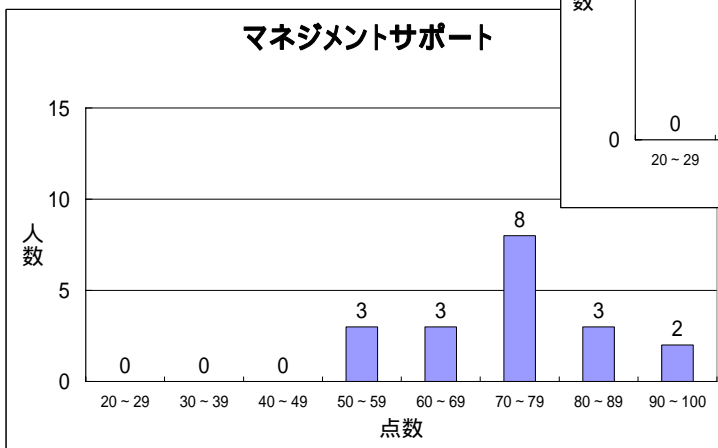
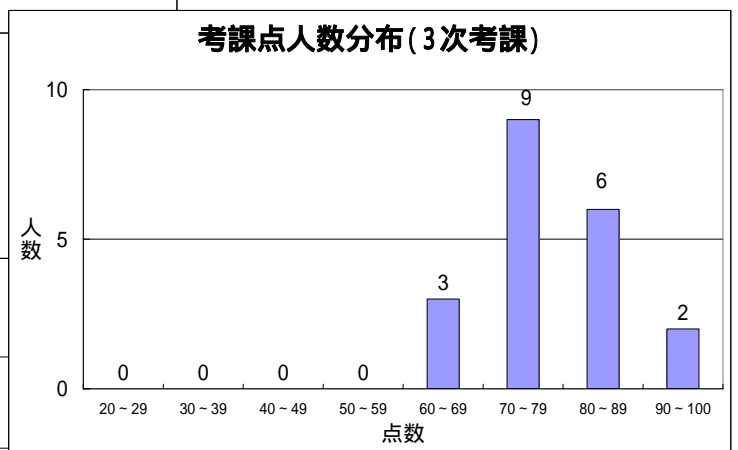
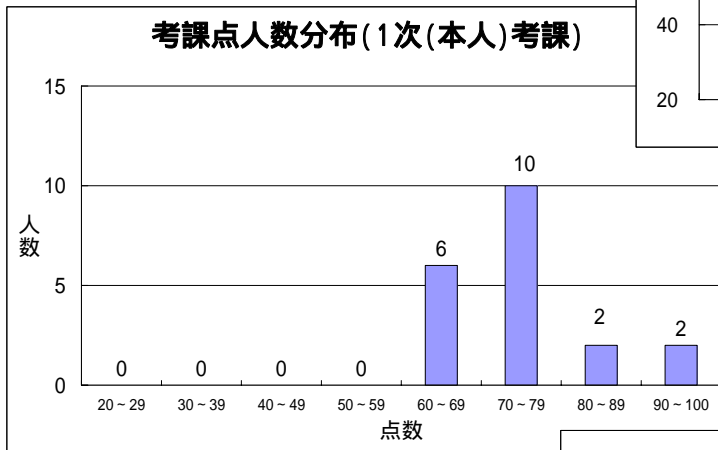
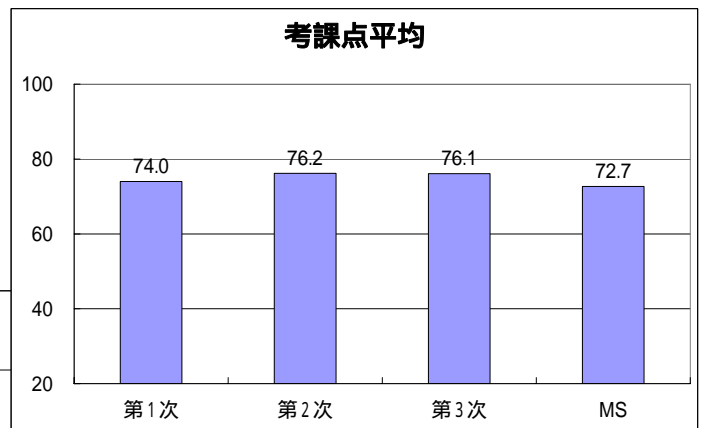
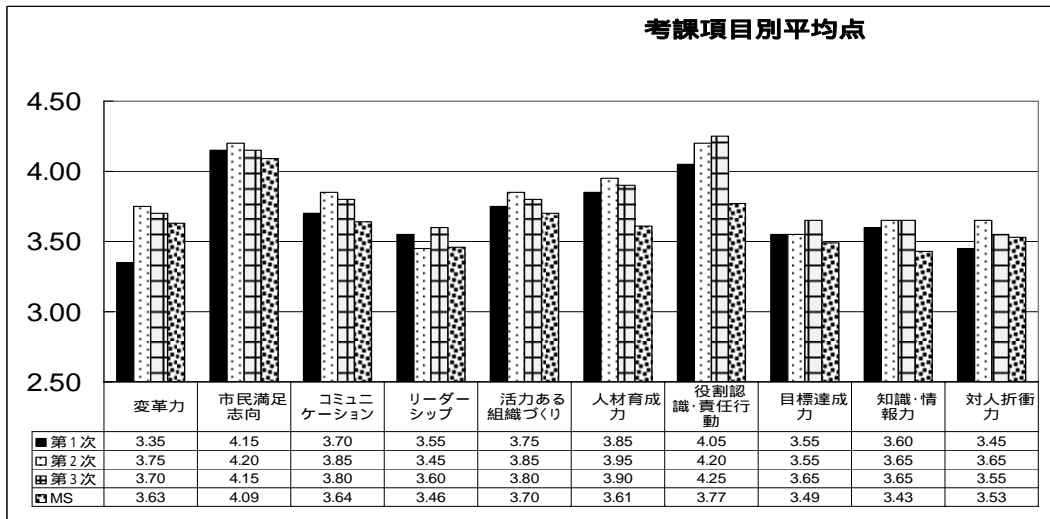
平成 19 年度 実績考課（目標管理）の考課点分布



保育所長の実績考課（目標管理）の難易度分布



# 平成19年度 保育所長の能力考課結果



# 平成19年度 保育所長代理、主査・一般職員の能力考課結果

