

上海理工大学中德国际学院
2021 年度考核及业绩津贴发放二级管理实施方案

[2014]30

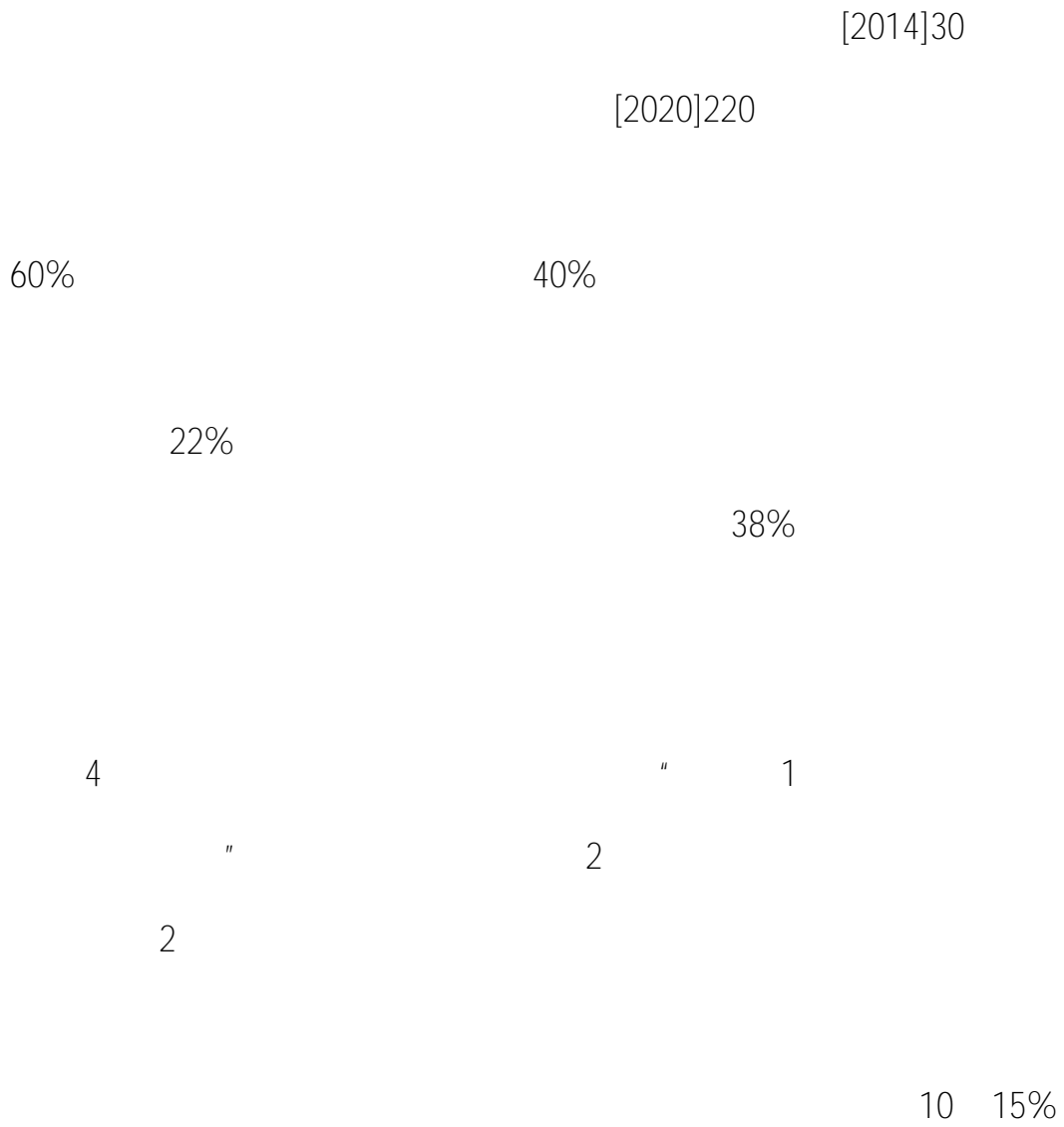
[2020]220

2021

1.

2.

3.



15%

10 15%

5

()

(

)

		85%			
		15%			
		40%			
		60%		18%	
				42%	

[2014]30

"

"

()

"

"

85% 15%

(

)

(

)

1.

4

" 1

" 2

2

α " 1

"

()

2

1.44 / 0.72 /

T_A

$P (P = P_1 + P_2)$

P_1

$P_2)$

$$\beta_A = T_A / 12 \sum_i^P \alpha_i$$

T_B

$$\beta_B = T_B / 12 \sum_i^P \alpha_i$$

β_A β_B

	3	4-6	7-9	10-12	13-15	16
	4.00	4.12	4.24	4.36	4.48	4.60
	3.00	3.09	3.18	3.27	3.36	3.45
	2.10	2.16	2.22	2.28	2.34	2.40
	1.40	1.44	1.48	1.52	1.56	1.60
	3.00	3.09	3.18	3.27	3.36	3.45
	2.50	2.57	2.64	2.71	2.78	2.85
	1.80	1.85	1.90	1.95	2.00	2.05
	1.60	1.65	1.70	1.75	1.80	1.85
	1.40	1.44	1.48	1.52	1.56	1.60

[2007]40

α

β_A

β_B

3.

$$\langle A \rangle = (M - M_G) / P_2$$

$$A_{\min} = 60\% \times \langle A \rangle$$

M

M_G

()

$$A_{\min} \quad 50\%$$

()

α

β_A

A_i

A_{\min}

()

$$\Delta_i = A_i - A_{\min}$$

()

()

γ_B

T_{B2}

$$\gamma_B = T_{B2} / \sum_{i=1}^{P_2} \Delta_i$$

$$T_{B2} = T_B - T_{B1} - T_{B0} \quad T_{B1}$$

T_{B0}

()

10%

4.

6

A_{min}

(

3~5

)

5.

1/3

"

"

40% 15% 60% 30%

70% 3

"

"

			()	
A	()	6	3	2 0
	()	1 (0.5)	0.6 (0.3)	0.4 (0.2) 0.2 0.1
	()	1 (0.5)	0.6 (0.3)	0.4 (0.2) 0.2 0.1
		8 (7)	4.2 (3.6)	2.8 (2.4) 0.4 0.2

()

33

2.

40%

60%

[2014]30

30% 70% (

18%

42%) ()

(
)

[2014]30

"

" " 5

"

1

1/4

2

" "

3

" " "

"

4

" "

[2015]198

5

" "

1

(

5000 /

3500 /)

”

6

()

7

[2014]30

[2020]220

2021

2021

2021

2021

2021 4 27

2021 年中德国际学院考核工作小组和考核监督小组成员名单

2021

1.

()

2.

3.

2021 年 4 月 27 日

2021 年基础性津贴和奖励性津贴发放细则

2021

$A=2600$

1

$$= \beta_A \times \alpha_i$$

$$= \gamma_B \times (A_i - A_{\min})$$

α_i

2021 年绩效奖励工资中考核发放部分的实施细则

40%

"

"

1		A_{\min}		
		A_i	A_{\min}	$1=A_i/A_{\min}$
2	()			1.1
	$2=1.05$			0.9
	$2=0.95$			
3	()			1.1
	$3=1.05$			
0.9	$3=0.95$			
4		()		
	$4=0.95\sim 1$			
5			() $1/4$	()
				$5=0.8$
6				

$$\delta = 0.5$$

$$\eta_j = 1$$

$$\eta^i = \prod_j \eta_j$$

$$Y$$

$$0.4Y$$

$$\mu = \sum_i^P \eta^i \alpha_i$$

$$\eta^i = \prod_j \eta_j$$

$$\xi = 0.4Y / \mu$$

()

$$= \xi \times \eta^i \alpha_i = 0.4Y \times \frac{\eta^i \alpha_i}{\sum_i^P \eta^i \alpha_i}$$

2021

[2014]30

[2020]220

30% 70%(

18% 42%)(1)

(1)

()

(2)

(2.1)

1		/1/2		30/20/10
2		/1/2/3		10/6/3/2
3		1/2		5/3
4		1/2/3		2/1.5/1
5		/		3/1
6	/	/		5/2/0.5
7	/			10/5
8		1/2/3		

(2.2)

2.2.1

1 ()
/ 500/300

2 ()
/ / 150/100/20

2.2.2

1 () 10
10
2 / /
10 20/15/7.5

2.2.3

()
[2013]200

1 SCI I 100

2	SCI	II		20		
3	SCI/SCIE/SSCIE/A&HCI				12	
4	A			6		
5	B			2*		
6	/	/	()	6/4*/4*	(
	10)			
7		/	/		()	6/2/1*
				0.6		0.4
	0.2			0.1		

(*)

(3)

60

()