

**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

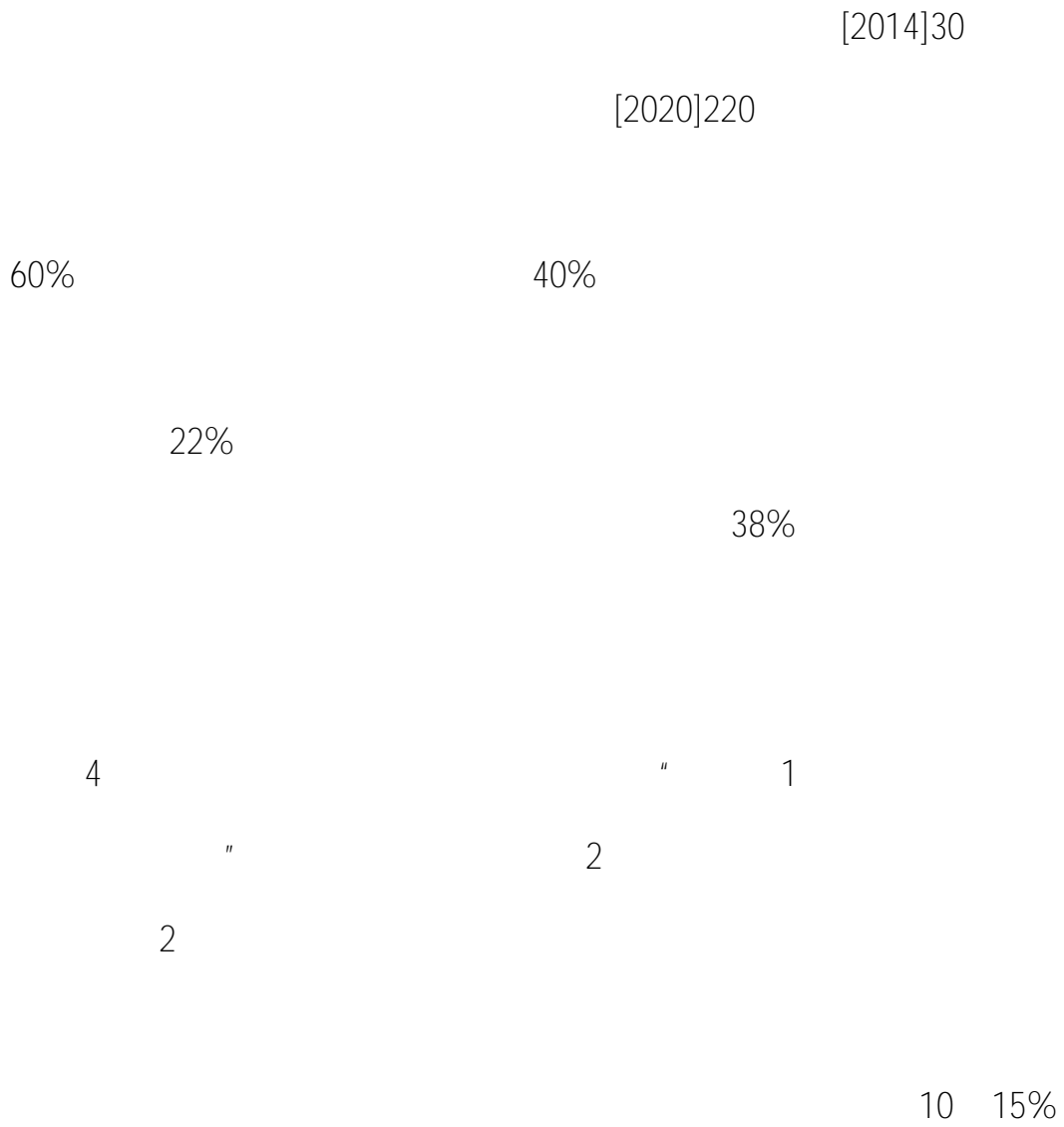
[2020]220

2021

1.

2.

3.



15%

10 15%

5

( )

(

)

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

[2014]30

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85% 15%

(

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(

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1.

4

" 1

" 2

2

$\alpha$  " 1

"

( )

2

1.44 / 0.72 /

$T_A$

$P(P = P_1 + P_2)$

$P_1$

$P_2)$

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

$T_B$

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

$\beta_A$   $\beta_B$

	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

$\alpha$

$\beta_A$

$\beta_B$

3.

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

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

$M$

$M_G$

( )

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

( )

$\alpha$

$\beta_A$

$A_i$

$A_{\min}$

( )

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

( )

( )

$\gamma_B$

$T_{B2}$

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

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

$T_{B0}$

( )

10%

4.

6

$A_{\min}$

(

3~5

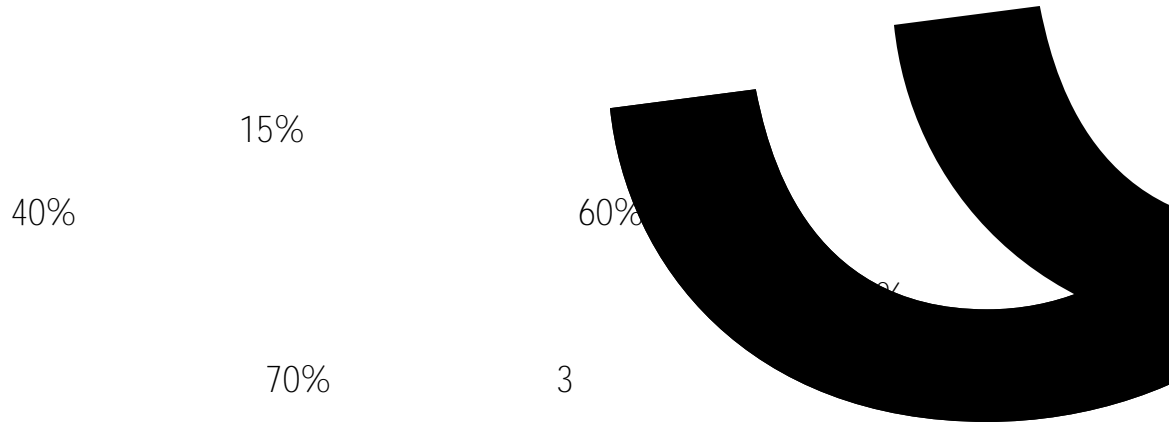
)

5.

1/3

"

"



15%

40%

70%

60%

30%

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%) ( )

(  
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[2014]30

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1

1/4

2

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3

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4

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[2015]198

5

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1

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5000 /

3500 / )

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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

$$= \beta_A \times \alpha_i$$

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

$\alpha_i$

## 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				

$$\delta = 0.5$$

$$\eta_j = 1$$

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

$$Y$$

$$0.4Y$$

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

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

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

( )

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



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

( )