基于 JAVA 的员工绩效考核管理系统的设计与实现

[摘要]　　在计算机技术和管理软件技术飞速发展的今天，企业利用先进的绩效考核管理理念，结合信息技术设计绩效考核管理系统，从而实现对工作目标的管理控制和对员工绩效的信息化管理。从而挖掘员工的工作潜力，为企业创造更多的利润，增强企业的竞争力。

本文根据某公司研发部门的管理现状，分析并设计了一套符合该部门的员工绩效考核管理系统。该系统在开发时主要运用了 Eclipse 开发软件、SSM 框架以及 MySQL 等技术实现部门员工绩效考核管理系统的主要功能：

（1）员工模块实现了员工上班打卡、查看打卡记录、个人基本信息管理、发布请假和查看申请状态的功能；

（2）管理员模块实现了对企业员工信息管理、添加员工、查询员工考勤情况、审核员工申请、增加会议、查询会议情况、设置指标、查询指标、部门员工公司设置以及查询员工工资等功能。

本系统在开发过程中将设计系统应具备的功能及模型,其次根据企业需求进行分析,最后通过需求不断改进系统，直至其达到预期的目标。

[关键字]　考核制度；绩效考核；员工管理

Design and implementation of employee performance appraisal management system based on JAVA

Abstract   Today, with the rapid development of computer technology and management software technology, enterprises design a performance appraisal management system by using advanced performance appraisal management concepts and combining information technology, so as to realize the management control of work objectives and the information management of employee performance. So as to tap the potential of employees, create more profits for enterprises and enhance the competitiveness of enterprises.

According to the current management situation of the R&D department of a company, this paper analyzes and designs a set of employee performance appraisal management system which accords with the department. In the development process of this system, Eclipse development software, SSM framework and MySQL are mainly used to realize the main functions of the department staff performance appraisal management system:

(1) The employee module realizes the functions of punching employees in work, checking punching records, managing basic personal information, issuing leave and checking application status.

(2) The administrator module realizes the enterprise staff information management, add employees, query employee attendance, audit employee applications, increase meetings, query conference situation, set indicators, query indicators, Department staff company settings and query employee wages.

This system will design the initialization system model in the development process, and then realize the system requirements, and through continuous improvement and modification of the system module function, until it reaches the expected goal.

KeyWords Assessment system; Performance appraisal; Staff management

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