

**摘要：**绩效考核是一项科学性、系统性的工作，也是绩效管理的关键，其是否能够达到预期的目的直接关系到管理的效益。而绩效考核就是评估人员将工作的最终目标、工作业绩、工作效益作为参考体，通过科学的评估手段，对员工的工作进行考核，得出员工在过去工作中是否达到了预定的工作目标、取得了工作成效，携同员工自身的发展一并反馈给工作人员的一个系统性的工作。近几年来，中国的IT软件行业不断的发展，软件不同的使用模式、管理方案差异，对IT企业的管理上又有了一个层面上的提升，而绩效作为一个系统的评估工作，能够激发员工的动力，促进员工的工作积极性和工作热情，但是通过对绩效考核的分析显示，在国内的IT行业，很多企业对于员工的绩效考核仍然存在不足。本文将以提高软件研发工作者的技能为目标，在绩效考核的基础上，对研发进行考核。将项目考核作为主体，辅之以部门考核来实现对员工的整体考核。所谓项目考核，就是指对职工的日常工作进行评估，结合项目进行整体评估。使用者的满意程度作为考核的标准，与此同时，也反应了该项目的效益；所谓部门考核，其主要考核对象是职工的工作能力、对待工作的态度、工作的效益等等，项目考核的结果作为衡量工作成效的标准，将部门考核的结果作为指导内容，引导员工向更健康、更成熟的方向发展。将两种考核相结合，对职工的工作成果和职工的发展做双向考核，最终实现考核的最终目的，促进企业的开发和管理。针对本系统进行实际考核，结合软件研发效益，在整体设计方案上采用了B/S架构模式，在软件实现的功能上采用DAO技术，其主旨在于将数据同逻辑隔离，与此同时，采取Struts框架，辅之以MVC设计方案，将软件的视图能够与逻辑完美结合，最终实现本系统在工作时不受到时间的限制、地理的限制，具有灵活性，可以随时随地地进行信息收集，保证数据的准确和安全。

**关键词：**绩效考核；J2EE；项目考核

**Abstract :** Performance evaluation is a scientific and systematic work, and is also a key performance management, whether it can achieve the desired objective directly related to the management benefit. Performance appraisal is the evaluation of personnel will be the ultimate goal, work performance, work efficiency as reference, through a scientific assessment methods, assessment of the staff, the staff will work in the past to achieve the intended target, made the work efficiency, and development with the staff own also feedback to a a systematic work staff. In recent years, development of Chinese IT software industry, software usage patterns, different management scheme of IT difference, enterprise management has a level of ascension, and performance as a system of evaluation work, can inspire staff motivation, and promote the staff's working enthusiasm and working enthusiasm, but through the analysis of the performance appraisal of the display, in the domestic IT industry, many enterprises for the employee's performance still exist. This paper will be to improve the software development workers skills as the goal, in the performance evaluation is based on the examination of the R & D. The project appraisal as the main body, supplemented by the department assessment to achieve the overall assessment of the employees. The so-called project appraisal, is refers to the evaluation of staff's daily work, combined with the project overall evaluation. User satisfaction as evaluation standard, at the same time, also reflects the benefits of this project ; the so-called department assessment, the main object is to assess the treatment of workers work ability, work attitude, work performance and so on, the project appraisal results as a measure of work efficiency standards, departmental test results as the guidance, guide the employees to develop more healthy, more mature direction. Two kinds of combination of the assessment, development work and workers to staff do a two-way, achieve the final goal of evaluation, promoting the development and management of enterprises. The actual evaluation for the system, combined with the software development efficiency, in the design of the overall scheme adopts the B/S architecture, using DAO technology in the functions of the software, its purpose lies in the

以上内容仅为本文档的试下载部分，为可阅读页数的一半内容。  
。如要下载或阅读全文，请访问：<https://d.book118.com/537032114136006120>