

Evaluation of Employee Performance Based on an Integral Indicator

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We showed the relevance of the implementation of quantitative methods for the assessment of work efficiency of employees engaged in work with documents, analyzed the existing system, based on the Resolution of the RF Government of 5.08.2008 N 583 and the Order of the Ministry of Finance from 16.12.2015 N 198n, outlined version of the integrated performance assessments using the integral performance indicator, detailing each stage of its calculation. We paid special attention to the use of the coefficient system for the quantitative determination of the integral indicator and proposed a new form of the report to reduce the time of its compilation. As a result, we have developed a methodology that meets modern requirements for both the employee and the employer. Changing the reporting form will simplify the procedure for drawing up a document and reduce the time it takes to complete it. The proposed system of coefficients and their optimally selected values will allow us to obtain a fairly accurate integral indicator of an objective and reasonable assessment of the effectiveness of personnel.

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