1. 领导班子综合考核评价汇总表

**注：机关部门不参与班子业绩考核（企业党建为0，班子业绩直接取绩效成果维护的分数）**

* 1. 计算单项指标得分(ORG\_ITEM\_1, ORG\_ITEM\_2,……,ORG\_ITEM\_10)
     1. 根据**单位、年度、指标项(1-10)、测评主体**（ABCDE）取领导班子考评扫描结果的平均值

AVG\_A = SUM\_A / CNT\_A

AVG\_B = SUM\_B / CNT\_B

AVG\_C = SUM\_C / CNT\_C

AVG\_D = SUM\_D / CNT\_D

AVG\_E = SUM\_E / CNT\_E

**注：如果为0，不算入平均分计算**

* + 1. 根据**单位类型**取测评主体权重(WEIGHT\_A, WEIGHT\_B, WEIGHT\_C, WEIGHT\_D, WEIGHT\_E)
    2. 单项指标得分

ORG\_ITEM\_1 = AVG\_A \* WEIGHT\_A

+ AVG\_B \* WEIGHT\_B

+ AVG\_C \* WEIGHT\_C

+ AVG\_D \* WEIGHT\_D

+ AVG\_E \* WEIGHT\_E

* 1. 计算考评得分ORG\_SCORE
     1. 取领导班子综合考评的指标权重

ORG\_SCORE= (ORG\_ITEM\_1 \* WEIGHT\_1 + ORG\_ITEM\_2 \* WEIGHT\_2 +……+ ORG\_ITEM\_10 \* WEIGHT\_10) \* 10

乘以10是因为指标的权重之和为100%，每一项指标得分为10分制

* 1. 计算汇总得分

ORG\_SUMMARY = 企业党建\*10% +绩效成果\*35%+ ORG\_SCORE\*55%

注：10% 35% 55%可在数据库中设置修改

1. 中层干部综合考核评价汇总表
   1. 计算单项指标得分

(LEADER\_ITEM\_1, LEADER\_ITEM\_2,……,LEADER\_ITEM\_11)

* + 1. 根据**单位、年度、指标项(1-10)、测评主体**（ABCDE）取中层干部考评扫描结果的平均值
    2. 根据**人员类型、人员所在单位类型**取测评主体权重(WEIGHT\_A, WEIGHT\_B, WEIGHT\_C, WEIGHT\_D, WEIGHT\_E)
    3. 单项指标得分

LEADER\_ITEM\_1 = AVG\_A \* WEIGHT\_A

+ AVG\_B \* WEIGHT\_B

+ AVG\_C \* WEIGHT\_C

+ AVG\_D \* WEIGHT\_D

+ AVG\_E \* WEIGHT\_E

* 1. 计算考评得分LEADER\_SCORE
     1. 取中层干部综合考评的指标权重

LEADER\_SCORE= (LEADER\_ITEM\_1 \* WEIGHT\_1 + LEADER\_ITEM\_2 \* WEIGHT\_2 +……+ LEADER\_ITEM\_11 \* WEIGHT\_11) \* 10

* 1. 计算汇总得分
     1. 基层单位

LEADER\_SUMMARY = ORG\_SUMMARY \*30%+ LEADER\_SCORE \*70%

* + 1. 机关部门

LEADER\_SUMMARY =绩效成果\*30%+ LEADER\_SCORE \*70%

注：30% 70%可在数据库中设置修改