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基于绩效源分析的组织-员工发展匹配集结决策模型研究

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Aggregating Decision Model in Organization-Employee Development Matching based on Performance Origin Analysis

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摘要 企业发展需要相匹配的人力资源支撑，岗位-员工发展匹配决策非常重要。本文以电力企业中层干部岗位的员工发展匹配决策研究为例，基于岗位绩效来源分析，筛选提取组织-员工发展匹配决策的指标维度，并配套特征行为描述，应用DLWA等算子充分集成多个周期的绩效信息与客观决策数据信息，结合专家组多属性发展匹配评价，应用决策矩阵和判断矩阵的集结模型有效集结决策依据信息和判断偏好信息，形成匹配优先序列，为组织-员工发展匹配及岗位员工绩效提升奠定基础。

关键词： 绩效源　集结　组织-员工　匹配决策

Abstract： Because of the needs of human resource support which is matched to the development of core business, it is particularly important to build model on organization-employee development fitness. Aimed at the problem of organization-employee development fitness of middle-level cadres in power enterprises, a model is proposed in this paper. Firstly, the indexes and dimensions for organization-employee development fitness with behavior characteristic characterization are filtered and extracted based on the analysis sources of performance in middle-level cadres. Secondly, with application of DLWA and other operators, operator, several phase performance information and objective decision information are integrated. Then, multi-attribute development fitness is evaluated by Expert Group. Finally, aggregate model aggregated by decision matrix judgment matrix is applied to aggregate basis information for decision-making and preference information for judgment, forming the priority sequence of matching, which provides data support for fitness decision-making, and lays the foundation of organization-employee development fitness degree and performance improvement of employees.

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