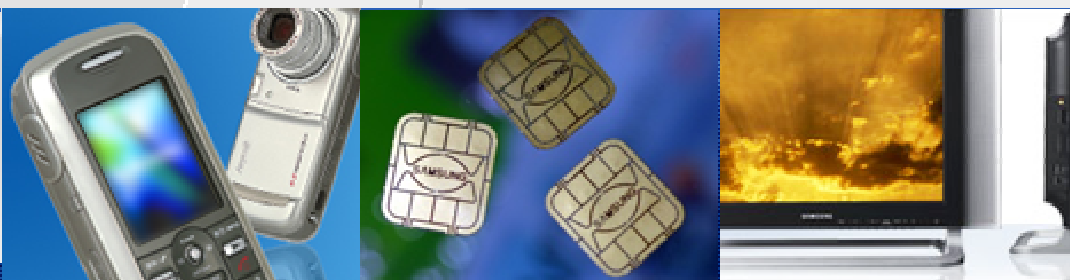




# Contents

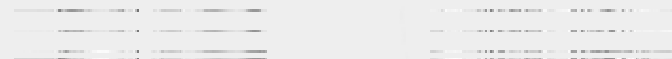
**I.특허청 성과관리 프로젝트 개요**

**II.특허청 BSC시스템**



**III.평가 제도 운영 방안**

**IV.기대효과**



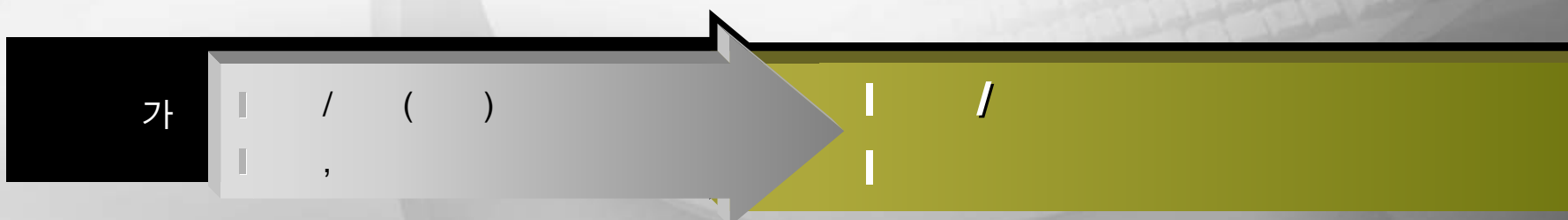
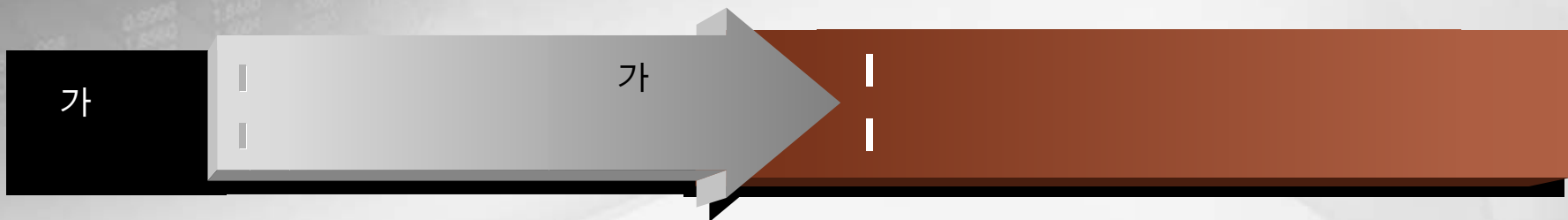
# I.특허청 성과관리 프로젝트 개요

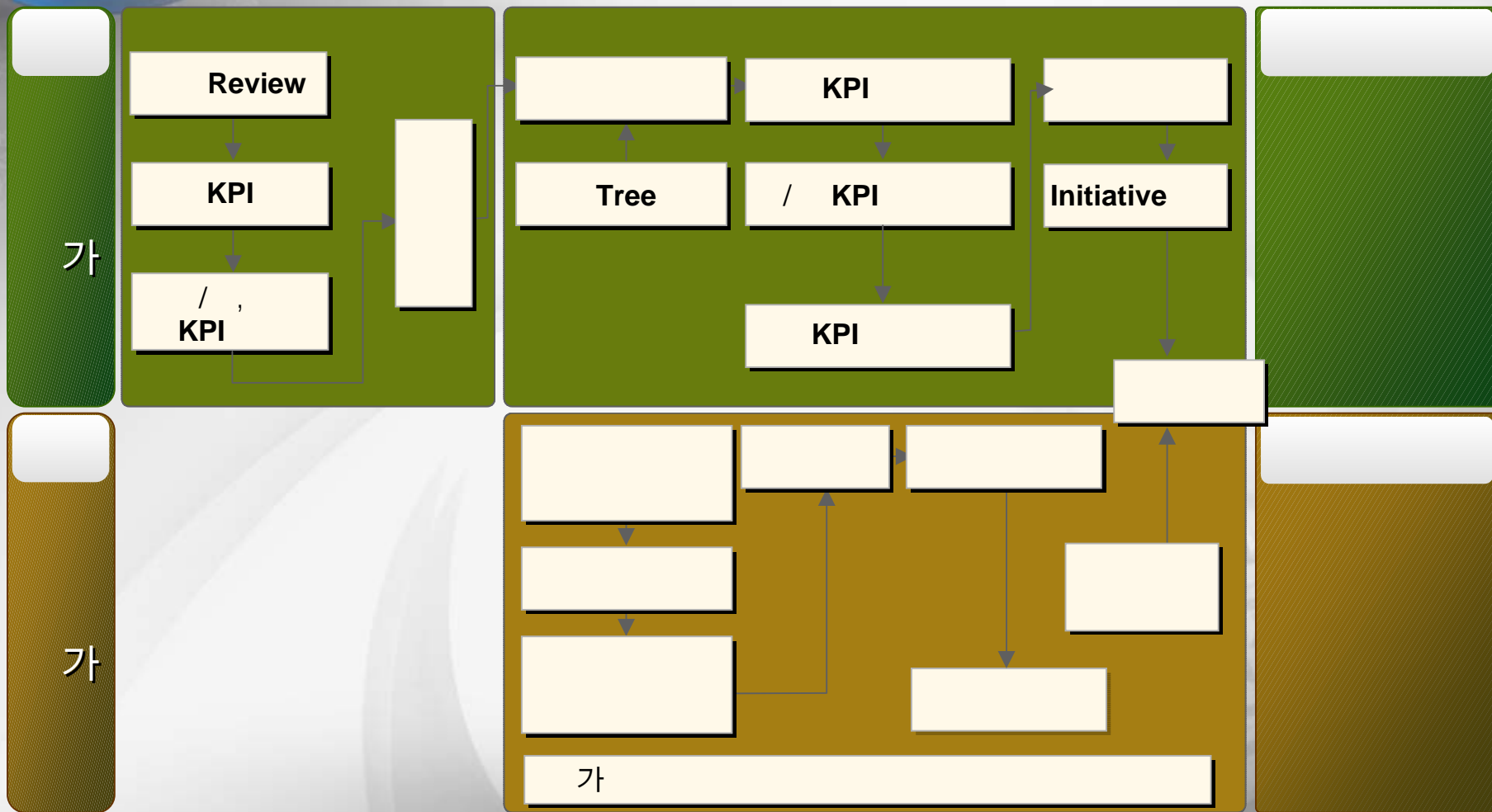


# BSC

I

I





'04. 10 ~ 12      '05. 01      '05. 04      '05. 06

1

**BSC**

2

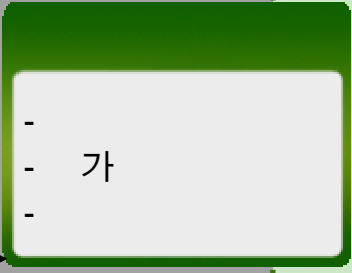
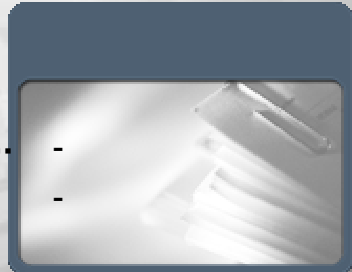
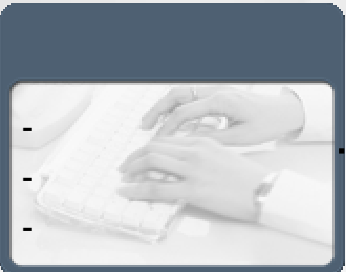
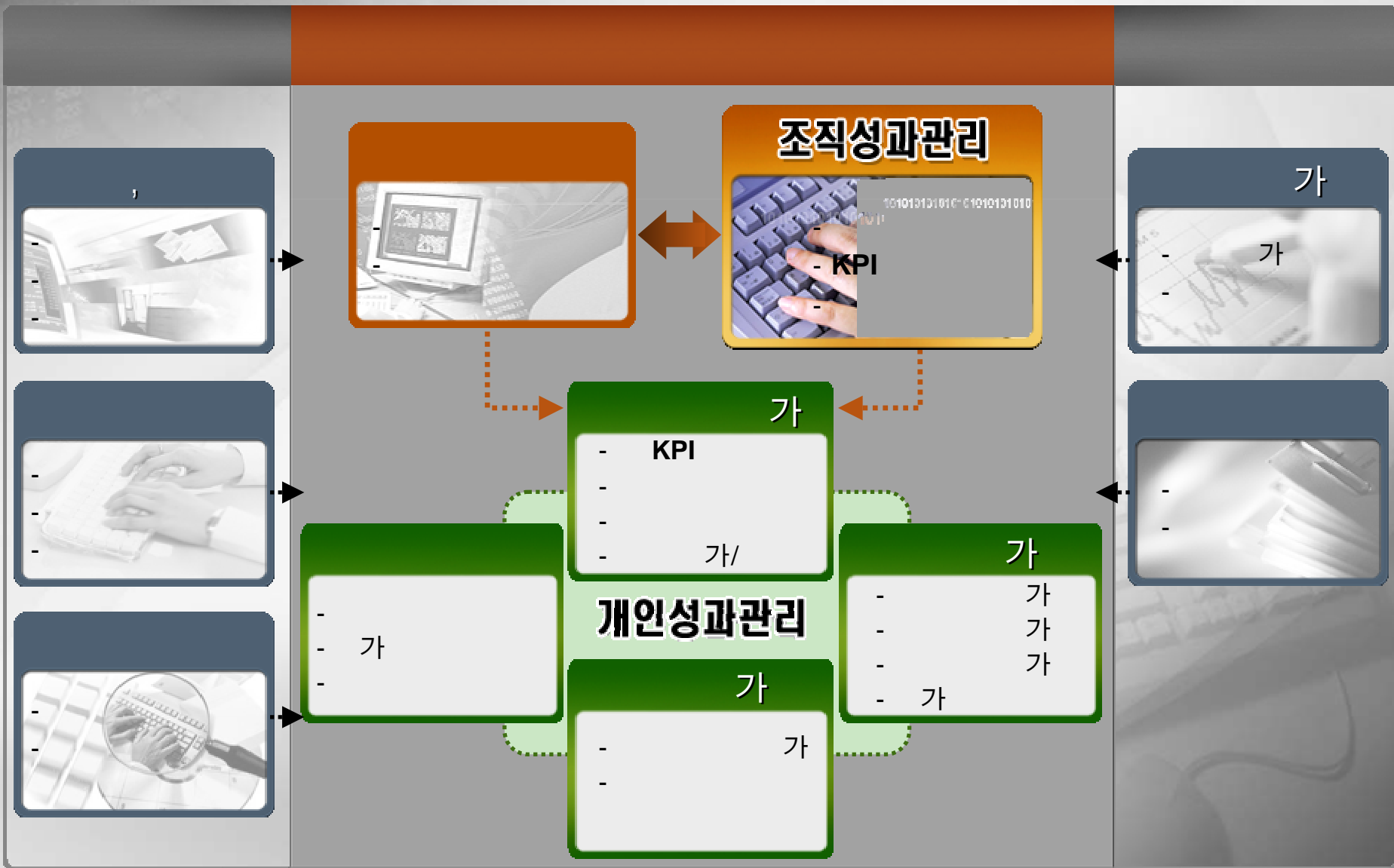
**BSC**  
가

3

## Ⅱ.특허청 BSC시스템

1. 조직성과관리 시스템
2. 개인성과관리 시스템







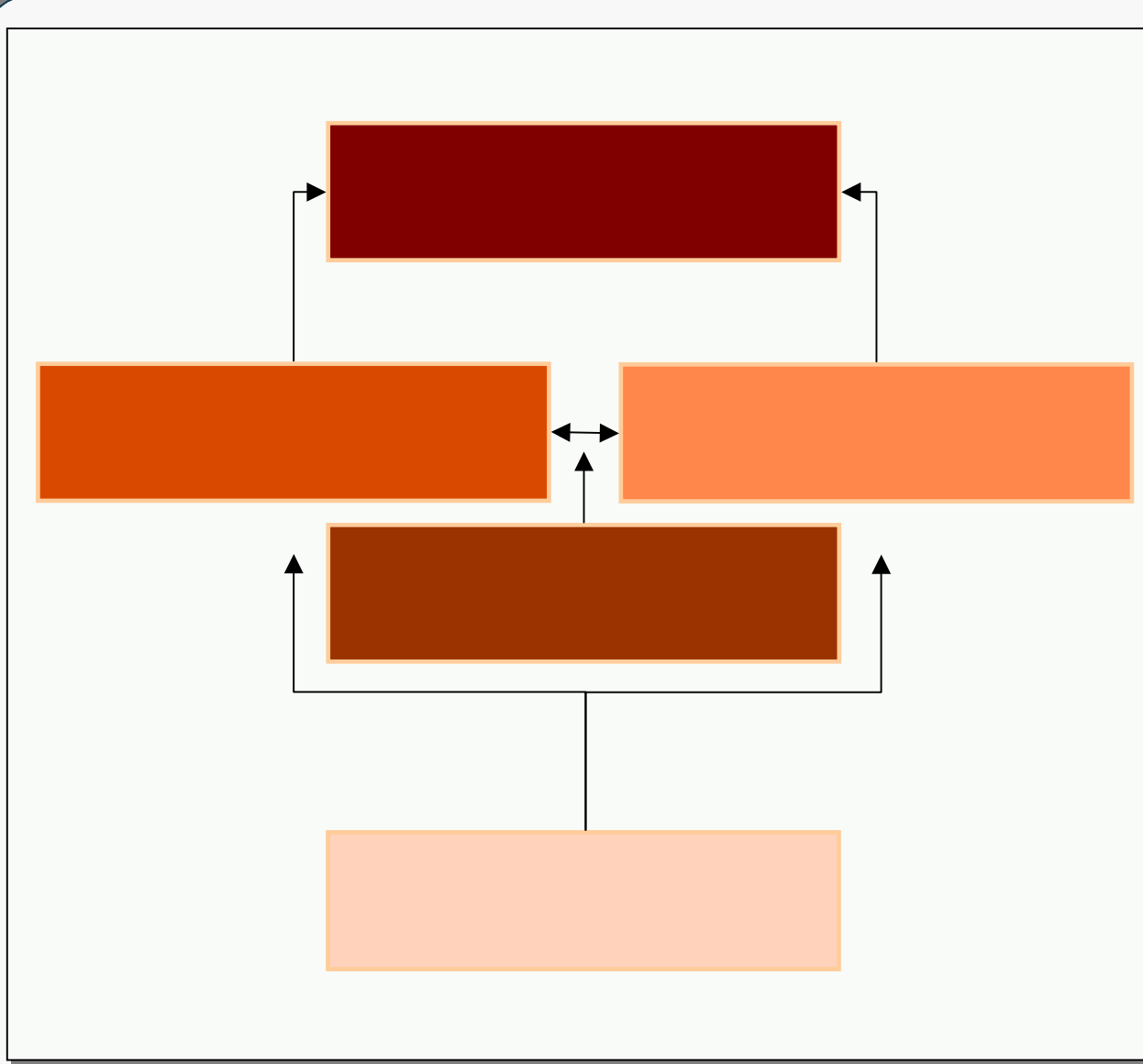
# “지식재산을 효과적으로 보호, 기술혁신과 지식창출 환경을 조성”

19개의 핵심성공요인(CSF)도출  
(32개 전칭 핵심성과지표)





# BSC

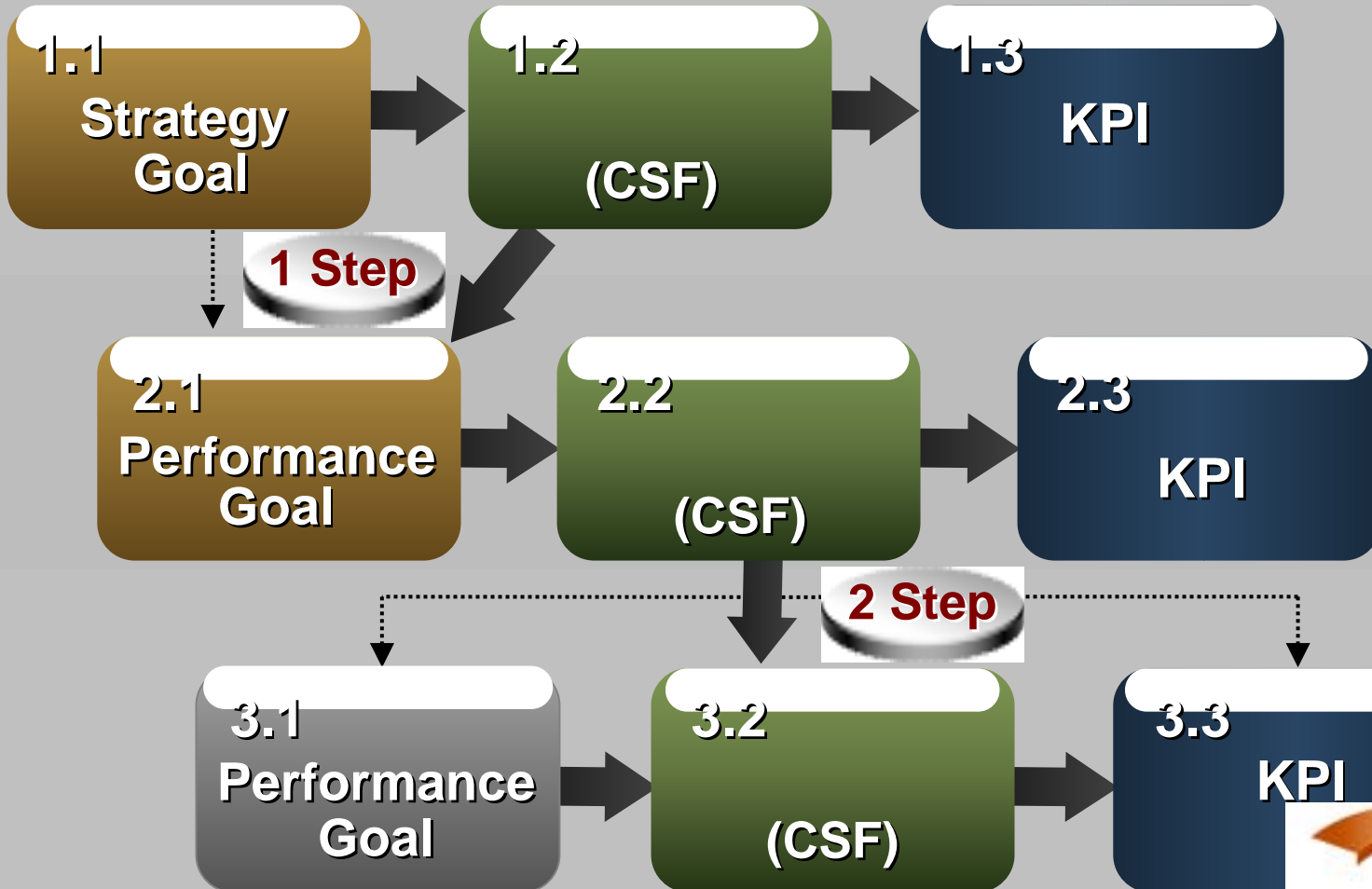


- \_\_\_\_\_ :  
( , )  
가?
- \_\_\_\_\_ :  
가?
- \_\_\_\_\_ :  
가?
- \_\_\_\_\_ :  
가?
- \_\_\_\_\_ :  
가?
- \_\_\_\_\_ :  
가?



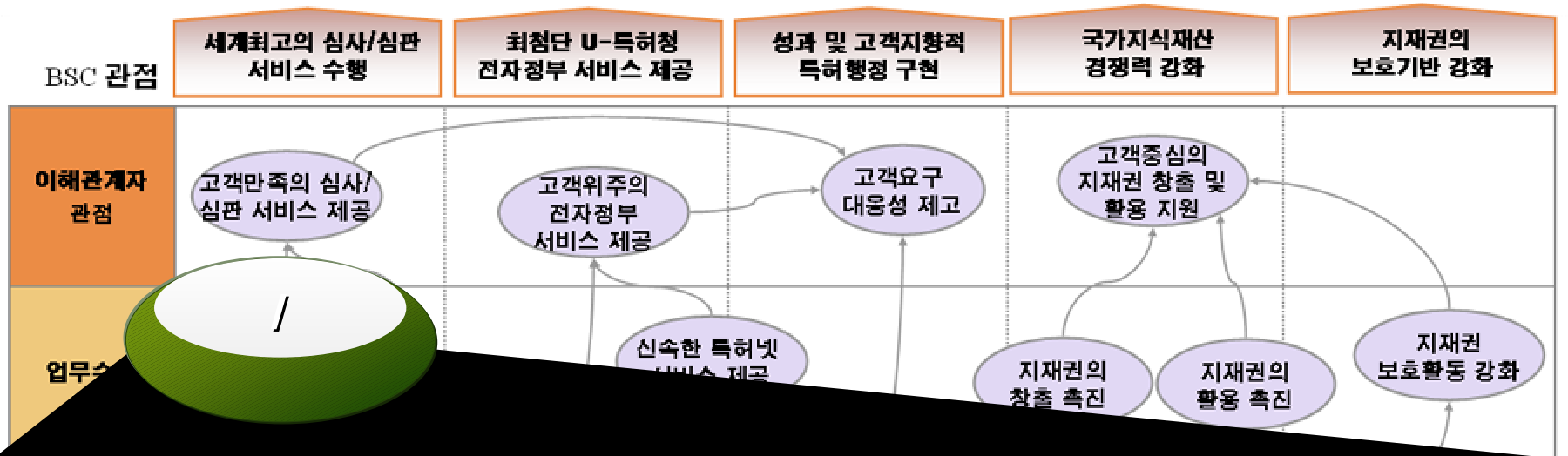


# (BSC)





### 전략 목표(Strategic Goal)

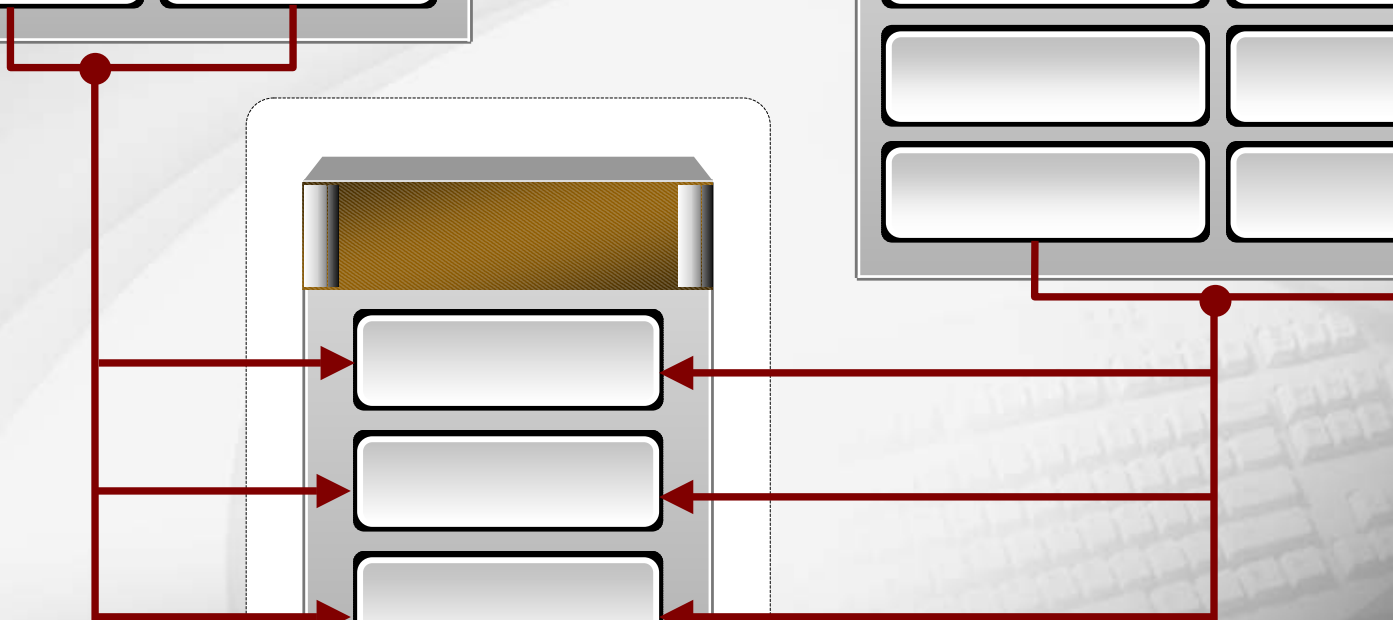
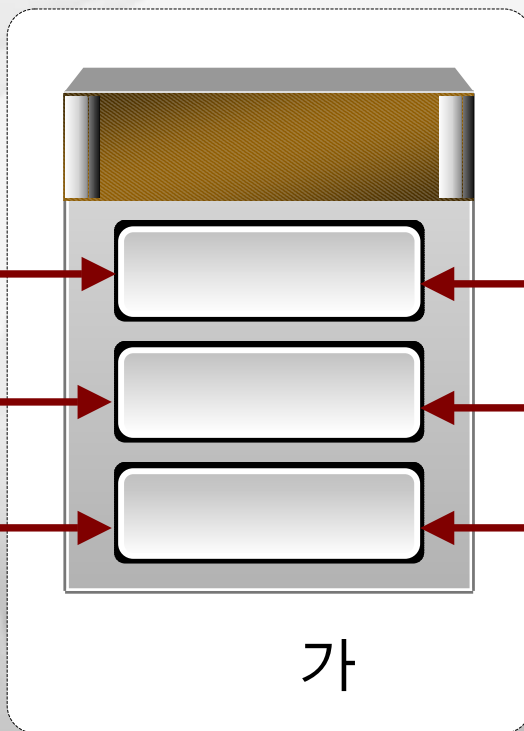
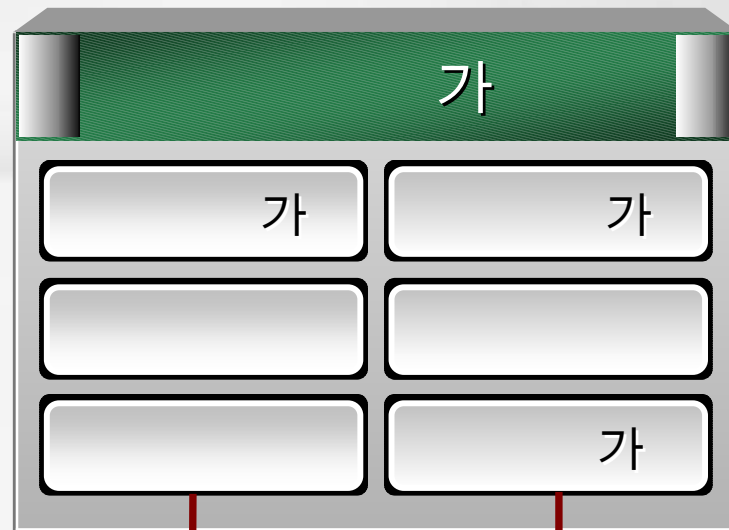


CSF	KPI	W		Target
/	1 (F/A)	7%	$= [1 - \left\{ \frac{1}{1} - \frac{1}{1} \right\}] \times 100$	8.3 6.7 17.8



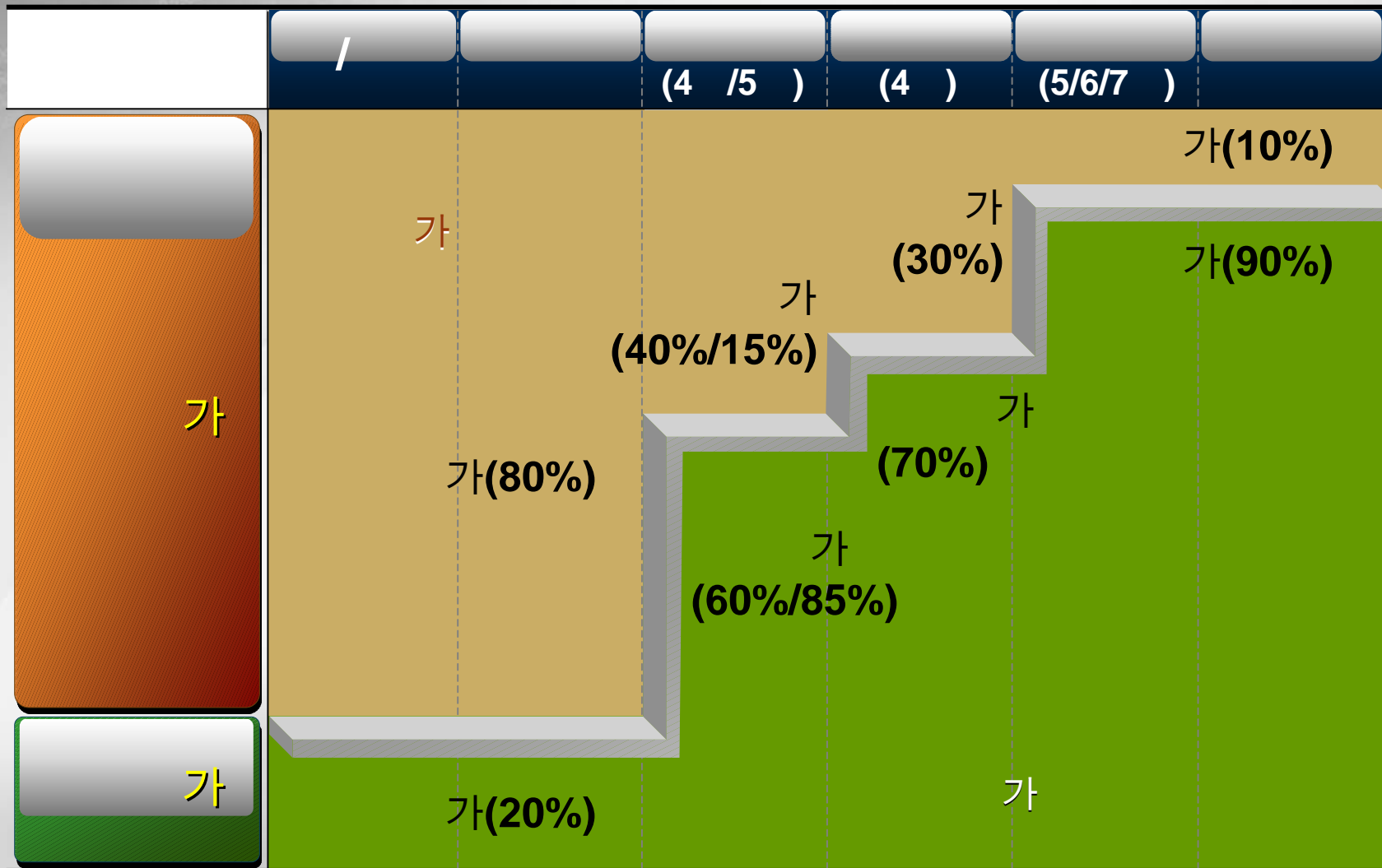


# 가





# 가 가

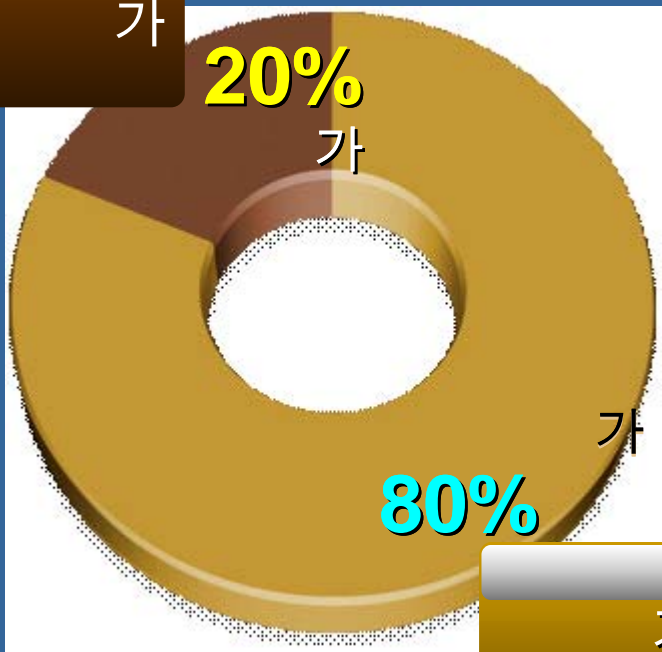




# 가

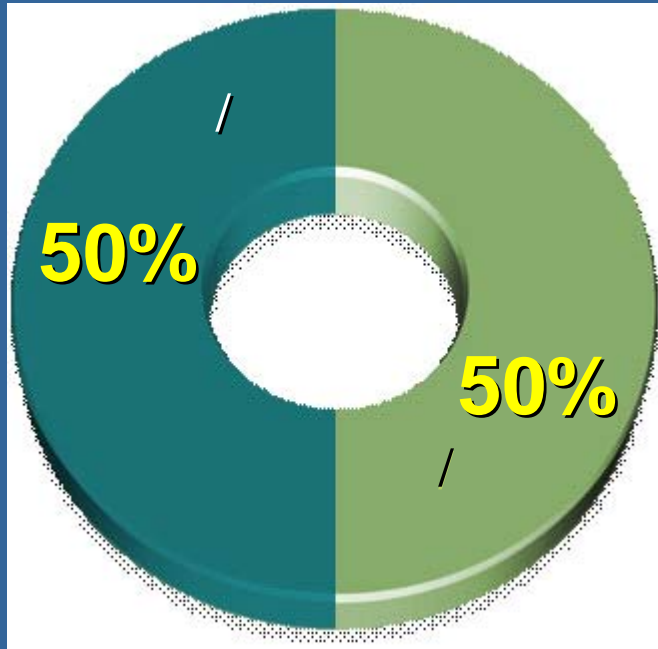
/

가



가

/



가

가





# 가 가

/	/				
( )	(20%, 2 ) : ( ),				
( + )	(80%, 6 )	(60%, 6 )	(40%, 5 )	(80%, 3~4 )	
			(40%, 3 )		
	(20%, 2 )				



# 가

가 / /가

■ 課

가

가



4

가

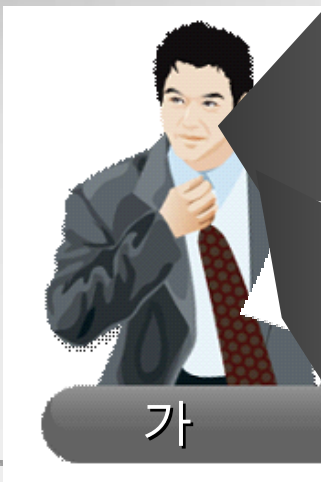
가

가 / /가

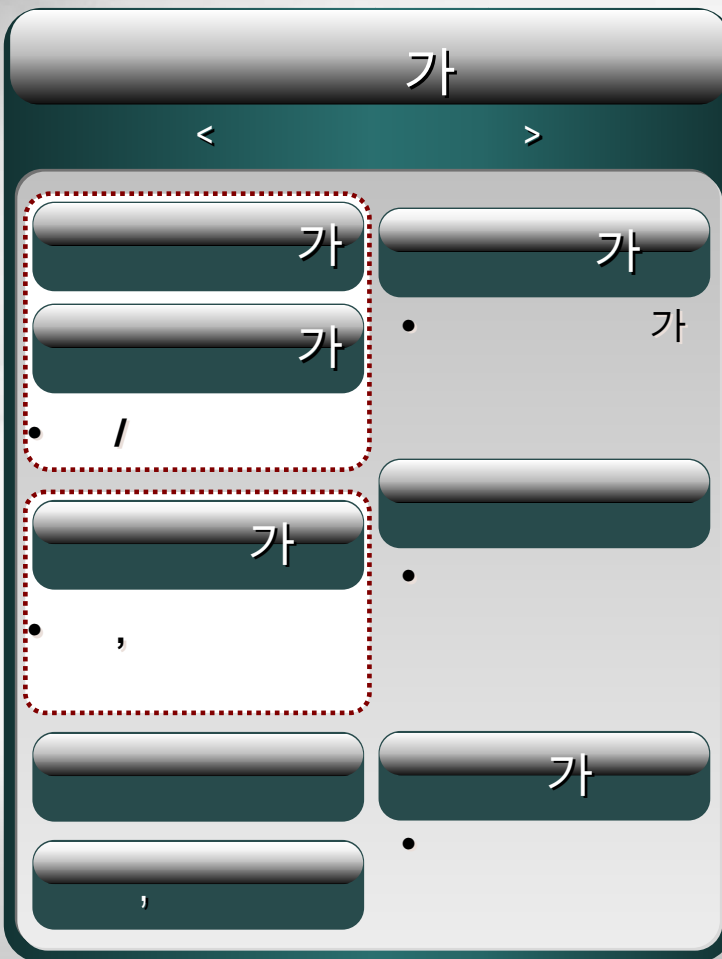
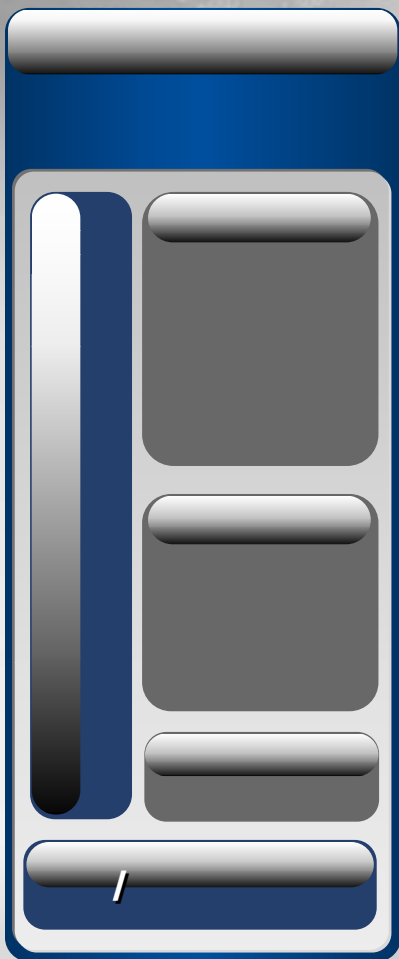
■ 2 ( , ),

■ / /

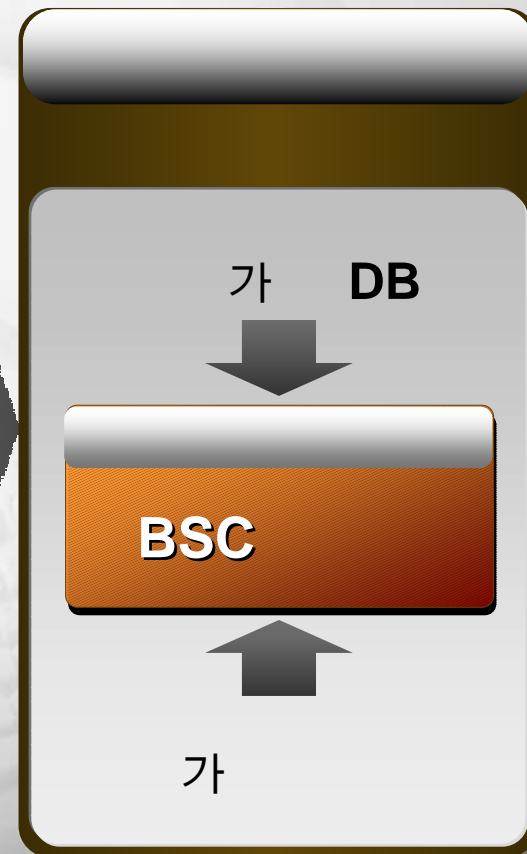
■ /



가



ON-Line

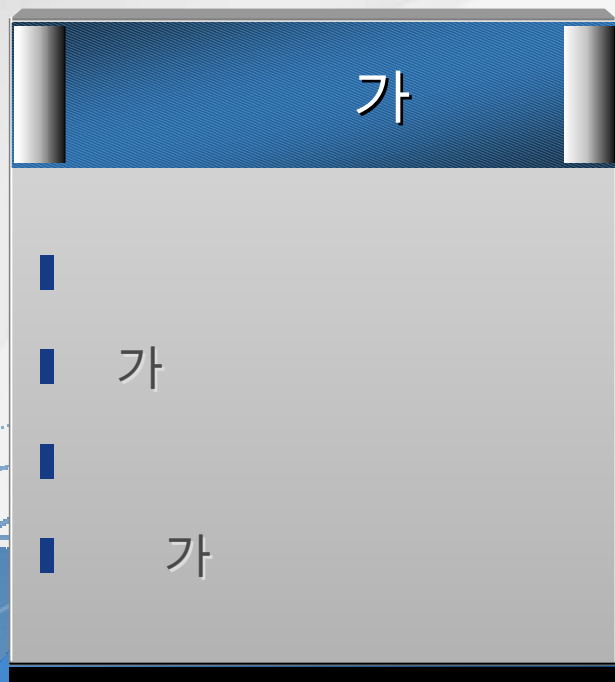


# III. 평가 제도 운영 방안



가

“업무성격 유사, 비교 가능한 평가군으로 구분, 관리”





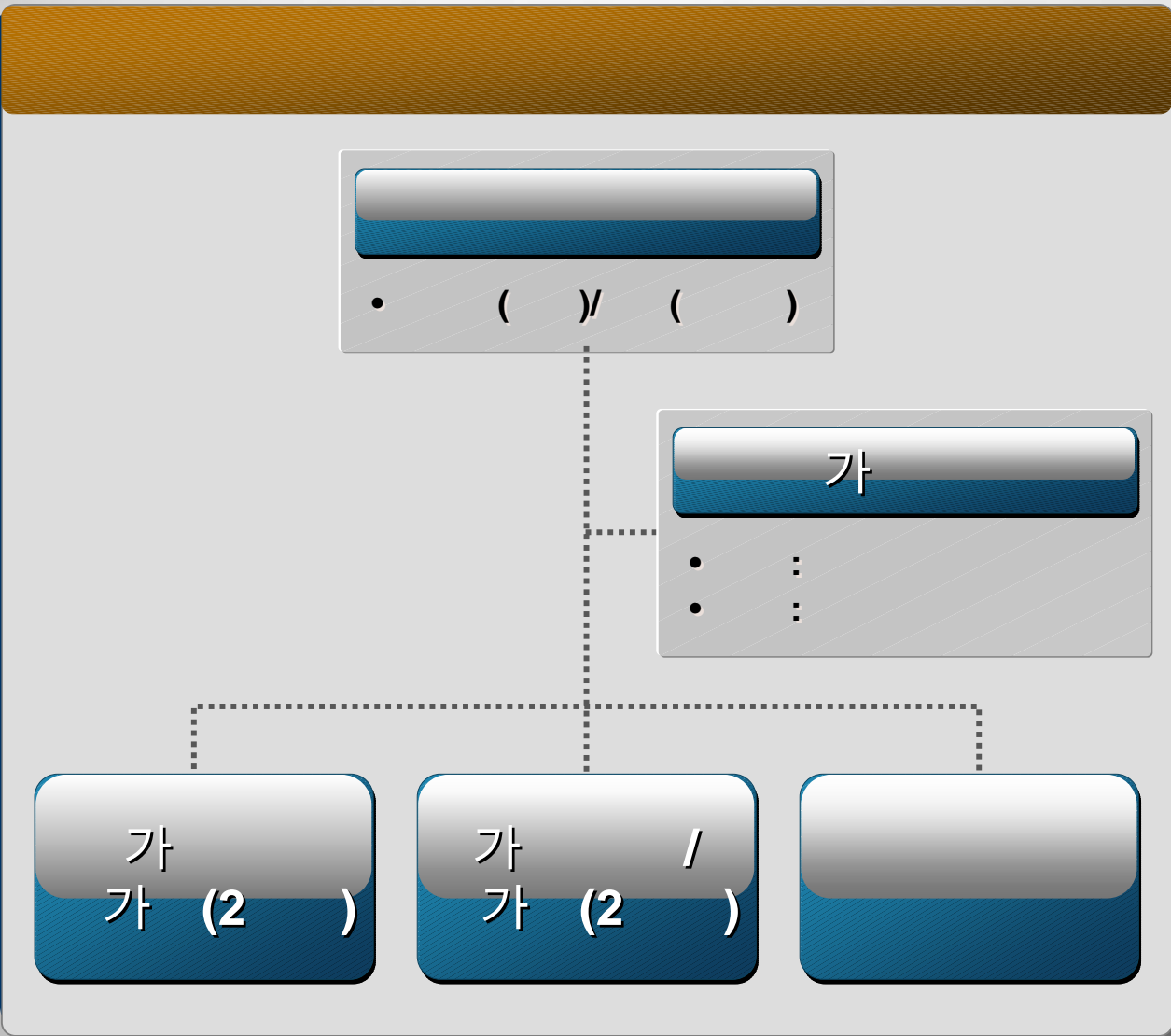
가

- 가

	가	가
가	7	1
가	'05. 1. 1 ~ '05. 6. 30	'05. 1. 1 ~ '05. 12. 31
	30%	70%
가	<ul style="list-style-type: none"> <li>가</li> <li>가</li> <li>가</li> <li>가</li> <li>가</li> </ul>	<ul style="list-style-type: none"> <li>가 / , / 가</li> <li>가</li> <li>.</li> </ul>

# 가

- 성과관리  
운영체계
- 평가결과  
소명제도
- 평가자  
교육

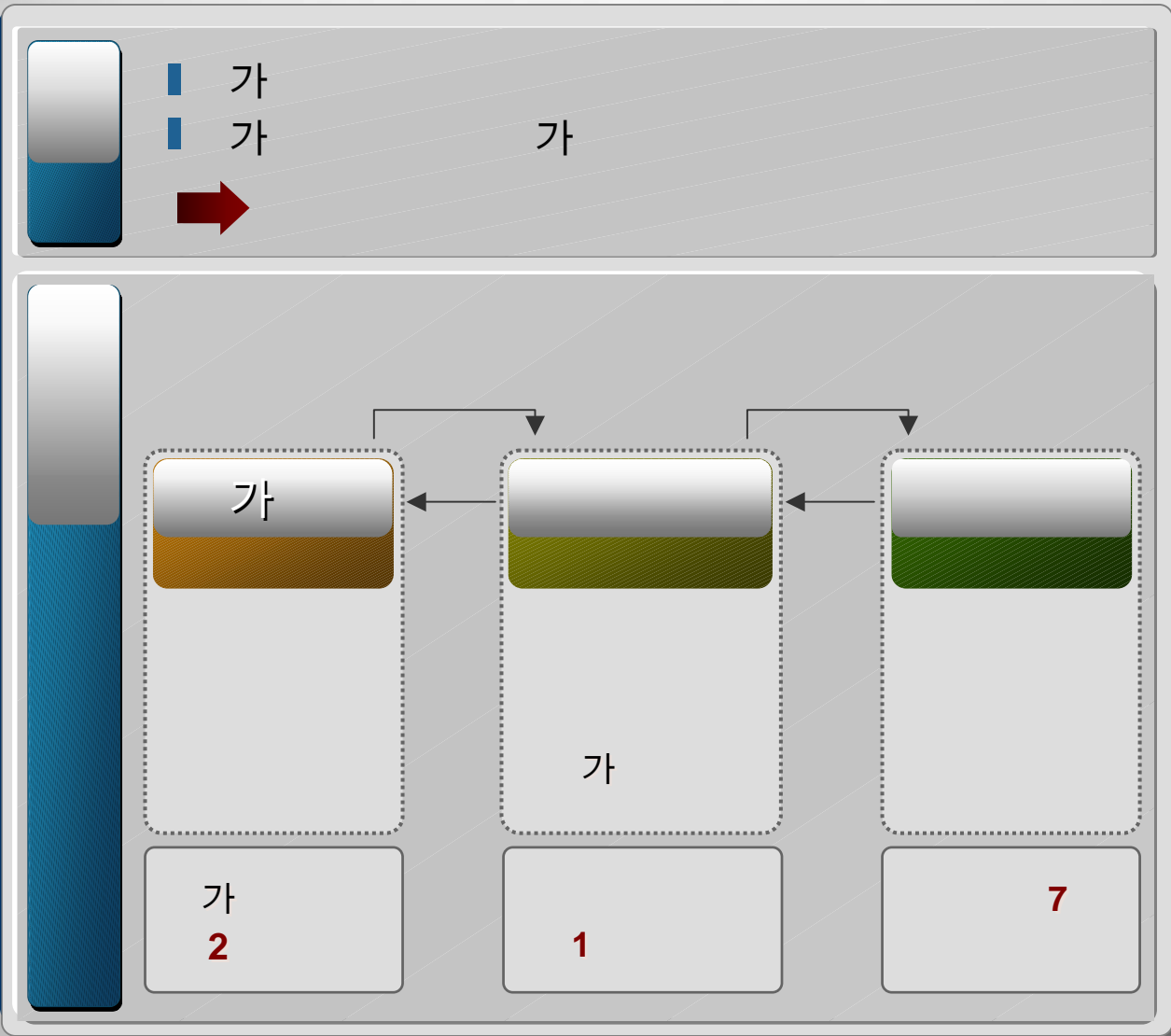


# 가

성과관리  
운영체계

평가결과  
소명제도

평가자  
교육





# 가

성과관리  
운영체계

평가결과  
소명제도

평가자  
교육

가 가



“Human Assessment ”

# 가

(단위 : %)

구분	조직평가			개인평가		
	국 평가	과/팀 평가	소계	실적	혁신 마일리지	소계
국장	95%	-	95%	-	5%	5%
과장	30	65	95	-	5	5
팀장	4급	10/20	40	55	5	60
	5급	10/20	40	55	5	60
근근	복수직 4급이상	10/10	30	65	5	70
	5급	5/5	15	80	5	85
	6~7급	10	10	85	5	90
	기능직	10	10	90	-	90

조직 개인 평가계 (90% 반영)	다면 평가 (10% 반영)	특별가점 (Spot Direction)	계
90%	10%	10	100 +
90	10	10	100 +
90	10	10	100 +
90	10	10	100 +
90	10	10	100 +
90	10	10	100 +
90	10	10	100 +
		-	100

# IV. 기대효과



# “성과중심의 특허행정혁신 인프라 구축”

KPI

가

가

DB

가

가

가

ON-Line

DB

21세기 지식재산강국 비전 달성!!

감사합니다

