2021 3

KPI

= KPI ×80%+

×20%

KPI

×

110 50 100

50

100

10%

= ×

1

1		1.00
2		0.90
3		0.85
4		0.80
5		0.75

2

a

20%

100% 100%

b

50%

20%

c

30%

100%

1 2

=

× 2/10000 20

1

1.

2.

100%

3. 20%

100%

30% 10%

12

15

= + ×

= /100

= ×

×

2.

M	90	80 90	70 80	70	M 60
	A	B	C	D	E
	1.0	0.9	0.8	0.6	0

2020

3

80% 20%

10

1

2021 1

1

2020 7

2019 5

		1
1	2000	162000
2	2000 -3000	168000

		2
1	0 -250	4
2		4 -6