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|  | 1129 | 1141 | 358 | 135 | 81 | 8 | 20 | 0 | 152 | 189 | 1 | 15 | 3229 |
|  | 590 | 612 | 40 | 45 | 27 | 6 | 5 | 2 | 6 | 0 | 3 | 19 | 1355 |
|  | 186 | 244 | 30 | 0 | 12 | 0 | 0 | 0 | 27 | 10 | 16 | 385 | 910 |
|  | 333 | 416 | 5 | 1 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 758 |
|  | 3328 | 4162 | 799 | 443 | 189 | 89 | 98 | 43 | 217 | 223 | 21 | 424 | 10036 |

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| 95 | 168 | 379 | 38 | 32 | 37 | 33 |
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| 97 | 223 | 276 | 66 | 51 | 60 | 45 |
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Analytic Hierarchy Process AHP

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**98**年以前規

劃過程

高階文官核心職能重

構（含項目、定義及

關鍵行為指標）

高階文官學習地圖

**99**年及**100** 年試辦訓練

檢討

高階文官培訓飛

躍方案

運用評鑑中心法嚴謹

選訓實施計畫

依據職能行為指標

設計對應之課程

進行**360**度職能回饋

年度訓練計

畫

以職能為規劃基礎，運用多元評鑑工具之訓練

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On-the-Job Training,

OJT Off -the-Job Training, Off-JT

11

Self development, SD OJT

OJT

Off-JT

SD

Off-JT

OJT SD

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12

1. Management Development Training,MDT

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A

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B

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1. Leadership Development Training,LDT

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A 2

B 4

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1. Strategy Development Training,SDT

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**SDT**

G13-G14

**LDT**

G12

**MDT**

G10-G11

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