

II. Algorithm

STEP 1

A chart is provided from paragraph 4.1 of the Leonardo OTOE Final Report on the evaluation of the fields of knowledge and know-how of the Branch Manager and the Teller/Cashier. The fields of knowledge and know-how may vary not only in their internal degree of evaluation - which is provided by the charts – but also in an external degree of comparative value between them. This comparative value may be provided in the form of a weight base between the 20 fields of knowledge - when all the fields of knowledge are of equal importance then the weight of each is 5% - 5% *20 (fields of knowledge) = 100%.

A means of total evaluation of the different positions in the Banking Sector is the sum of the evaluation of each position, thus the Branch Manager is given a total evaluation grade of 69 and the Teller/Cashier 33.

METHOD

The charts in this file show the evaluation of the comparative value of the fields of knowledge and know-how for the two positions. Suppose that from STEP 1 the fields of knowledge and know-how are weighted with different percentages so that the total weight remains at 100%. The total internal and external evaluation changes on the basis of the maximum information from the chart STEP 1 -> METHOD in the chart showing the differences in evaluation STEP 2.

STEP 2

In this chart the initial evaluations of positions in the banking sector are reevaluated after the comparative evaluations between the fields of knowledge and know-how have been taken into consideration while at the same time the differences with the first evaluation are provided.

The algorithm may be extended so that the comparative value percentages be provided by a variance analysis between different groups of evaluation so that the percentages result from the method of the maximum possible similarity - dissimilarity among the evaluation groups.

EVOLUTION FACTORS

This chart provides by using percentages of change the charts 2.1, 2.2, 2.3, 2.4 showing evolution factors from the Leonardo OTOE Final Report. We reckon that the fields of knowledge and know-how as against the evolution factors take on values following a functional form of the Leontiev type $D = f(\min, \max)$. In practice, we construct the above charts again taking into consideration that LOW IMPACT = 10% and HIGH IMPACT = 30%. The percentages placed in the algorithm are variable and may be repositioned. Upon reaching the total percentages per field of knowledge, a variation is observed in the evaluation of said fields - if all the evolution factors apply at once - as well as between the evolution factors. Consequently this variation must be integrated into the separate elements on the chart, something carried out in the remaining charts. In this way we have the impact of each evolution factor on each field of knowledge.

METHOD 1

With this method we add the impact of the evolution factors to the comparative value of the fields of knowledge - METHOD-. After the two impacts and the regularisation of the values on the chart, we come up on the final chart with the new evaluation if the evolution factors are taken into consideration.

STEP 3

At this stage all the changes in evaluation are calculated after the evolution factors have been applied. These differences are important either as positive or negative ones, and therefore their absolute values are extracted. The sum of their absolute values gives us the total variance in the evaluation of the position of Branch Manager. The total changes per evolution factor for the position of Branch Manager are given beneath the final chart.

An extension may be made to the meanings - low impact, high impact or alternative evaluation of the impact of evolution factors on the fields of knowledge and know-how and the establishing of impact percentages.

FINAL

The final evaluation takes place with the setting of impact levels for the evaluation of fields of knowledge for the position of Branch Manager after the exercising of evolution factors and the comparative evaluation of fields of knowledge between themselves. The impact level on the algorithm is a functional form of the Leontiev type Level of Impact $LOI = f(\min, \max)$. In practice, we give two impact levels on fields of knowledge as percentages of change against the initial state of evaluation, one low and one high. Therefore, no intervention is needed when the change in

the evaluation of a field of knowledge is smaller than the low level of evaluation, a medium intervention is needed when the change in the evaluation of a field of knowledge is between the low level and the high level, and finally, intervention is needed when the change in the evaluation of a field of knowledge is greater than the high level of evaluation. At the end of the relative charts, the final evaluation of the exercising of impact is given as a variable which takes on the values 0 - no intervention, 1 - medium intervention, 2 - imperative intervention.

RESULTS

This chart provides visually per evolution factor the need for intervention in the fields of knowledge for the position of Branch Manager.

This meaning may be extended - impact level or alternatively the establishing of percentages on the need for intervention.