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Abstract
The research objects are the human affairs personnel in the elementary school. By mailing questionnaire surveys, picking samples by penetration systematic methods, finally analyzing to do the research of knowledge gain originates and job performance of human affairs personnel in the elementary school. I mailed 340 questionnaires and after one week, I received 250 copies. Total effective questionnaires are 247 by deducting 3 copies. The total receiving rate for survey is 72.56%.
From the research, I find the low educational human affairs personnel have high efficiency in their job in the aspect of task performances. It is obvious that human affairs personnel in the elementary school have higher specialized knowledge takes advanced courses and task performances than junior high schools'. The knowledge gained will result in different effects in the job performance. Each side of knowledge gained is related to the job performance positively.The integration of obvious knowledge has great influence to the task performances.The idea knowledge discussion has great influence to contextual performances. It appears that the human affairs personnel of the school use the obvious knowledge and ideal knowledge discussion will often result in excellent job performance.Therefore the employees in the personnel offices should have a character to improve using the integration of obvious knowledge and idea knowledge discussion in the field of the knowledge gain originates.Then the job performance will be promoted for human affairs personnel in the school. I expect the result of this research will supply the references for personnel offices and human affairs personnel in making decisions, system reforming and executing in the human resources affairs. It can also be ongoing research for researchers.
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