



Objective Performance Appraisals

Richard C. Grote



Objective Performance Appraisals:

Understanding Performance Appraisal Kevin R. Murphy, Jeanette N. Cleveland, 1995-01-03 Based on a previous book by the same authors *Understanding Performance Appraisal* delineates a social psychological model of the appraisal process that emphasizes the goals pursued by raters ratees and the various users of performance appraisal The authors apply this goal oriented perspective to developing implementing and evaluating performance appraisal systems This perspective also emphasizes the context in which appraisal occurs and demonstrates that the shortcomings of performance appraisal are in fact sensible adaptations to its various requirements pressures and demands Relevant research is summarized and recommendations are offered for future research and applications Graduate level students organizational development consultants and trainers human resource managers faculty and scholars and psychologists in human resource management as well as other professionals who conduct research on performance appraisal programs will find this book not only interesting but also a valuable resource

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If you re an executive manager or team leader one of your toughest responsibilities is managing your people s performance How do you appraise just how well a direct report has carried out her job What do you do if informal coaching fails to improve mediocre performance In *How to be Good at Performance Appraisals* Dick Grote provides a concise hands on guide to succeeding at every task required by your company s performance appraisal and management process Through step by step instructions examples sample dialogues and suggested scripts he shows you how to handle appraisal activities ranging from setting goals defining job responsibilities and coaching to providing recognition assessing performance and discussing it with employees and creating development plans Grote also explains how to tackle other performance management activities your company requires such as determining compensation developing and retaining star performers and solving people problems This book is so accessible and practical that you won t just read it once and put it away Instead you ll be sure to keep it within arm s reach referring to particular chapters each time you face a performance management task

Performance Appraisals Priscilla Anne Glidden,1996 *Abolishing Performance Appraisals* Tom Coens,Mary Jenkins,2002-10-12 The authors separate the five discrete functions of appraisal coaching feedback compensation employee development and legal documentation and clarify the objectives of each They examine the atrocious track record of appraisals Management by Objectives in Performance Appraisal Systems ,1985 **Performance Appraisal And**

Management Tapomoy Deb, 2009 Performance Appraisal and Management brings forth the essence of the subject in a holistic and integrative manner by emphasizing not only the concepts but the causes and consequences. The book addresses the contemporary concepts, processes, programmes, methodologies and legal, ethical and cultural issues associated with appraising executive and employee performance. The book is enriched with extensive and rich pedagogical tools, relevant case studies and numerous caselets of organizational practices for facilitating easy grasp and understanding of essential constructs of performance appraisal and management. It is also highly useful for HR practitioners, Business Managers and Management Trainers.

Evaluating a Performance Measurement System United States. General Accounting Office, 1980

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