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Increasing Productivity Through Performance Appraisal

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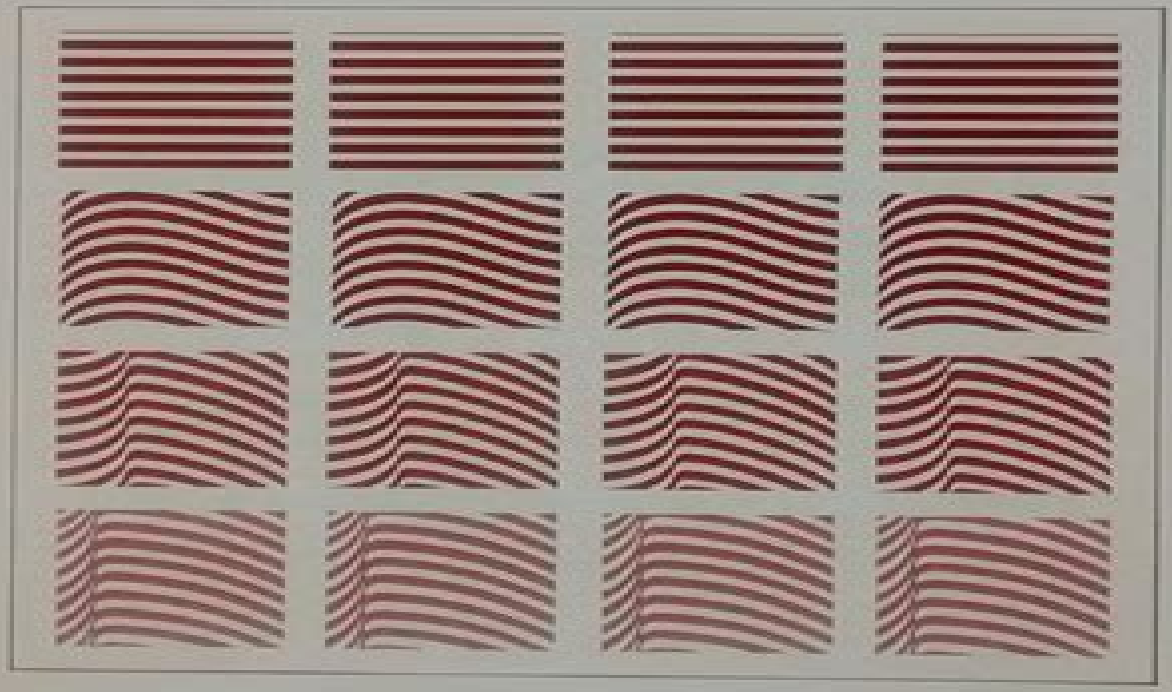

Increasing Productivity Through Performance Appraisal

Peipei Pang

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Improving Performance Appraisal at Work Aharon Tziner,Edna Rabenu,2018-06-29 Compiling extensive research findings with real insights from the business world this must read book on performance appraisal explores its evolution from the classic appraisal to its current form and the methodology behind its progression Looking forward Aharon Tziner and Edna Rabenu emphasize that well conducted appraisals combine a mixture of classic and current and are here to stay

Performance Appraisal in the Public Sector Dennis M. Daley,1992-08-21 Performance appraisal is a key tool for meeting the managerial needs of the modern organization Daley examines the entire process of designing a performance appraisal system from determining its organizational purpose to constructing an objective appraisal instrument for measuring employee performance Emphasis is also placed on the role of employee feedback and appraisal training The cognitive behavior that shapes and influences the rating process is detailed The book integrates the literature and practices detailed in business management psychology and sociology with that focusing on the public sector After an overview of performance appraisal research and the effect of public private differences Daley examines the reasons for performance appraisal and the basic mechanics why what when who of establishing an appraisal process Special emphasis is placed on the role of performance appraisal in the organization He looks at the array of appraisal instruments that exists concentrating on the development of objective Behaviorally Anchored Rating Scales and Management by Objectives approaches The role of employee feedback and the performance appraisal interview for delivering it are detailed Daley focuses on the problems that plague raters Organizational and employee misunderstandings along with traditional rater error problems are diagnosed The importance of programs for training the rater are presented An ideal resource for managers engaged in performance appraisal this book can also serve as a supplemental reading for courses in management and human resources personnel

Enhancing The People Factor A.S Lather,2012-02-22 Enhancing The People Factor Human Resource Issues and Challenges covers the selected papers presented by various authors comprising of corporate leaders management

practitioners thinkers academicians and researchers It covers a diverse range of topics pertaining to learning organizations leadership styles job satisfaction organizational commitment employability and human resourced planning Contemporary areas like Human Resource productivity accounting Human Resource productivity accounting Human resource information systems exit interviews and Internal corporate social responsibility have been presented with a flavour of latest research and empirical treatment of the data The book shall serve as a rich resource to a wider section of the society and the industry at large on the issues challenges innovations and strategies adopted by various corporate to become sustainable organizations

Performance Appraisal- the Key to Increased Productivity Victor Birikorang Danquah,2022 Managers with even the best understanding of motivational processes are likely to encounter situations where their expectations and the performance of of their subordinates fail to coincide In these situations it is up to the manager to determine what the problem is and how best to remedy the situation Fundamentally it is the manager s responsibility to evaluate the performance of the subordinate and counsel the subordinate on how best to improve that performance This research examines the role of performance appraisals and rewards in the business environment It defines performance appraisal and comments on its value to the organisation and also examines the use of performance appraisals in the workplace The four categories of performance appraisal namely the Comparative standards Absolute standards Objective Based Category and Direct Index are mentioned and explained Emphasis is placed on trait based behavioral based and rate based and how they are affected by the habits of the supervisors conducting them In other words common errors made by appraisers are discussed **Human Resources Management in Multinational Companies** Marzena Stor,2022-12-27 Human resource management HRM has a significant impact on companies performance as evidenced by research conducted in multinational companies MNCs based in Central Europe This book provides a unique perspective of activities conducted in the HRM field in local subsidiaries of such enterprises It also presents results verifying many hypotheses for each of the six models for single HRM subfunctions and their four relationships with the results of company performance Particular chapters are devoted to activities including staffing the organization shaping employee work engagement and job satisfaction conducting employee performance appraisal employee development managerial staff development and employer branding The author used the Partial Least Squares Structural Equation Modeling to verify the research hypotheses Readers will acquire knowledge about HRM practices in organizations in which the overwhelming ownership capital belongs to MNCs headquartered in Central Europe The research findings presented confirm the positive impact that HRM activities have on the results of this type of enterprise in such areas as finance quality innovation and HRM itself The research also sheds light on the new interesting regularities identified in this regard e g the perception of human factor as a competitive factor This book will be of interest to academics researchers and advanced or postgraduate students who are interested in the latest research on HRM in MNCs in the region of Central Europe The Open Access version of this book available at www taylorfrancis com has been made available under a

Creative Commons Attribution Non Commercial No Derivatives 4 0 license *Recommendations for Improved Performance Appraisal in the Federal Sector* Alma Steinberg,1986 **Rater Motivation in Performance Appraisal** Barbara J. McCarthy,1995 **A Manager's Guide to Performance Appraisal** Thomas Henry Patten,1982 Abstract Effective approaches to evaluating employee performances are pesented and discussed for pacticing managers and supervisors These approaches are derived from search findings company and agency pactices and existing public policy Forty five guidelines covering the finer pactical points of developing and implementing performance appraisals are discussed A variety of techniques for problem solving and keeping manager employee interactions on a realistic practical basis are discussed Current legal requirements concerning equal opportunity in employment are appended wz **Performance Planning and Evaluation** Daniel R. Ilgen,Janet L. Barnes-Farrell,1984 **Goal Setting** Edwin A. Locke,Gary P. Latham,1984 **Paperbound Books in Print** ,1992 *Effective Personnel Management* Randall S. Schuler,Stuart A. Youngblood,1986 **B C L A Reporter** British Columbia Library Association,1986 *Bibliography of Organization Development and Change Literature* ,1998 **Business** ,1984 **Applied Psychology in Human Resource Management** Wayne F. Cascio,1998 For upper level specialized courses in Human Resources Management or Industrial Organizational Psychology Interdisciplinary and research based in approach this text integrates psychological theory with tools and methods for dealing with human resource problems in organizations and for making organizations more effective and more satisfying as places to work It reflects the state of the art in personnel psychology and the dramatic changes that have recently characterized the field and outlines a forward looking progressive model toward which HR specialists should aim

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