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| Performance management is managing the business (Mohrman and Mohrman, 2).
| Performance management is: the process of Directing and supporting employees to work as effectively and efficiently as possible in line with the needs of the organisation (Walters, 3). | Performance management is a strategic and integrated approach to

PERFORMANCE MANAGEMENT

Chapter 1 Performance Management and Reward Systems in Context 1 1.1
Definition of Performance Management (PM) 2 1.2 The Performance Management
Contribution 4 1.3 Disadvantages/Dangers of Poorly Implemented PM Systems 8
1.4 Definition of Reward Systems 10 1.4.1 Base Pay 10 1.4.2 Cost-of-Living
Adjustments and Contingent Pay 11

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rm performance (Aguinis& Kraiger, 2009). In the particular case of performance management, goals of training programs include enhancing employee buy-in, as well as reducing distortions and biases in the process of measuring performance (Aguinis, 2013). Some training programs take place before the performance management system is launched (e.g ...

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Performance measurement is also essential to determine if the employee is performing his job duties efficiently and whether he can be promoted to a much responsible position (Clardy, 2014). Performance measurement is an essential part of performance management, however; it creates problems and dilemmas for both employees and managers.

Affect the overall performance rating of an individual

Dr. Aguinis has published nine books, including Performance Management for Dummies (2019), Performance Management (4th edition, 2019), Applied Psychology in Talent Management (8th edition, 2019, with W.F. Cascio), and Regression Analysis for Categorical Moderators.

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