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Pay 10 1.4.2 Cost-of-Living



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Adjustments and Contingent  
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## **Performance Management - BrainMass**

Book Review: Herman Aguinis.  
Performance Management. 3rd  
Edition, Boston, MA:

*Page 17/54*

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partner" and "internal  
consultant" role played by  
the HR function in the  
design and implementation of  
the performance management  
system.

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Organizations: Aguinis, H.  
(2013). Performance  
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Edinburgh Business School

xiii Preface In today's globalised world, it is relatively easy to gain access to the competition's technology and products.

Thanks to the Internet and the high speed of communica-

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### **Performance Management - Edinburgh Business School**

Aguinis (2013) defines two methods – 1) judgmental and 2) mechanical – for reaching an overall score and states that the mechanical approach

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is preferable in most cases,  
particularly if performance  
objectives are not weighted.  
review Case Study 6-2:  
Judgmental and Mechanical  
Methods of Assigning Overall  
Performance Score at The  
Daily Planet.

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**Affect the overall  
performance rating of an  
individual**

performance (Aguinis, 2013).  
Some training programs take  
place before the performance  
management system is

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launched (e.g., training of raters regarding how to minimize biases and inaccuracies in filling out performance appraisal forms) whereas other programs take place once the performance system is underway (e.g.,

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training of employees based  
on needs identified after a

**Performance**

**management universals: Think**

**... - Herman Aguinis**

Aguinis H. (2013).

Performance management (3rd



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ed.). Upper Saddle River,  
NJ: Pearson/Prentice Hall.  
Google Scholar; Aguinis H.,  
Edwards J.R. (in press).  
Methodological wishes for  
the next decade and how to  
make wishes come true.  
Journal of Management

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Studies. Google Scholar;  
Aguinis H., O'Boyle E. (in  
press). Star performers in  
twenty-first ...

**Performance Appraisal,  
Performance Management, and  
Firm ...**

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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).

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Some training programs take place before the performance management system is launched (e.g., training of raters regarding how to minimize biases and inaccuracies in filling out performance appraisal forms)

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whereas other programs take place once the performance system is underway (e ...

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universals: Think globally  
and act ...**

Performance Management

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Learned and Next Steps  
(Society Industrial  
Organizational Psych) Elaine  
D. Pulakos ... Performance  
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**Amazon.com: Performance  
Management, fourth edition**

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Aguinis, H., Gottfredson, R. K., & Joo, H. 2013. Avoiding a "me" versus "we" dilemma: Using performance management to turn teams into a source of competitive advantage. *Business Horizons* , 56(4):



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in an organization's people.  
... Reviewed in Canada on  
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time to time, and all  
changes ...

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Performance appraisal is the  
systematic description of

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job-relevant strengths and weaknesses within and between employees or groups. It is a critical component of all performance management systems (Cascio & Aguinis, 2019). "Performance management has both

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technical and interpersonal  
components.

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to determine where the team

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HUMAN RESOURCE MANAGEMENT 4  
performance ends and where  
individual performance  
begins. Additionally, based  
on these measures,  
organizations are faced with  
the challenge of how to  
allocate rewards to teams



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versus individuals (Aguinis,  
2013, p.298).

**Please reference text  
(Aguinis, H. (2013).  
Performance ...**

"This text addresses the  
topic of performance

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Management, a continuous  
process of identifying,  
measuring and developing the  
performance of individuals  
and teams and aligning  
performance with the  
strategic goals of the  
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Management systems are described as key tools to transform people's talent and motivation into a strategic organizational advantage.

**Performance Management -**

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## Herman Aguinis - Google Books

Aguinis, H. (2013).

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in this set (40) Performance  
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of individuals and teams 2.  
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