



Implication for effective performance evaluation

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GRIN Verlag Jun 2011, 2011. sonst. Bücher. Book Condition: Neu. 210x148x1 mm. This item is printed on demand - Print on Demand Neuware - Essay aus dem Jahr 2010 im Fachbereich BWL - Unternehmensführung, Management, Organisation, Murdoch University, Sprache: Deutsch, Abstract: The following essay is concerned with research about the topic of performance management and evaluation systems. Since performance management systems and its components such as performance evaluation are nowadays more than ever an important key factor within organizations to satisfy employees and to support and improve productivity, outcomes and organizational competitive advantages, it is imperative to consider a handful of aspects to be able to deliver effective and forward looking performance evaluation. Within this context establishing a 'culture of dialogue' with open two-way communication, performance self-appraisal forms and ongoing feedback is forward looking and can help firms to satisfy their employees in order to achieve acceptance with the performance management system as a whole. Moreover, organizations are increasing their emphasis on developing people what is an important aspect considered in the following assignment. If performance evaluation is to be effective it needs to identify employees' developmental needs linking them with training and developmental activities that provide employees with...



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