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Altri autori (Persone)	EpsteinMarc J ManzoniJ. F (Jean-Francois)
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Nota di contenuto	Studies in Managerial and Financial Accounting; Copyright page; Contents; List of contributors; Preface; Part I: Measuring and Rewarding Performance; Chapter 1. Aligning, measuring, and rewarding performance in complex organizations; Gaming industry; Microfinance industry; Corporate social responsibility function; A more balanced model of implementation; What can researchers doquest; Summary; References; Chapter 2. On the folly of hoping for A, simply because You are trying to pay for A; Rewarding performance beyond "annual variable compensation plans" Influencing behavior through all available levers (and hence beyond reward systems)Concluding thoughts; References; Chapter 3. Performance measurement and management control Systems: Current research and ideas going forward; 1. Descriptive statistics on state-of-the-art research in performance measurement and management control; 2.Some thoughts on how to make our research even better; 3. Conclusions; References; Part II: Evaluating and Motivating Employee

Performance; Chapter 4. Early performance ratings and personality measures in career advancement; Introduction
Early performance appraisal ratings and career progression Study one; Method; Results - study one; Discussion; Personality measures and organizational progression; Study two; Method; Results - study two; Discussion; Overall conclusion; References; Chapter 5. Tying vs. not-tying post-completion reviews to extrinsic rewards; 1. Introduction; 2. State of PCR research on tying vs. not-tying; 3. Methodology; 4. Social-cognitive foundations of analysis; 5. Effects of PCRs; 6. Effects of PCRs when tied to extrinsic rewards; 7. Discussion; 8. Tentative conclusions and implications for research
References Chapter 6. Objective rewarding, managerial motivation and organizational commitment: The intervening role of justice; 1. Introduction; 2. Literature review; 3. Research model and hypotheses; 4. Method; 5. Results; 6. Conclusions; References; Appendix; Part III: Evaluating Performance of Organizational Units; Chapter 7. Empirical evidence on the (perceived) value of information for performance measurement purposes in an ERPS environment; Introduction; Literature review and development of research hypotheses; The research method; Research results; Conclusion; Notes; Acknowledgements
References Chapter 8. The missing link between information and action: hastenings and delays as universal reactions to performance feedback; Decision makers versus stakeholders; Hastenings and delays in piecewise linear models; Hastenings and delays in organizational learning theory; Hastenings and delays in the Dutch soccer league; Conclusion; Acknowledgments; References; Chapter 9. The lifetime value scorecard: From E-metrics to internet customer value; 1. Introduction; 2. Literature review; 3. Research Strategy
4. Internet company strategies: Customer base maximization and online marketing

Sommario/riassunto

Presents a collection of research in management control and performance measurement. This book offers guidance for both academic researchers and managers as they work toward improving organizations.
