

1. Record Nr.	UNINA9910466314903321
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Titolo	Performance management : towards organizational excellence // T.V. Rao
Pubbl/distr/stampa	Thousand Oaks : , : SAGE Publications, , 2016
ISBN	93-5150-729-7
Edizione	[Second edition.]
Descrizione fisica	1 online resource (331 p.)
Altri autori (Persone)	Venkateswara RaoT
Disciplina	658.3/125
Soggetti	Personnel management Performance - Management Employees - Rating of Electronic books.
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Revised edition of the author's Performance management and appraisal systems, 2004.
Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	Foreword -- Preface to the first edition -- Preface to this edition -- Acknowledgments -- Performance management: an overview -- Defining and planning performance -- Defining and building competencies -- Performance analysis for individual and organizational development -- Reducing biases in ratings and managing forced distribution -- Performance conversations and performance review discussions -- Using performance management system data for hr decisions and performance -- Improvements -- Best practices in performance management -- Managing motivation through rewards and recognition: best practices -- Lessons from experience: a new look at performance management systems -- 360 degree feedback as a performance management tool -- Performance management through assessment and development centers -- Bibliography -- Index -- About the author.
Sommario/riassunto	How performance management systems should be re-positioned to focus on performance improvements.