

1. Record Nr.	UNINA9910667562703321
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Titolo	Should 360-degree feedback be used only for developmental purposes? // David W. Bracken ... [et al.] ; with a preface by George P. Hollenbeck
Pubbl/distr/stampa	Greensboro, N.C., : Center for Creative Leadership, 1997
ISBN	9781604915280 1604915285 9781604917390 1604917393
Edizione	[1st edition]
Descrizione fisica	1 online resource (50 p.)
Collana	CCL ; ; no. 335
Altri autori (Persone)	BrackenDavid
Disciplina	658.3/125
Soggetti	360-degree feedback (Rating of employees) Employees - Rating of
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Description based upon print version of record.
Nota di bibliografia	Includes bibliographical references.
Nota di contenuto	""Table of Contents""; ""Foreword""; ""Preface""; ""Development Only""; ""When the Purpose of Using Multi-rater Feedback Is Behavior Change""; ""Some Faulty Assumptions That Support Using Multi-rater Feedback for Performance Appraisal""; ""Development Plus""; ""Maximizing the Uses of Multi-rater Feedback""; ""Fitting Multi-rater Feedback into Organizational Strategy""; ""On Choosing Sides: Seeing the Good in Both""
Sommario/riassunto	Along with the growing use of 360-degree feedback in organizations today, there is much disagreement over how it should be employed: strictly to help the manager develop or also to help those who work with the manager decide such issues as pay and promotion? This publication features the insights of a group of experienced professionals on both sides of the issue. To set the stage, George P. Hollenbeck, a management psychologist and adjunct faculty member at Boston University's Graduate School of Management, discusses the popularity of 360-degree feedback today.