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Cleveland, 1995-01-03 Based on a previous book by the same authors Understanding Performance Appraisal delineates a social psychological model of the appraisal process that emphasizes the goals pursued by raters ratees and the various users of performance appraisal The authors apply this goal oriented perspective to developing implementing and evaluating performance appraisal systems This perspective also emphasizes the context in which appraisal occurs and demonstrates that the shortcomings of performance appraisal are in fact sensible adaptations to its various requirements pressures and demands Relevant research is summarized and recommendations are offered for future research and applications Graduate level students organizational development consultants and trainers human resource managers faculty and scholars and psychologists in human resource management as well as other professionals who conduct research on performance appraisal programs will find this book not only interesting but also a valuable resource     **Handbook of Human Resources**

**Management in Government** Stephen E. Condrey, 2005-04-18 In this thoroughly updated edition of a classic reference Stephen E Condrey brings together leading experts in public administration and HR management to detail how you can Move beyond your often limited problem solving role as an HR manager and demonstrate how you can play a more strategic role in your organization Deal with crucial issues such as diversity EEO regulations and other legal issues compensation sexual harassment and performance appraisal Expand your ability to maximize productivity efficiency and employee satisfaction Develop budgets use volunteers and employ consultants Also included with purchase is a free supplemental on line Instructor's Manual Order your copy now     *Managing Careers and Employability* Yehuda Baruch, 2022-01-12 Combining a strong theoretical underpinning with a wide range of case studies and practical examples this authoritative textbook provides a deep understanding of career systems on both an individual and an organizational level Taking a global approach *Managing Careers and Employability* looks at recent labour market developments and explores contemporary topics such as entrepreneurial careers career ecosystems and the dark side of careers A wide range of learning features including reflective questions key terms and exercises empower you to reflect on and manage your own career Online resources include a Tutor's Guide containing teaching notes for each chapter as well as PowerPoint slides that can be adapted and edited to suit specific teaching needs Suitable for undergraduate and postgraduate students studying career management and related courses Yehuda Baruch is Professor of Management at Southampton Business School the University of Southampton

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