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ISBN: 9780132556385 0132556383: OCLC Number: 752472123: Description: xiv, 322 pages : illustrations ; 24 cm: Contents: Preface --Acknowledgments --Dedication --About the author --pt. 1 --Strategic and general considerations: Performance management and reward systems in context; Performance management process; Performance management and strategic planning --pt. 2 --System implementation ...

For courses in Performance Appraisal, Compensation Management, and Training and Development. Discover where the real success in business can be found. What makes some businesses more successful than others? The answer: people. Organizations with motivated, talented employees that offer outstanding customer service are more likely to pull ahead of the competition. Performance Management is the first text to emphasize this key competitive advantage, showing students that success in today's globalized business world can be found, not in technology and products, but in an organization's people. The third edition includes updated and current information, and features over forty new cases.

This volume is the definitive work on strategic 360 feedback, an approach to performance management that is characterized by: (1) having content derived from the organization's strategy and values; (2) creating data that is sufficiently reliable and valid to be used for decision making; (3) integration with talent management and development systems; and (4) being inclusive of all candidates for assessment. Featuring 30 chapters from leading practitioners in the field, the volume is organized into four major sections: 360 for Decision Making; 360 for Development, Methodology, and Measurement; Organizational Applications; and Critical and Emerging Topics. It presents viewpoints from researchers, scientists, practitioners, and consultants on best practices in the design, implementation, and evaluation of many forms of multirater processes and technologies currently used to support talent management systems.

For courses in Performance Appraisal, Compensation Management, and Training and Development. Discover where the real success in business can be found. What makes some businesses more successful than others? The answer: people. Organizations with motivated, talented employees that offer outstanding customer service are more likely to pull ahead of the competition. Performance Management is the first text to emphasize this key competitive advantage, showing students that success in today's globalized business world can be found, not in technology and products, but in an organization's people. The third edition includes updated and current information, and features over forty new cases.

There has been a shift in HR from performance appraisal to performance management. A new volume in the SIOP Professional Practice Series, this book contains a broad range of performance management topics, offers recommendations grounded in research, and many examples from a variety of organizations. In addition to offering state-of-the-art descriptions of performance management needs and solutions, this book provides empirical bases for recommendations, demonstrates how performance management tracks and helps promote organizational change, and exams critical issues. This book makes an ideal resource for I/O psychologists, HR professionals, and consultants. "In this comprehensive and timely volume, Smither and London assemble an exceptional collection of chapters on topics spanning the entire performance management process. Written by leading researchers and practitioners in the field, these chapters draw on years of research and offer a blueprint for implementing effective performance management systems in organizations. This volume is a 'must-read' for all those interested in performance management." —John W. Fleenor, Ph.D., research director, Center for Creative Leadership

Rethink, Redesign, Reboot. Most people associate performance management with the annual review, which is universally dreaded by employees, management, and HR professionals alike. It's a cookie-cutter, fear-based, top-down approach that emphasizes negatives over positives and stifles healthy career conversations. It's never been shown to motivate anyone to do anything but try to avoid it, but nobody feels like they have any alternative. Tamra Chandler has one—and it works. Actually, Chandler doesn't offer a single alternative—she offers an infinite number of them. Each organization that uses her Performance Management Reboot is able to develop its own unique version since it doesn't make a lot of sense for organizations with different cultures, in different industries and sectors, to do things exactly the same way. Grounded in the latest scientific findings about motivation, it's a transparent, employee-driven process that values collaboration over competition and rewards people for acquiring new skills and increasing their contribution instead of hitting arbitrary benchmarks. Chandler lays out the general principles and then walks you through each step in creating a performance management process that employees will actually embrace rather than avoid and that will help you meet the three objectives of great performance management: developing your people, rewarding them equitably, and driving your organization's performance. It's the first comprehensive, step-by-step guide to creating a performance management solution that's tailored to your organization's needs and goals and that places the emphasis squarely on your greatest asset: your people.

In *Applied Psychology in Talent Management*, world-renowned authors Wayne F. Cascio and Herman Aguinis provide the most comprehensive, future-oriented overview of psychological theories and how they impact people decisions in today's ever-changing workplace. Taking a rigorous, evidence-based approach, the new Eighth Edition includes more than 1,000 new citations from over 20 top-tier journal articles. The authors uniquely emphasize the latest developments in the field—all in the context of historical perspectives. Integrated coverage of technology, strategy, globalization, and social responsibility throughout the text provides students with a holistic view of the field and equips them with the practical tools necessary to create productive, enjoyable work environments.

Organizations of all sizes face the challenge of accurately and fairly evaluating performance in the workplace. *Performance Appraisal and Management* distills the best available research for and translate those findings into practical, concrete strategies. This text explores common obstacles and why certain performance appraisal methods often result in failures. Using a strategic, evidence-based approach, the authors outline best practices for avoiding common pitfalls and helping organizations achieve their maximum potential. Cases, exercise, and spotlight boxes on timely issues like cyberbullying in the workplace and appraising team performance provides readers with opportunities to hone their critical thinking and decision making skills.

End every manager's nightmare: conducting performance appraisals.

Thoroughly updated and revised, this Second Edition is the only book currently on the market to present the most important and commonly used methods in human resource management in such detail. The authors clearly outline how organizations can create programs to improve hiring and training, make jobs safer, provide a satisfying work environment, and help employees to work smarter. Throughout, they provide practical tips on how to conduct a job analysis, often offering anecdotes from their own experiences.

*Uptime* describes the combination of activities that deliver fewer breakdowns, improved productive capacity, lower costs, and better environmental performance. The bestselling second edition of *Uptime* has been used as a textbook on maintenance management in several postsecondary institutions and by many companies as the model framework for their maintenance management programs. Following in the tradition of its bestselling predecessors, *Uptime: Strategies for Excellence in Maintenance Management, Third Edition* explains how to deal with increasingly complex technologies, such as mobile and cloud computing, to support maintenance departments and set the stage for compliance with international standards for asset management. This updated edition reflects a far broader and deeper wealth of experience and knowledge. In addition, it restructures its previous model of excellence slightly to align what must be done more closely with how to do it. The book provides a strategy for developing and executing improvement plans that work well with the new values prevalent in today's workforce. It also explains how you can use seemingly competing improvement tools to complement and enhance each other. This edition also highlights action you can take to compensate for the gradual loss of skills in the current workforce as "baby boomers" retire.