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particular case of performancemanagement, goals of training programs include enhancing employee buy-in, as well as reducing distortions and biasesin the processof measuring performance (Aguinis, 2013). Some training programs take place before the performance management systemis launched(e.g ... Performance managementuniversals: Think ... -Herman Aguinis 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 ... Performance management (Book, 2013) [WorldCat.org] This edition emphasizes the important interplay between science and practice. This edition describes the technical aspects of implementing a performance management system in detail, and, in addition, emphasizes the key role that interpersonal and social dynamics play in the process. PERFORMANCE MANAGEMENT, 4e | Chicago Business Press Herman Aguinis, University of Colorado at Preparation • Need to gain system buy-in through: -Communication plan regarding Performance

Management system • Including appeals process -Training programs for raters -Pilot testing system • Ongoing monitoring and evaluation 3. Chapter 7 Implementing a Performance Management System Performance Management 3rd Edition by Aguinis.pdf Solution Preview The response addresses the query is posted in 406 words with APA References //Performance management is the process of continuously identifying, assessing, planning and developing performance.

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