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Organization theories

There are several theories which explain the organization's structure and design. These theories are based on the organization's environment, size, technology, and strategy. The main theories are:

- Classical Organization Theory
- Humanistic Organization Theory
- Contingency Organization Theory
- Modern Organization Theory
- Postmodern Organization Theory

Approaches of Human Resource Management

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Strategic Approach

Commodity Approach

Management Approach

Proactive Approach

Human Resource Approach

Reactive Approach

System Approach

Types of Performance Appraisal



Stages of performance management



What is performance management approach. What are the different approaches to performance management. Different models of performance management. What are the different approaches to management. Performance management approaches and techniques.

The manager informs employees of these behaviors

4. Attribute Based Standard approach
Improved version
Relevant performance dimensions
Declarations representing a good average and deficient performance < Br /> originally developed as scales aimed at traits
Instrument using behavioral statements as a means to reduce rating errors in performance assessment

34. Quality approach
Process Flow Analysis
Identify the cause of delay / redundancy in the process
Cause and effect diagram. Identify the cause / event resulting in results undesirable
Pareto table
Highlight the most important cause of a problem
Control graphics

Data collection at several points in time
Histogram < BR /> SCATTERGRAMS
59. Quality approach
Features Fund Mental
Customer orientation
Prevention approach for errors
goal
Improvement of customer satisfaction
57. Subordinates
Evaluation of managers
Ascending feedback
72. Quality approach
Expectations
Face an evaluation of the person and the system
Emphasize that managers and employees work together to solve performance problems
Involve internal and external customers in the standard configuration and measurement performance
use multiple sources to evaluate the person and system factors
58. Behavior pulse Qualification classification Anchored (bars)
It is based on the focus of critical incidents
Verify Figure 8.4 p.63
39. Production results Production and evaluation system (Promes) < BR /> goal
Motive employees at higher levels of
Measurement and feedback Information of productivity to personnel
53. Five criteria for effective performance management
3. Distribution errors
- The result of the trend of a rater to use only one part of the rating scale
- Leniency
- strictitude
- Central trend
3. Payment Raises)
Employees attribute the low performance to the companies I work
75. Page 4 JavaScript seems to be disabled in your browser. Page 5 JavaScript seems to be disabled in your browser. Auto
5. Comparative approach to approaches Compare
Compare all employees with all others employees
1 point for each highest performance
Total total score /> Performing time
28. Performance feedback: Provides comments to the employee
- tying rewards at performance
through the compensation system
- Effectiveness of employees
8. Objectives
Choose the most effective approach of the performance measurement for a given situation
discuss the advantages and disadvantages of the different sources of performance information or
Choose the most effective source to obtain performance information for any position
Distinguish types of errors and explain how to minimize each one in a performance evaluation
identify The cause of a performance problem
5. Managers
2. Acceptability: Satisfactory or adequate for people
that use it - 3 perceived impartiality categories:> Process> Interpersonal> Results Fairs
5. Objectives
Identify the main determinants of 1 Performance individual
Discuss the three general purposes of the management management
Identify the five criteria for the effective performance management system
discuss the four approaches for the management of performance, the specific techniques used in each approach, and the way in which these approaches are compared with the criteria for the effective performance management system
96. Performance assessment (measure): Measures the aspect of performance, which as well an employee is doing his job
7. Results scores for objectives
Popular both in private and public organizations
The team of senior management first defines the strategic objectives of the company
The objectives are transmitted to the next management layer
Waterfall process in search of cascades
These objectives are used as the standards for which the performance of a
50. Define a set of key behaviors needed for labor performance
2. Page 26 JavaScript seems to be disabled in your browser. Reliability: consistency of a measurement measure, free of random errors - Interrater - internal internal reliability Reliability - Test - Reliability of the test: Reliable over time
14. Attribute Pulse Pulse Qualification BC /> List of features evaluated by a rating scale of five points
LEGAL DEPENDSILIZATION :
Subjective
Criticized evaluations should demonstrate that the qualification is objectively related to the actual work behavior
32. What is the performance management
?
It means through which managers guarantee that the activities and outputs of employees are congruent with the goals of the organization. Performance feedback
86. To get the best experience on our site, be sure to activate JavaScript in your browser. Page 2 JavaScript seems to be disabled in your browser. Contrast error
When we compare individuals with one
another instead of an objective rule What are the types of qualifying errors?
3. Focus Results RESULTS
CONTAMINATED

Affected by the most out of the employee's control (eg use of the measurement system to evaluate if these behaviors are exhibited)
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Business Graduate School
Mbah Lot 8
Performance management
Andal
Aranzamendez
Villarin
2. Page 20 JavaScript seems to be disabled in your browser. Attribute Standard focus scales
Improved version
Relevant performance dimensions
Statements representing good average and deficient performance
see Table 8.6 P360
33. Managers
Problems: 66. Attribute Pulse of Graphic Qualification
List of features evaluated by a five-point qualification scale
See the table Q 360
31. How to identify the cause of a performance problem?
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92. Comparison distribution of Ion approach
Manager forces employees to classify employees
Based on the distribution rules that are not in performance

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