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Changing Behavior That Drives Organizational Effectiveness, Fifth Edition (2014; 344 pages; ISBN-13: 978-0937100257; hardcover \$69.95) is published by Performance Management Publications. BOOK REVIEW  
Column Editor: Anne Blake

~~Performance Management:  
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Performance management aligns the work of individual groups with the overall business objectives and enables the business to work toward its goals. Performance management should also help the company differentiate between different levels of employee performance through the management of feedback and a rewards structure.

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edition (9780937100257) ...

Organizational behavior, culture, and attitudes can affect change management initiatives in many ways. A few examples include:

- Increased Efficiency - Better attitudes and behaviors will result in greater cooperation and less resistance to change.
- Teamwork - Good behavior and culture often goes hand-in-hand with good team synergy. And good teamwork, of course, can dramatically improve organizational change results.

## ~~A Guide to Organizational Behavior and Change Management~~

Also known as “performance appraisal,” these criteria ensure that an organization is working at

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its best and providing optimal services and output. In time, effective performance management should lead to organization growth and success. Try These 6 Performance Management Strategies 1.

## ~~6 Strategies for Effective Performance Management - HR ...~~

A key part of transforming performance management is transforming people's view of performance management from a method primarily used to point out people's shortcomings, to a method that ensures employees are fairly treated and provided with information needed to control and chart their own careers.

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The behavioral approach to the performance management system rests on the idea that you can get the right level of performance from employees based on a demonstration of desirable behaviors. This system contrasts with the outcome approach in which the results of employee work efforts are emphasized. Employees must ...

## The Behavioral Approach to the Performance Management ...

In order to help your employee achieve performance improvement, “you want to immediately correct behaviors that are getting in the way of

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Changing and help them to develop the skills that will move...

~~How To Change Your Employee's Behavior~~

More and more organizations are changing their performance management systems. There are a number of reasons for this, including the difficulty of doing performance management effectively. More ...

~~Performance Management: The Three Important Features You ...~~

And performance management is a crucial tool to help executives and managers develop and incentivize the skills and behaviors required to deliver on strategy, while also unlocking engagement, productivity and



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