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Aguinis (2013) defines two methods of judgmental and mechanical for reaching an overall score and states that the mechanical approach is preferable in most cases, particularly if performance objectives are not weighted. review Case Study 6-2: Judgmental and Mechanical Methods of Assigning Overall Performance Score at The Daily Planet.

Affect the overall performance rating of an individual performance (Aguinis, 2013). Some training programs take place before the performance management system is launched (e.g., training of raters regarding how to minimize biases and inaccuracies in filling out performance appraisal forms) whereas other programs take place once the performance system is underway (e.g., training of employees based on needs identified after a

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Aguinis H. (2013). Performance management (3rd ed.). Upper Saddle River, NJ: Pearson/Prentice Hall. Google Scholar; Aguinis H., Edwards J.R. (in press). Methodological wishes for the next decade and how to make wishes come true. Journal of Management Studies. Google Scholar; Aguinis H., O'Boyle E. (in press). Star performers in twenty-first ...

Performance Appraisal, Performance Management, and Firm ...

In the particular case of performance management, goals of training programs include enhancing employee buy-in, as well as reducing distortions and biases in the process of measuring performance (Aguinis, 2013). Some training programs take place before the performance management system is launched (e.g., training of raters regarding how to minimize biases and inaccuracies in filling out performance appraisal forms) whereas other programs take place once the performance system is underway (e ...

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Aguinis, H., Gottfredson, R. K., & Joo, H. 2013. Avoiding a "me" versus "we" dilemma: Using performance management to turn teams into a source of competitive advantage. Business Horizons, 56(4): 503-512.

Herman Aguinis' publications in refereed journals

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It may be a complex activity to determine where the team HUMAN RESOURCE MANAGEMENT 4 performance ends and where individual performance begins. Additionally, based on these measures, organizations are faced with the challenge of how to allocate rewards to teams versus individuals (Aguinis, 2013, p.298).

Please reference text (Aguinis, H. (2013). Performance ...

"This text addresses the topic of performance management, a continuous process of identifying, measuring and developing the performance of individuals and teams and aligning performance with the strategic goals of the organization. Performance management systems are described as key tools to transform people's talent and motivation into a strategic organizational advantage.

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