

PERFORMANCE
MEASUREMENT,
EVALUATION, AND
INCENTIVES

Edited with an Introduction by
William J. Bruns, Jr.



Performance Measurement, Evaluation, and Incentives, William J. Bruns, Island Press, 1992, 0875843506, 9780875843506, 310 pages. Both managers and academics have expressed dissatisfaction with performance measurement, evaluation, and incentive systems now in use. This colloquium volume contains ten papers that present the best of contemporary field research on these issues. It emphasizes middle management, unlike other studies to date which have focused exclusively on CEOs. A central revelation is the need for evaluation and incentive systems to be dynamic. The book also shows how firms are learning new systems from other firms across international borders..

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Challenge of Organizational Change How Companies Experience It And Leaders Guide It, , Apr 1, 2003, Business & Economics, 556 pages. In an era of increased global competition, of business takeovers, downsizing, restructuring, and even outright failure, intelligent organizational change is the most difficult

Work Motivation , Uwe Kleinbeck, 1990, Psychology, 283 pages. A unique compendium of international investigations into motivation and performance, this book offers chapters by industrial and organizational psychologists from the United

Performance Measurement Building Theory, Improving Practice, Patria De Lancer Julnes, Jun 30, 2008, Political Science, 195 pages. .

Manage People, Not Personnel Motivation and Performance Appraisal, , 1990, Business & Economics, 267 pages. Essays discuss reward systems, employee relations, the power of managers, performance appraisal techniques, and management by objectives.

Creating Champions : how to Increase Profits by Boosting Staff Morale , K-Burr, B. (Betska), 1991, Business & Economics, 237 pages. .

The Balanced Scorecard Translating Strategy Into Action, , 1996, Business & Economics, 322 pages. Provides assistance to businesses in moving from ideas to action, achieving long-term goals, and obtaining feedback about strategy.

Accounting Management Information for Decisions, B. S. Sharma, 2009, Business & Economics, 316 pages. This book describes the context and role of accounting in business. Some theoretical frameworks are provided. It is hoped that this will provide a foundation for reader's

Levers of Control How Managers Use Innovative Control Systems to Drive Strategic Renewal, Robert Simons, Nov 9, 1994, Business & Economics, . .

Performance measurement and control in small businesses , Kenneth A. Merchant, Lourdes Ferreira, 1985, Business & Economics, 30 pages. .

Vital signs des indicateurs, coD•Â«t, qalitD“Â©, dD“Â©lai, pour optimiser la performance de l'entreprise, Steven M. Hronec, 1993, , 247 pages. Shows how to use measurement to produce better company performance, discusses benchmarking, market analysis, surveys, and focus groups, and stresses emphasis on the customer

Performance Assessment Methods & Applications, Ronald A. Berk, 1986, Business & Economics, 544 pages. This book has three major purposes: (1) to evaluate what has been done, (2) to suggest what still needs to be done, and (3) to recommend what should be done in the performance

Advances in Management Accounting , Marc J. Epstein, John Y. Lee, 2008, Business & Economics, 382 pages. "Advances in Management Accounting" ("AIMA") publishes well-developed articles on a variety of current topics in management accounting that are relevant to researchers in both

Accounting Control Systems A Technical, Social, and Behavioral Integration, Jan Bell, 1991, Business & Economics, 312 pages. .

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The ability to measure and reward the performance of managers and business units is critical to organizations of all kinds. There is scanty academic literature, however, about how these systems actually function in companies today. To address these issues, a colloquium was held at the Harvard Business School in June 1990 to discuss the results of field research conducted by a group of academics working in these areas. Performance Measurement, Evaluation, and Incentives presents their findings. These field studies...

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providing incentives. Bruns and McKinnon look at one effect of performance evaluation schemes in twelve corporations in the United States and Canada; Murphy analyzes the much-admired Merck Performance Appraisal Program as it evolved since its inception in 1978; Merchant and Riccaboni look at the implementation of incentive compensation by the Fiat Group in Italy; Otley concentrates on the introduction of incentive compensation to the branch network major British bank; Baker and Wruck discuss change in incentives that were introduced after a leveraged buyout; and Bento and Ferreira appraise the importance of organizational culture to evaluation and incentive schemes. Part II focuses on issues that arise from the ways in which work is organized. Lazear considers the provocative question of "what is a job?" in his study of data from one firm over a 13-year period; Mohrman, Mohrman, and Lawler present a contrasting view in their study of three organizations that redesigned systems for group performance. These two papers provide a comprehensive summary of issues that are of particular interest today as companies reorganize, downsize, and restructure work to make better use of new technologies or adapt to changing conditions

Presents the findings of field research conducted by a group of academics and originally reported at a colloquium held at the Harvard Business School in June 1990. This volume includes ten field studies which focus on three key issues: alternative methods of rewarding managers; reward mechanisms across organizations and cultures; and implementing performance evaluation schemes. Annotation c. Book News, Inc., Portland, OR (booknews.com)

Launched in February 2010, Snapdeal.com is India's largest e-commerce marketplace. Snapdeal provides a platform for vendors across the country to connect with millions of customers. The platform has the widest assortment of products from thousands of national, international and regional brands across diverse categories like Mobiles, Laptops, Cameras, Appliances, Women's Apparel, Men's Apparel, Watches, Home & Kitchen, Automotive, Health, Books. Grab your favorite products @ best prices and save the one thing that matters most to you - "Your Money".

The setting of appropriate incentives and motivating employees is central to management. These essays examine three aspects of this subject: methods of reward; suiting rewards to various business cultures; and implementing performance evaluation schemes. The book's emphasis is on middle management. [via]

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