

## Abolishing Performance Appraisals Why They Backfire And What To Do Instead

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~~Abolishing Performance Appraisals Why They Backfire and~~

Abolishing Performance Appraisals provides an insightful, well documented look at the flaws of appraisal—including its destructive, unintended effects—and offers practical guidance to organizations that want to move on to more progressive approaches to coaching, feedback, development, and compensation.

~~Abolishing Performance Appraisals Why They Backfire and~~

Abolishing Performance Appraisals: Why They Backfire and What to Do Instead. This is the first book to offer specific suggestions on how to replace performance appraisals with a more effective system that emphasizes teamwork and empowerment.

~~Abolishing Performance Appraisals Why They Backfire and~~

10 Good Reasons To Abolish Performance Reviews 1. Performance reviews have long been a solution in search of a problem. They're supposed to keep companies from getting sued, but they don't, because ...

~~Ten Good Reasons To Abolish Performance Reviews~~

Abolishing Performance Appraisals: Why They Backfire and What to Do Instead. Plus easy-to-understand solutions written by experts for thousands of other textbooks. \*You will get your 1st month of Bartleby for FREE when you bundle with these textbooks where solutions are available

~~Abolishing Performance Appraisals Why They Backfire and~~

Abolishing Performance Appraisals: Why They Backfire and What to Do Instead offers suggestions on how to replace performance appraisals with a system emphasizing teamwork, empowerment, and spirituality. Exploring such areas as coaching, feedback, compensation, promotion, and legal documentation, it challenges readers to think about the important questions surrounding the use of appraisal.

~~Book Excerpt Abolishing Performance Appraisals Why They~~

Assumption: People withhold effort if they feel they are not being extrinsically rewarded. Defect: Research shows that extrinsic rewards can actually cause more harm than good and can kill intrinsic motivation. Focusing on creating meaning and joy at work unleashes intrinsic motivation. Appraisals do not motivate us and destroy human spirit.

~~Abolishing Performance Appraisals OKRs and Performance~~

Abolishing Performance Appraisals: Why They Backfire and What to Do Instead by Tom Coens and Mary Jenkins Published by Berrett-Koehler Publishers . Contents Foreword by Peter Block xiii Preface xvii Preface to the Paperback Edition xix Acknowledgments xxi Introduction: Letting Go of a Hopeless Ritual 1

~~An Excerpt From~~

Abolishing Performance Appraisals: Why They Backfire and What to Do Instead by Tom Coens and Mary Jenkins Berrett-Koehler Publishers, 2000, 300 pages. List price: \$27.95. ISBN: 1576750760.

~~Bookshelf Abolishing Performance Appraisals~~

Abolishing Performance Appraisals makes a powerful case for removing this well intended yet ineffective ritual organizations have been requiring for decades. Indeed, Coens and Jenkins provide solid reason why appraisals have to go, to be replaced with quality feedback mechanisms including coaching and support structures that enable employees to maximize their own potential.

~~Amazon.com Customer reviews Abolishing Performance~~

If not done properly, performance reviews can lead to disengagement, poor morale, allegations of favouritism, increased turnover and even legal action. Therefore, there's little wonder some experts are starting to call for the outright abolition of performance reviews. However, I wouldn't necessarily go that far.

~~Abolish Performance Reviews? Case For And Against~~

Abolishing performance appraisals [electronic resource] : why they backfire and what to do instead ... coaching, feedback, compensation, employee development, and legal documentation and clarify the objectives of each. They examine the atrocious track record of appraisals Print version record Access-restricted-Item true Addeddate 2011-07-22 22 ...

~~Abolishing performance appraisals [electronic resource]~~

Abolishing Performance Appraisals provides an insightful, well documented look at the flaws of appraisal—including its destructive, unintended effects—and offers practical guidance to organizations that want to move on to more progressive approaches to coaching, feedback, development, and compensation.

~~Abolishing Performance Appraisals by Tom Coens, Mary~~

For many people, anything less than a top rating is demoralizing and discouraging, killing any interest in a conversation about improving performance. Worse yet, appraisals tied to pay raises, promotion eligibility, and even discipline, take the focus away from performance and improvement—often the conversation becomes argumentative and defensive.

~~Why People Don't Get Feedback at Work~~

You have to eliminate strait jackets like performance appraisals to get to that point. The thrust of the alternative is to place the responsibility with each person in the company for their own development, but be sure that they get access to the resources and feedback they need to improve.