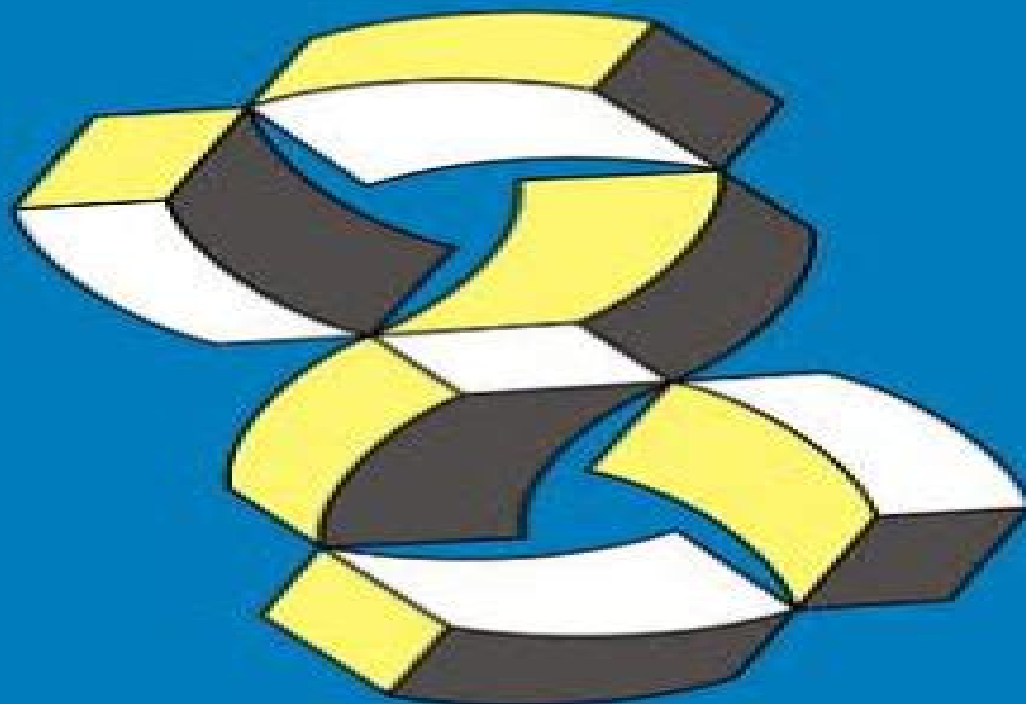


The CHANGING NATURE of PERFORMANCE

Implications for Staffing, Motivation,
and Development

Daniel R. Ilgen, Elaine D. Pulakos
Editors



Changing Nature Of Performance Implications For Staffing Motivation And Development

Ricky W. Griffin



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The Changing Nature of Performance Daniel R. Ilgen, Elaine D. Pulakos, 1999-05-12 Radical changes in the workplace continue to impact the way we measure and manage employee performance making the human resource professional's job more complex than ever. In *The Changing Nature of Performance* a stellar group of contributors offers concrete suggestions on how the HR practitioner can cope. They examine seven major change factors that continue to influence individual performance from the shift to team based work to the interweaving of jobs with technology and show readers how to develop effective HR policies and practices accordingly. *Improving Performance Appraisal at Work* Aharon Tziner, Edna Rabenu, 2018-06-29 Compiling extensive research findings with real insights from the business world this must read book on performance appraisal explores its evolution from the classic appraisal to its current form and the methodology behind its progression. Looking forward Aharon Tziner and Edna Rabenu emphasize that well conducted appraisals combine a mixture of classic and current and are here to stay. *Leading and Managing People in the Dynamic Organization* Randall S. Peterson, Elizabeth A. Mannix, 2014-04-04 The current business environment requires that individuals, teams and organizations are equipped to cope with an unpredictable marketplace and increasing competition. Organizations are forced to be kinetic, organic and without boundaries if they are to remain successful. Given these environmental and marketplace demands scholars must rethink the applicability of existing organizational theories and frameworks. In March 2001 a conference was held with the aim of developing and articulating this new model of organizations. Scholars contributed their expertise in areas such as leadership, human resource management, negotiation and conflict, teams, entrepreneurship, organizational change, power and influence and diversity. The contributors focused on their own area of expertise and considered how existing theories must be altered to fit a more agile organizational form. Theoretical and empirical questions were raised, testable hypotheses were developed and emerging themes were uncovered. The end result of the conference is this volume. It brings together the reflections of a diverse collection of organizational theorists and researchers on the implications of this new business model within their own areas of expertise. The book's goal is to inspire organizational scholars to develop a new theory and produce sound managerial advice for how to build and maintain a successful organization in a dynamic workplace. The chapters include a review of research literature with the highlights and citations that everybody working in a field must know, followed by how the research agenda is affected by the increasingly dynamic marketplace.

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