

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

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Abolishing Performance Appraisals Why They 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 ... Coens (a labor attorney) and Jenkins (a human resources consultant) argue that the process of performance appraisal frustrates most employees and managers who use it. Rather than modifying this process, they offer suggestions on how to replace performance appraisals with other approaches that emphasize teamwork, empowerment, and spirituality. Abolishing Performance Appraisals: Why They Backfire and ... Abolishing Performance Appraisals: Why They Backfire and What to Do Instead by. Tom Coens, Mary Jenkins, Peter Block (Foreword) 3.77 · Rating details · 95 ratings · 10 reviews 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 ... The bottom line, the authors argue, is that the process of performance appraisal frustrates most employees and managers who use it. While eighty percent of U.S. Businesses use performance appraisals, 9 out of 10 of them are dissatisfied with the process. This book provides an alternative. Read excerpts from it below! Book Excerpt:

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appraisals, setting individual objectives and performance-related reward. The book takes a logical approach to understanding all of the flawed assumptions that drives businesses into thinking that such activities are good for business performance. Abolishing Performance Appraisals: Why They Backfire and ... Abolishing Performance Appraisals makes a powerful case for removing this well intended yet ineffective ritual organizations have been requiring for decades. Amazon.com: Customer reviews: Abolishing Performance ... 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 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 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 ... 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 - bkconnection.com The authors advocate dropping the ritual of performance appraisal as a vital step, in itself, and for the "undercurrent" that appraisal represents, towards freeing the human spirit in organizations. This undercurrent "hangs like a cloud, pervades the workplace atmosphere...." Abolishing Performance Appraisals: Why... book by Mary Jenkins Abolish performance appraisals - and do some different things instead By Andy Lippok - A cut above the usually "let's abolish it" because it attempts to offer some new assumptions. Sadly, it purports to be based on neuroscience with IMO is a distraction Viewed 630 Times) Why Corporate Leaders Won't Abolish Performance Review Abolish Performance Reviews? Case For And Against Tom Coens and Mary Jenkins, in their book, Abolishing Performance Appraisals: Why They Backfire and What To Do Instead, detail studies that clearly show performance appraisals do not work and outline what could replace them. Why Companies are Scrapping Performance Reviews - Ray Williams Find many great new & used options and get the best deals for Abolishing Performance Appraisals : Why They Backfire and What to Do Instead by Mary Jenkins and Tom Coens (2002, Trade Paperback, Reprint) at the best online prices at eBay! Free shipping for many products!

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