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Chapter 9-4 fBasic Concepts in Performance Management and Appraisal Performance Appraisal Performance Management An integrated approach to ensuring that an employees performance supports and contributes to the organizations strategic aims.

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Chapter 9 – Managing Compensation ? Strategic Compensation: It is the compensation of employees in ways that enhance motivation and growth while at the same time aligning their efforts with the objectives, philosophy, and culture of the organization ? Common Strategic Compensation Goals 1. To reward employees’ past performance 2.

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1. Explain what human resource management is and how it relates to the management process. 2. Give at least eight examples of how all managers can use human resource management concepts and techniques. 3. Illustrate the human resources responsibilities of line and staff (HR) managers. 4. Provide a good example that illustrates HR’s role in ...

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