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Performance management is a strategic and integrated approach to

PERFORMANCE MANAGEMENT
Chapter 1 Performance Management
and Reward Systems in Context 1 1.1
Definition of Performance
Management (PM) 2 1.2 The
Performance Management
Contribution 4 1.3
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Implemented PM Systems 8 1.4
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Base Pay 10 1.4.2 Cost-of-Living
Adjustments and Contingent Pay 11

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employee buy-in, as well as reducing distortions and biasesin the processof measuring performance (Aguinis, 2013). Some training programs take place before the performance management systemis launched(e.g...

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Performance measurement is also essential to determine if the employee is performing his job duties efficiently and whether he can be promoted to a much responsible position (Clardy, 2014). Performance measurement is an essential part of performance management, however; it creates problems and dilemmas for both employees and managers.

Affect the overall performance rating of an individual

Dr. Aguinis has published nine books, including Performance Management for Dummies (2019), Performance Management (4th edition, 2019),

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Applied Psychology in Talent Management (8th edition, 2019, with W.F. Cascio), and Regression Analysis for Categorical Moderators.

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