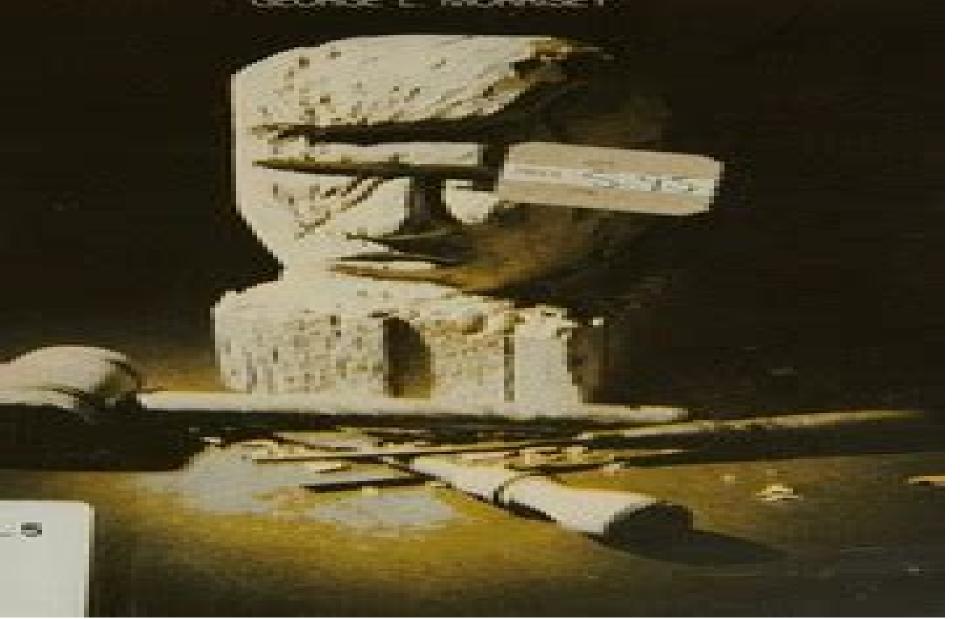
## APPRAISAL AND DEVELOPMENT THROUGH OBJECTIVES AND RESULTS GEORGE L. MORRISEY



# <u>Appraisal And Development Through Objectives And Results</u>

**PT Brinkman** 

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Performance Appraisals in the Public Sector George L. Morrisey,1983 Abstract The use of performance appraisal as an effective management tool is the focus of this informative easy to understand supervisor s guide Management by objective MBO principles on which performance appraisal is based and benefits of an effective appraisal process i e ongoing employee development increased communication between managers and employees are presented Three sets of skills required by supervisors for effective performance appraisal are development of appraisal measurement criteria interpersonal communications and documentation Appraisal models that include a broad range of applications are described Guidelines are provided for developing an appraisal model that can be adapted to fit the job requirements of any organization or individual Special concerns related to performance appraisal in government are discussed and specific directions are given for meeting appraisal requirements in the Civil Service Reform Act of 1978 CSRA Components of the formal development interview process include preparation steps conducting and evaluating the interview follow up responsibilities and summary An important feature of the guide is a series of articles written by practicing professionals based on actual work experiences Topics include 1 the importance of documentation in performance appraisal 2 tailoring performance appraisal systems under CSRA 3 integrating performance appraisal with MBO and 4 the evolution of a MBO based appraisal system aj

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Ben Brik,2025-06-09 This insightful Handbook delves into public policy evaluation in the Global South Drawing on in depth case studies it analyzes the complex interplay of historical political economic and social factors that shape evaluation practices in Africa Asia Latin America and the Middle East

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