

MANAGEMENT BY OBJECTIVES → MBO →

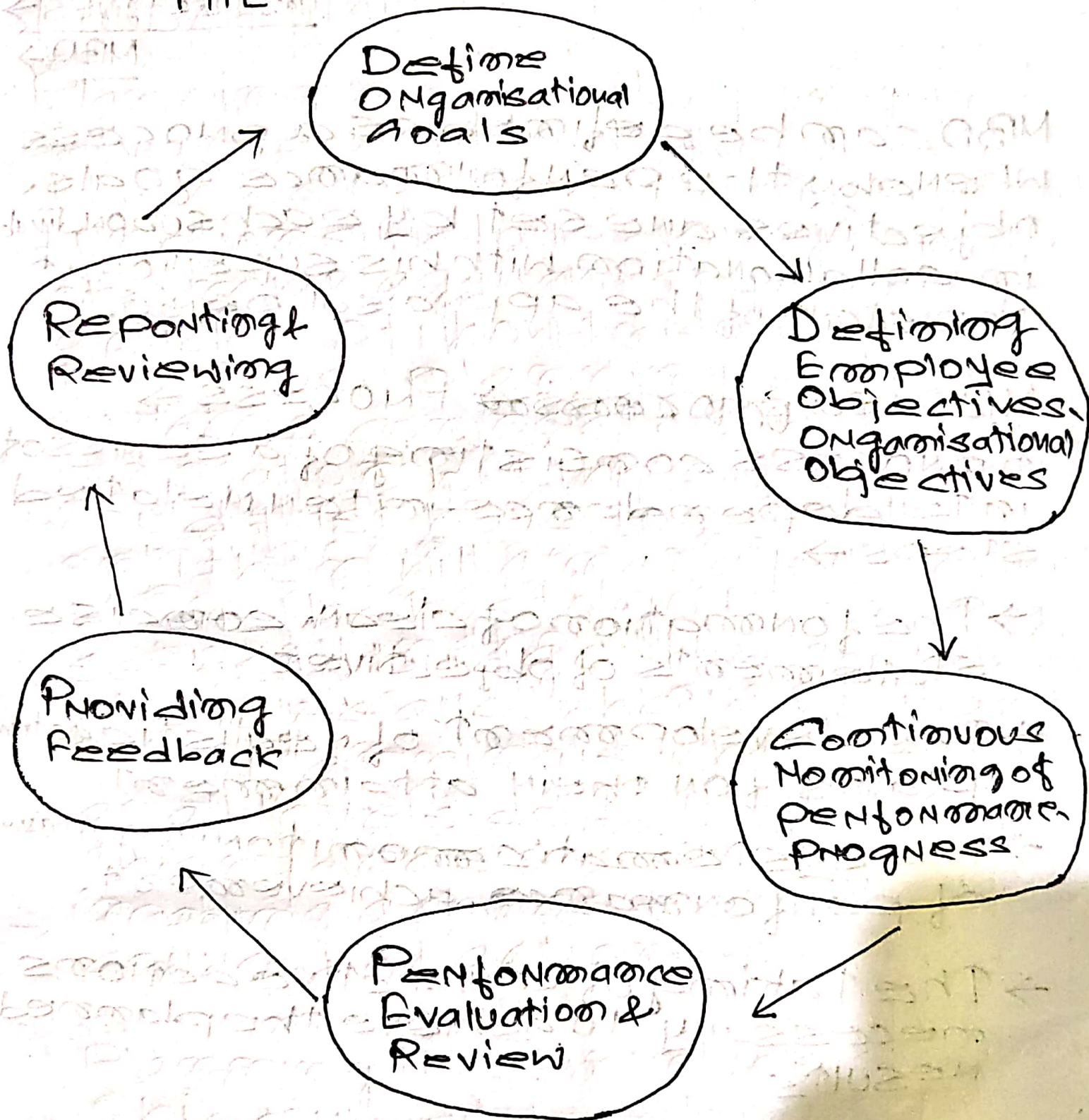
MBO can be defined as a process whereby the performance goals, objectives are set by each subordinate in collaboration with his superior at the start of the appraisal period.

MBO is a ~~process~~ Process →

A process consisting of a series of interdependence, interrelated steps →

- The formation of clear, concise statements of objectives
- The development of realistic action plans for their attainment
- The systematic monitoring, ^{measuring} of performance, achievement.
- The taking of corrective actions necessary to achieve the planned results

THE MBO PROCESS →



FOUR BASIC PRINCIPLES →

- Unity of management action is more likely to occur when there is pursuit of a common objective
- Greater the focus on results on a time scale, greater the likelihood of achieving them
- Greater the participation in setting meaningful work with accountable results, greater the motivation for completing it
- Progress can only be measured in terms of what one is trying to make progress towards

THREE CONSTITUENT PROCESSES →

- Participative Decision Process
- Goal Setting
- Objective Feedback