

Performance Management from the Employee Perspective:  
A Phenomenological Study

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DOCTOR OF PHILOSOPHY

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# Performance Management From The Employee Perspective A Phenomenological Study

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**Summary :** Free performance management from the employee perspective a phenomenological study pdf download - this phenomenological study examined the performance communication experiences between employees and their managers from the employee perspective within the context of a reformed performance management system the purpose of this research was to discover what is meaningful to employees from analysis of their lived experiences of having motivating performance discussions with their managers the research partner was a midwest-based human services organization because this organization s performance management system now emphasizes communication and feedback for future performance over evaluation of past performance the research focused on communication experiences from formal discussions to casual daily exchanges emphasis was directed to experiences that conveyed a sense of positive impact on the employees motivation to perform the themes and meanings that emerged in this research are discussed in light of six conceptual domains manager-employee relationships manager-employee communication work motivation performance management coaching and trust although the performance management literature is substantial research has been dominated by a management orientation little research has uncovered and examined performance management as experienced by the employees involved the results of this study include discussion of several meanings of performance management drawn from the employees experiences which are not conventionally included in descriptions of performance management or performance management training also included are specific implications for the ongoing evolution of performance management at the partner organization as well as general implications for performance management practitioners and scholars

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# PDF PERFORMANCE MANAGEMENT FROM THE EMPLOYEE PERSPECTIVE A PHENOMENOLOGICAL STUDY

**employee retention for economic stabilization: a ...** - employee retention for economic stabilization: a qualitative phenomenological study in the ... from an economic perspective, high employee turnover can have a ...

**a phenomenological study of management behavioral ...** - a phenomenological study of management behavioral ... from the perspective of the frontline employee. ... employee performance, ...

**leadership best practices and employee performance: a ...** - leadership best practices and employee performance: a phenomenological ... employee performance. the study took place in ... performance perspective of best ...

**a phenomenological study of employees experiences of abuse ...** - a phenomenological study of employees ... focused on the role of management in abusive work ... workplace incivilities adversely impact employee performance and ...

**exploring employee engagement among three non-salaried ...** - exploring employee engagement among three non-salaried employees: a phenomenological study. ... among three non-salaried employees: a phenomenological ...

**the female executive's perspective on experiences with ...** - the female executive's perspective on experiences ... this descriptive phenomenological study was designed to ... talent management, employee engagement, ...

**entrepreneurship & organization okhakhu et al.,j entrepren ...** - ... phenomenological . study; healthcare management; ... from one perspective, ... lost management productivity, employee turnover costs, ...

**evaluating performance management at eskom holdings** - evaluating performance management at eskom ... translated into kpas and kpis in an individual employee's performance ... and phenomenological; ...

**an evaluation of the effectiveness of e-learning, mobile ...** - an evaluation of the effectiveness of e-learning, mobile learning, ... dept. of management, ... phenomenological study that surveyed e-learning and corporate training ...

**dist. bidang 1 2 - maranatha** - dist. bidang 1 2 11.00-12.00 3 mark ... management system: a phenomenological study-grace t. pontoh, darwis said, m. ... characteristics on the employee performance

**motivational gratification – an integrated work motivation ...** - ... performance management ... empirical study as well as develop schematic model of the fuzzy categories for the ... (external) goals into phenomenological ...

**case study and grounded theory - system dynamics society** - case study and grounded theory: ... (management science); systems dynamics (forrester 1961 ... the qualitative approach strived to understand the perspective of the ...

**ref 9.05 performance improvement, mbo, human resource ...** - ... was the most widely used performance management ... improving performance. the study highlighted the need ... from a phenomenological perspective.

**leadership strategies to influence employee engagement in ...** - leadership strategies to influence employee engagement in health care ... leadership strategies to influence employee ... purpose of this phenomenological study was ...

**improving professional skills through adversity: a ...** - improving professional skills through adversity: a phenomenological study of mergers and ... perspective of m&a (fulmer & gilkey, ...

**understanding the potential of the balanced scorecard to ...** - scorecard to drive a high performance culture in a ... 2.4.7 management loss of focus ... a phenomenological approach to the research was undertaken in order

**pr employee perspectives on the post-integration stage of ...** - the paper then reports on a study ... from a personal perspective. a phenomenological approach was ... change management, employee impact, ...

**md key determinants of organisational silence for non ...** - a qualitative phenomenological hermeneutical study is ... perspective it management ... organisational performance. this study explores the ...

**florida international university miami, florida proposal ...** - ... a phenomenological study of human ... hrd professionals represent a layer between senior and executive management ... employer and employee influence their ...

**the influence of work stress and work support on burnout ...** - the influence of work stress and work support on burnout in public hospital nurses rebecca ... the present study extends ... a multidimensional perspective, ...

**hospitality operators' understanding of service: a ...** - hospitality operators' understanding of service: ... this study used an interpretive phenomenological approach and ... employee service encounter performance and ...

**what brings people to leadership roles: a phenomenological ...** - what brings people to leadership roles: a phenomenological study of beef ... and government management. ... phenomenological qualitative study was chosen from ...

**jordanian nurses' perception of leadership characteristics ...** - ... descriptive phenomenological study ... performance in face of challenge and change, ... from nurses' perspective. the purpose of the study was to describe the

**chapter three: research methodology - is. cityu** - existing relationships. the use of surveys permit a researcher to study more variables at one time than is typically possible in laboratory or field experiments,

**running head: effective organizational teaching 1 ...** - ... effective organizational teaching 1 ... a phenomenological study scott ... organizational teaching through the perspective of internal organizational ...

**exploring nurses' confirmed expectations regarding health ...** - nurses' confirmed expectations regarding health it: a phenomenological study ... performance regarding task accomplishment, (3) ... employee of the health care ...

**your job no longer exists!: from expectations of ...** - ... a phenomenological study ... "your job no longer exists!": from expectations of ... downsizing has primarily been assessed from their perspective (clarke ...

**aligning human resource development with the strategic ...** - aligning human resource development with the strategic priorities of ... management, and operations ... "aligning human resource development with the strategic ...

**2012\$north\$american\$society\$for\$sport\$management ...** - ... to!consistent!workflow,!team!performance,! ... this!phenomenological!study!was!to!examine!how ... perspective!used!in!this!study!was!that!of ...

**internal marketing: perceptions from theory and practice** - internal marketing: perceptions from theory and practice ... perceptions from theory and practice ... internal marketing: perceptions from theory and practice ...

**where do i belong?: a phenomenological investigation of ...** - m.s. in engineering management, ... the purpose of this phenomenological study, ... employee-supervisor relationship,

...

**exploring the relationship between new employees ...** - phenomenological study by joan terry butler ... work motivation and performance through a social identity perspective ...

**sage open the female executive's perspective on career ...** - this descriptive phenomenological study was designed to ... advancement of women in organizations, talent management, employee ... tive to performance ...

**law enforcement employees' experiences of skillful ...** - phenomenological study was to explore the experiences of police leaders ... multicultural management and employee ... enhancing employee performance in an

**ivaylo stanislavov / stanislav ivanov the role of ...** - the purpose of this phenomenological study was to explore the impact of ... perspective, compared with the ... employee's satisfaction and performance is influenced ...

**employee perceptions of organizational learning as ...** - employee perceptions of organizational learning as determinants of affective commitment in knowledge intensive firms . ... organized and phenomenological variables, ...

**the role of performance measurement on business ...** - adoption of more top management factors, employee factors and organizational ... performance, and coordination ... interest and is an example of a phenomenological ...

**development of human resource training coaching models and ...** - in this study, factors affecting ... relationships as a relation based on the resources or as a part of strategic management performance. ... employee participation ...

**on the definition of capability in the workplace, a new ...** - on the definition of capability in the workplace, a new perspective ... phenomenological formulation is available for physical measurement of such parameters, ...

**experiences and outcomes of a women's leadership ...** - ... a phenomenological investigation ... insights gained from this study provided perspective on the unique ... performance, and innovation management ...

**how does a union environment affect information system (is ...** - performance by limiting management discretion ... we took a phenomenological approach to our case study, ... perspective," study," ...

**toward a theory of organizational culture and effectiveness** - toward a theory of organizational culture and effectiveness ... are positively related to perceptions of performance as ... and a phenomenological perspective ...

**"are they really satisfied?": an exploration of issues ...** - employee performance. ... transformation, performance management, ... phenomenological approach where the feelings and emotions

**title: the impact of inclusivist, exclusivist and ...** - ... the impact of inclusivist, exclusivist and unitarist hrm ... in the course of a phenomenological study seeking to ... related performance and contributions at ...

**the uk corporate social responsibility consultancy ...** - the uk corporate social responsibility consultancy industry: ... responsibility consultancy industry: a phenomenological ... acquired so that csr performance ...

**toward a theory of organizational culture and effectiveness** - toward a theory of organizational culture and effectiveness ... and a phenomenological perspective emphasizing the ... performance. their study showed that ...

**international journal of sport management, recreation ...** - international journal of sport management, recreation & tourism the relationship ... the relationship between human resource empowerment ... employee's perspective, ...

**h esources m c ing ode - scielo** - the objective of this research was to perform an exploratory

study on the ... policies and procedures and performance management. ... all the employee levels ...

**south african managers in public service: on being authentic** - south african managers in public service: ... psychological employee capacity, the aim of this study was to explore ... phenomenological perspective, ...

**factors affecting career success of managers in muslim ...** - factors affecting career success of managers in ... managers in muslim business organization include goal and ... performance, communication ...