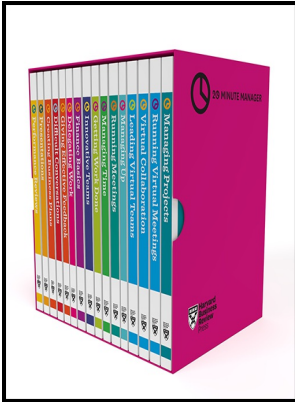


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A dimensional analysis of the relationship between psychological empowerment and effectiveness, satisfaction, and strain. Journal of Organizational Behavior, 27, 463—484. There are no technological factors, norms, or groups, nor are there economic, cultural, legal, or political impositions.

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Conger, J.A., Finegold, D. and Lawler, E.E. (1998) Appraising Boardroom Performance. Harvard Business Review, 76, 136

He might not have responded with enough speed or flexibility to a problem, even though his behavior corresponded to all that originally was asked of him in the job description and goal-setting process. He often asked open-ended questions about what support each person needed. Predictors of attitudes toward a 360-degree feedback system and involvement in post-feedback management development activity.

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