



## Performance Management in Tesco

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GRIN Verlag GmbH. Paperback. Condition: New. 60 pages. Dimensions: 8.0in. x 5.7in. x 0.4in. Scholarly Research Paper from the year 2011 in the subject Business economics - Business Management, Corporate Governance, grade: -, University of Derby, course: Business economics - Performance Management, language: English, abstract: Performance is explained superficially, which is the achievement of quantified objectives. Performance has an important connotation that is the way that people choose to achieve the objectives. Therefore, performance means process and manner of functioning and operating (or behaviours) to attain beforehand desirable goals (or results) (Brumbach, 1988). The mixed model of performance management is suggested by Armstrong (2006) which is based on these simultaneous elements of performance that are behaviour and result. The considerable aspect of organisational performance management is to maintain the goal congruence. Performance management aligns the organisations objectives with the individuals goals. Many performance management theories apportion this alignment as a main endeavour of the performance management process such as Balanced Scorecard. Besides, performance management could converge to strategic development by some modification of its methods and facilitates indirect control of employees by giving a clear target (Otley and Fakiolas, 2000; Hemmer, 1998; Egan, 1995). Organisations usually utilise two main theories to...



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