

## CHAPTER OVERVIEW

### 8: Performance Appraisal and Rewards



**Exhibit 8.1** (Credit: home thods/ flickr/ Attribution 2.0 Generic (CC BY 2.0))

#### Learning Outcomes

**After reading this chapter, you should be able to answer these questions:**

1. How do organizations effectively use performance appraisals to improve individual job performance, and what are the limitations inherent in the use of various appraisal systems?
2. What practices are used in the performance appraisal process?
3. How do managers give effective feedback to subordinates?
4. How do organizations choose the best appraisal system for their organization?
5. How do managers and organizations use incentives and rewards effectively to secure the best possible performance from employees?

[8.1: Performance Appraisal Systems](#)

[8.2: Techniques of Performance Appraisal](#)

[8.3: Feedback](#)

[8.4: Reward Systems in Organizations](#)

[8.5: Individual and Group Incentive Plans](#)

[8.6: Glossary](#)

[8.7: Summary of Learning Outcomes](#)

[8.8: Chapter Review Questions](#)

[8.9: Management Skills Application Exercises](#)

[8.10: Managerial Decision Exercises](#)

[8.11: Critical Thinking Case](#)

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