



Performance Management Systems: A Global Perspective (Global HRM)

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Performance management is the process by which organizations set goals, determine standards, assign and evaluate work, and distribute rewards. But when you operate across different countries and continents, performance management strategies cannot be one dimensional. HR managers need systems that can be applied to a range of cultural values.

This important and timely text offers a truly global perspective on performance management practices. Split into two parts, it illustrates the key themes of rater motivation, rater-ratee relationships and merit pay, and outlines a model for a global appraisal process. This model is then screened through a range of countries, including Germany, Japan, USA, Turkey, China, India and Mexico.

Using case studies and discussion questions, and written by local experts, this text outlines the tools needed to understand and 'measure' performance in a range of socio-economic and cultural contexts.

It is essential reading for students and practitioners alike working in human resources, international business and international management.

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