

## Chapter 8 - Performance Management

1. What is the key purpose of performance reviews/evaluations when they are used for pay-for-performance decisions?
  - a. signalling purpose
  - b. symbolic purpose
  - c. **administrative purpose**
  - d. developmental purpose
  
2. How often should performance feedback be delivered?
  - a. It should be done at least annually.
  - b. It depends on the organizational culture, industry, and supervisor's style.
  - c. It should be done at regular intervals—the more frequent the better.
  - d. **It should be an ongoing, regular part of supervisor-subordinate interactions.**
  
11. Suppose the performance reviews that salespeople receive are based solely on sales revenue to the exclusion of other important factors. Which of the following would these performance evaluations suffer from?
  - a. criterion contamination
  - b. lack of reliability
  - c. **criterion deficiency**
  - d. lack of criterion relevance
  
13. If a performance standard is found to be stable or consistent over time, it is said to be which of the following?
  - a. **reliable**
  - b. relevant
  - c. steady
  - d. valid
  
15. Suppose the performance reviews that delivery drivers receive are partially influenced by the fact that some drivers operate in areas where there are major traffic problems while others operate in areas with few traffic problems. Which of the following would these performance reviews suffer from?
  - a. **criterion contamination**
  - b. lack of relevance
  - c. lack of reliability
  - d. rater bias
  
23. Which of the following are peer evaluations best suited for?
  - a. administrative purposes
  - b. **developmental purposes**
  - c. strategic purposes
  - d. budgetary purposes
  
25. Tracy was evaluated by multiple raters in her last job, including her supervisor, customers, peers, and clients. What performance evaluation system was most likely used in this instance?
  - a. whole-team evaluations
  - b. peer evaluations
  - c. **360-degree feedback**
  - d. multiplicative

# Name Class Date Chapter Performance Task

**WJ Hussar**



**Name Class Date Chapter Performance Task:**

Name Class Date Chapter Performance Task: Bestsellers in 2023 The year 2023 has witnessed a noteworthy surge in literary brilliance, with numerous compelling novels enthraling the hearts of readers worldwide. Lets delve into the realm of popular books, exploring the engaging narratives that have captivated audiences this year.

Name Class Date Chapter Performance Task : Colleen Hoover's "It Ends with Us" This touching tale of love, loss, and resilience has captivated readers with its raw and emotional exploration of domestic abuse. Hoover masterfully weaves a story of hope and healing, reminding us that even in the darkest of times, the human spirit can succeed.

Name Class Date Chapter Performance Task : Taylor Jenkins Reids "The Seven Husbands of Evelyn Hugo" This captivating historical fiction novel unravels the life of Evelyn Hugo, a Hollywood icon who defies expectations and societal norms to pursue her dreams. Reids compelling storytelling and compelling characters transport readers to a bygone era, immersing them in a world of glamour, ambition, and self-discovery.

Discover the Magic : Delia Owens "Where the Crawdads Sing" This evocative coming-of-age story follows Kya Clark, a young woman who grows up alone in the marshes of North Carolina. Owens weaves a tale of resilience, survival, and the transformative power of nature, captivating readers with its evocative prose and mesmerizing setting.

These popular novels represent just a fraction of the literary treasures that have emerged in 2023. Whether you seek tales of romance, adventure, or personal growth, the world of literature offers an abundance of compelling stories waiting to be discovered.

The novel begins with Richard Papan, a bright but troubled young man, arriving at Hampden College. Richard is immediately drawn to the group of students who call themselves the Classics Club. The club is led by Henry Winter, a brilliant and charismatic young man. Henry is obsessed with Greek mythology and philosophy, and he quickly draws Richard into his world. The other members of the Classics Club are equally as fascinating. Bunny Corcoran is a wealthy and spoiled young man who is always looking for a good time. Charles Tavis is a quiet and reserved young man who is deeply in love with Henry. Camilla Macaulay is a beautiful and intelligent young woman who is drawn to the power and danger of the Classics Club. The students are all deeply in love with Morrow, and they are willing to do anything to please him. Morrow is a complex and mysterious figure, and he seems to be manipulating the students for his own purposes. As the students become more involved with Morrow, they begin to commit increasingly dangerous acts.

The Secret History is a masterful and suspenseful novel that will keep you wondering until the very end. The novel is a cautionary tale about the dangers of obsession and the power of evil.

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