



The Effectiveness of Performance Appraisal in the Private Education Industry in Malaysia

By Wee Leong

GRIN Verlag GmbH Mai 2015, 2015. Taschenbuch. Book Condition: Neu. 210x148x2 mm. This item is printed on demand - Print on Demand Titel. Neuware - Research Paper from the year 2013 in the subject Organisation and Administration, , course: DBA, language: English, abstract: Employee performance appraisal is one of the most commonly used management tools especially in the United States and it has started being used in Malaysia about a couple of decades ago. As such performance appraisal is also one of the most widely discussed and researched areas in industrial/organizational psychology (DeNisi, 1997; Murphy & Cleveland, 1995). The purpose of this study was to investigate the factors that contribute or affect the effectiveness of performance appraisal in the private education industry in Malaysia. Specifically, this study focused on the positive influence of these determining factors to the organization and the competitive advantage that the organization can achieve. This study also aimed to determine the factors of concern about the effective implementation of performance appraisal system. An integral part of this research was to develop and empirically test a model of effectiveness of performance appraisal in the context of the private education industry in Malaysia. Based on the concepts...



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