Armstrong's Handbook of Performance Management: An Evidence-Based Guide to Delivering High Performance

By Michael Armstrong

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Managing staff performance is an effective mechanism for developing both staff and organizational growth. By clarifying an organization's objectives, translating these into clear individual goals and reviewing these goals regularly, performance management provides a well-structured and effective management tool. In the completely updated fifth edition of *Armstrong's Handbook of Performance Management,* Michael Armstrong considers the latest developments in this area, and how these can be applied to managing staff for increased performance. The new edition includes guidance on 360-degree feedback and the results of a far-reaching e-reward survey of performance management practices in 156 organizations.

Ideal for practitioners and students alike, *Armstrong's Handbook of Performance Management* is aligned to the CIPD standards for Performance Management and so is ideal for those working towards the intermediate and advanced level qualifications. It remains the most authoritative and engaging textbook on performance management. Online supporting resources include lecture slides, a glossary of terms and a literature review.

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Editorial Review

Review
"A well-researched, cogent and real-world look at the practice, pros and cons of modern performance management" (*Jamie Lawrence, Managing Editor, HRZone.com*)

"if you need advice on managing performance at the organizational or individual level, this is the book for you. It gives solid explanations, and offers advice you can use." (*John Heap, Managing Director, Institute of Productivity,; President, World Confederation of Productivity Science*)

About the Author
Michael Armstrong is the UK's bestselling author of Human Resource Management books including *Armstrong's Handbook of Human Resource Management Practice* and several other titles published by Kogan Page. With over a million copies sold, his books have been translated into twenty-one languages. He is managing partner of E-Reward as well as an independent management consultant. Prior to this he was a chief examiner of the Chartered Institute of Personnel and Development (CIPD) and an HR director of a publishing company.

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