

# A COGNITIVE APPROACH TO PERFORMANCE APPRAISAL%0A

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A Cognitive Approach to Performance Appraisal: A Program of Research. By Angelo S. DeNisi. Read preview. Synopsis. Based on experiments conducted with over 300 participants, this book provides a careful and thorough investigation of appraisal decisions. The evidence described can be used to assess the validity of appraisal techniques used in management. Excerpt. This book had the most modest

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**A Cognitive Approach to Performance Appraisal Angelo**

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A Cognitive Appraisal is a careful and thorough investigation of appraisal decisions. Based on experiments conducted with over 300 participants, Angelo DeNisi presents results from both the laboratory and real life settings into this vital area. The evidence described will be invaluable to all those involved in assessing the validity of particular performance 'packages' for use by themselves

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Performance management systems : a global perspective / edited by Arup Varma, Pawan S. Budhwar and Angelo DeNisi. HF 5549.5 P37 P467 2008 The way we're working isn't working : the four forgotten needs that energize great performance / Tony Schwartz, with Jean Gomes and Catherine McCarthy.

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**Cognitive Approaches in High Performance Sport Psychology**

Introduction. Cognitive theories of the 70s were predominantly based on an information-processing approach (Lachman, Lachman & Butterfield, 1979), or more simply put minds are bundles of computations. (Edelman, 2008, p.181).

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### **Cognitive Approach Psychologist World**

The cognitive approach in psychology is a relatively modern approach to human behaviour that focuses on how we think. It assumes that our thought processes affect the way in which we behave.

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### **Cognitive Approach Simply Psychology**

Cognitive psychology is the scientific study of the mind as an information processor. Cognitive psychologists try to build up cognitive models of the information processing that goes on inside people's minds, including perception, attention, language, memory, thinking, and consciousness.

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### **Performance Approach and Performance Avoidance Goals When**

Performance-avoidance goals (the desire to avoid performing more poorly than others do) have been shown to have consistently deleterious effects on performance but the effects of performance-approach goals (trying to outperform others) are more complex.

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A cognitive approach to performance appraisal Performance appraisal is acknowledged as one of management's most effective tools for good employee motivation, satisfaction, and p

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