

# Abolishing Performance Appraisals Why They Backfire And What To Do Instead

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Abolishing Performance Appraisals Why They Backfire and what to Do Instead, Tom Coens, Mary Jenkins, 2000, Business & Economics, 338 pages  
Offers a critique of the use of performance appraisals in business and discusses the problems with the system and how to replace them with a

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Getting Real About Performance Appraisals If there is a good reason for companies to maintain performance appraisals, Tom Coens doesn't know one  
But Coens, co-author of Abolishing Performance Appraisals—Why They Backfire and What To Do Instead, says he knows the main reason they should be scrapped: underlying assumptions

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Abolishing Performance Appraisals: Why They Backfire and What to Do Instead, Tom Coens and Mary Jenkins (Berrett-Koehler Publishers, c2000)  
Report by Audy Padilla-Lobo, 2003 This books talks about the negative implications of using a system of evaluation that uses an individualistic tool such as the performance appraisal in the work place

**RIHEL Master List of Books by Title**

Abolishing Performance Appraisals: Why They Backfire and What to Do Instead, Tom Coens and Mary Jenkins (Berrett-Koehler Publishers, c2000)  
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Abolishing performance appraisals: Why they backfire and what to do instead San Francisco, CA: Berrett Koehler [Special thanks to friend and colleague Pat Jardine for introducing me to this excellent resource] Collins, J (2001) Good to great: Why some companies make the leap...and others don't New York, NY: HarperCollins Publishers

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