

F5 study text performance management acca File PDF

f5 study text performance management acca serves as an essential resource for students preparing for the ACCA (Association of Chartered Certified Accountants) exams, particularly in the area of Performance Management. This study text provides comprehensive coverage of key concepts, techniques, and practical applications necessary for mastering the performance management module. Whether you're a student aiming to excel in your ACCA exams or a professional seeking to enhance your understanding of performance management principles, leveraging the F5 study text effectively can significantly boost your confidence and exam success.

In this article, we will explore the core aspects of the F5 study text related to performance management for ACCA, including its structure, key topics covered, and tips for effective study. We will also highlight how this resource integrates with exam strategies and practical applications, ensuring you are well-equipped to succeed.

Understanding the F5 Study Text for Performance Management

What Is the F5 Study Text?

The F5 study text is a dedicated publication designed to guide students through the Performance Management (PM) paper of the ACCA qualification. It consolidates theory, practical techniques, and exam tips into a structured format, making complex topics accessible and manageable.

Key features include:

- Clear explanations of performance measurement techniques
- Real-world examples and case studies
- Practice questions and answers for self-assessment
- Examination tips and common pitfalls

The primary goal of the F5 study text is to build a solid foundation in performance management concepts, enabling students to apply these principles confidently in exams and real-world scenarios.

Structure of the Study Text

The content is typically organized into logical sections that mirror the exam syllabus:

- Introduction to Performance Management
- Cost and Budgeting Techniques
- Performance Measurement and Control
- Performance Measurement in Different Contexts
- Decision-Making Techniques
- Performance Management Systems and Ethics

This structure allows learners to progress systematically, ensuring a comprehensive understanding of each area before moving on to the next.

Core Topics Covered in the F5 Study Text for Performance Management

Introduction to Performance Management

This section introduces the concept of performance management, emphasizing its importance in strategic decision-making and organizational control. It covers:

- Definitions and objectives of performance management
- The role of performance management in organizational success
- Differences between performance measurement and performance management

Costing and Budgeting Techniques

Understanding various costing methods is crucial for accurate performance evaluation:

- Standard costing and variance analysis
- Absorption and marginal costing
- Budgeting techniques, including flexible budgets and zero-based budgeting

Performance Measurement and Control

This section explores how organizations monitor and control performance:

- Key Performance Indicators (KPIs)
- Balanced Scorecard approach
- Responsibility centers and performance evaluation

Performance Measurement in Different Contexts

Focuses on applying performance management techniques across various organizational settings:

- Segmental performance measurement
- Supply chain performance
- Customer and supplier performance evaluation

Decision-Making Techniques

Critical for strategic planning:

- Make or buy decisions
- Pricing decisions
- Optimizing resource allocation

Performance Management Systems and Ethics

Addresses the implementation challenges and ethical considerations:

- Designing effective performance management systems
- Ethical issues in performance measurement
- Motivational aspects and behavioral implications

Leveraging the F5 Study Text for Effective Exam Preparation

Structured Study Approach

To maximize the benefits of the F5 study text, adopt a structured study plan:

- Break down topics into manageable sections
- Set realistic timelines for each chapter
- Combine reading with practice questions to reinforce learning

Utilizing Practice Questions and Past Papers

The practice questions provided in the study text are invaluable:

- Identify areas of weakness through self-assessment
- Simulate exam conditions with timed practice
- Review solutions carefully to understand mistakes

Understanding Exam Techniques

The F5 study text offers tips on answering exam questions effectively:

- Read questions carefully and identify command words
- Plan answers before writing
- Use appropriate terminology and structure
- Allocate time wisely across questions

Practical Applications of Performance Management Principles

Real-World Business Scenarios

The theories and techniques covered in the F5 study text are directly applicable in various business contexts:

- Implementing cost control systems
- Designing incentive schemes aligned with performance metrics
- Analyzing profitability of different segments
- Making strategic decisions based on performance data

Case Studies and Case-Based Learning

Many editions of the study text include case studies that simulate real business challenges:

- Understanding the application of performance measurement tools
- Developing problem-solving skills
- Linking theory with practical decision-making

Benefits of Using the F5 Study Text for Performance Management

- Comprehensive coverage of all exam syllabus areas
- Clear explanations suitable for beginners and advanced learners

- Practical focus with real-world examples
- Self-assessment opportunities through questions and exercises
- Guidance on exam techniques and time management

Conclusion: Mastering Performance Management with F5 Study Text

Mastering performance management concepts through the F5 study text is crucial for success in the ACCA Performance Management exam. Its structured approach, comprehensive content, and practical exercises make it an invaluable resource for students aiming to achieve high grades. By integrating the study text into a disciplined study plan, practicing extensively, and applying learned principles to real-world scenarios, students can develop both the theoretical understanding and practical skills needed to excel.

Remember, consistent revision and active engagement with the material are key. Use the F5 study text not just as a reading resource but as a tool for deep learning and exam readiness. With dedication and strategic study, you can confidently approach the Performance Management paper and advance your ACCA qualification journey.

F5 Study Text Performance Management ACCA: An In-Depth Review

When it comes to mastering Performance Management within the ACCA qualification, the F5 Study Text Performance Management ACCA stands out as a comprehensive resource designed to prepare students thoroughly for their exams. This study text is tailored to cover the syllabus requirements, offering a blend of theoretical knowledge, practical application, and exam-focused techniques. As ACCA continues to emphasize the importance of performance management skills for future finance professionals, having a reliable and detailed study material becomes essential. In this review, we will explore the key features, content quality, usability, and overall effectiveness of the F5 Study Text Performance Management ACCA, providing insights for students, tutors, and accounting professionals alike.

Overview of F5 Study Text Performance Management ACCA

The F5 Study Text Performance Management ACCA is designed to serve as both a learning guide and a revision tool for students preparing for the Performance Management paper of the ACCA qualification. It aligns closely with the latest syllabus, ensuring that learners are equipped with relevant knowledge and skills to excel in their exams.

The core aim of this study text is to develop understanding of how performance can be measured and managed within organizations. It covers various techniques such as budgeting, variance analysis, performance measurement systems, and decision-making tools, which are vital for managerial accountants.

The structure of the study text typically includes clear objectives, detailed explanations, practical examples, exam tips, and end-of-chapter questions, making it a well-rounded resource suitable for both self-study and classroom learning.

Content Coverage and Quality

Comprehensive Syllabus Coverage

The F5 Study Text is well-aligned with the ACCA syllabus, covering all essential topics including:

- The role of management accounting and performance management
- Budgeting and variance analysis
- Standard costing
- Performance measurement systems (e.g., KPIs, balanced scorecard)
- Decision-making techniques (relevant costing, investment appraisal)
- Control and performance management in different organizational contexts

This extensive coverage ensures students are prepared to tackle a variety of exam questions and real-world scenarios.

Clarity and Depth of Content

The language used in the study text is clear and accessible, making complex concepts understandable for students at different levels. The explanations are detailed yet concise, avoiding unnecessary jargon while maintaining technical accuracy. The inclusion of diagrams, charts, and tables enhances comprehension, particularly for quantitative topics like variances and costing systems.

The depth of content is appropriate for the ACCA F5 level, striking a balance between theoretical grounding and practical application. It encourages critical thinking by illustrating how performance management tools can be applied in various organizational contexts.

Practical Examples and Case Studies

One of the standout features of the F5 Study Text is its use of real-world examples and mini case studies. These scenarios demonstrate how companies implement performance management techniques, providing context and relevance. Such examples help students understand the practical implications and limitations of different methods, fostering a deeper understanding of the subject matter.

Features and Usability

Structured Learning Approach

The study text is organized systematically, beginning with foundational concepts and gradually progressing to advanced topics. Each chapter starts with learning objectives, guiding students on what to focus on, and concludes with a summary to reinforce key points.

Exam Tips and Techniques

Throughout the material, there are dedicated sections offering exam tips, common pitfalls, and question-solving strategies. These insights are invaluable for students aiming to improve their exam performance and time management skills.

End-of-Chapter Questions and Practice Exercises

To reinforce learning, each chapter includes multiple-choice questions, problem-solving exercises, and discussion questions. These activities help students test their understanding, prepare for exam-style questions, and identify areas needing further review.

Accessibility and Design

The layout of the study text is clean and reader-friendly, with appropriate use of headings, bullet points, and highlighted key terms. The font size and spacing facilitate easy reading, reducing fatigue during long study sessions. The inclusion of summaries and revision checklists enhances the usability for last-minute revision.

Pros and Cons

Pros:

- Comprehensive Coverage: Addresses all syllabus topics thoroughly.
- Clear Explanations: Simplifies complex concepts with accessible language.
- Practical Focus: Uses real-world examples and case studies.
- Exam-Oriented: Incorporates tips, questions, and revision aids.
- User-Friendly Design: Well-structured with visual aids.

Cons:

- Potential for Overload: The extensive content may be daunting for some students.
- Lack of Interactive Content: Being a printed or PDF resource, it lacks interactive features like quizzes or videos.
- Cost: Official study texts can be expensive compared to alternative resources.

Comparison with Other Resources

While the F5 Study Text Performance Management ACCA offers a solid foundation, students often supplement it with online tutorials, practice kits, and revision courses. Compared to free online resources, the official study text provides authoritative, syllabus-aligned content, but may lack interactivity and multimedia features found in digital learning platforms.

Suitability and Recommendations

The F5 Study Text Performance Management ACCA is highly suitable for:

- Students preparing for their first attempt at the exam
- Those who prefer structured, detailed study materials
- Learners aiming for thorough understanding and exam success

It is recommended to complement the study text with past exam papers and mock exams to develop exam technique and time management skills.

Conclusion

The F5 Study Text Performance Management ACCA is a robust and comprehensive resource that effectively supports students through their journey of mastering performance management concepts. Its detailed content, practical approach, and exam-focused features make it a valuable tool for achieving success in the ACCA Performance Management paper. While it requires disciplined self-study and may benefit from supplementary resources, its strengths in clarity, coverage, and usability make it a recommended choice for aspiring management accountants eager to deepen their understanding and excel in their exams.

Question What are the key concepts covered in the F5 Study Text for ACCA's Performance Management (PM) paper? The F5 Study Text for ACCA's Performance Management covers topics such as cost and management accounting techniques, budgeting, variance analysis, performance measurement, and decision-making tools to evaluate and improve organizational performance. How can students effectively utilize the F5 Study Text to prepare for the ACCA Performance Management exam? Students should thoroughly review each chapter, practice end-of-chapter questions, focus on understanding key concepts and formulas, and use past exam

papers to apply their knowledge in exam conditions for effective preparation. What recent updates or changes have been made to the F5 Study Text for ACCA Performance Management? Recent updates typically include alignment with the latest ACCA syllabus, inclusion of new case studies, updated exam techniques, and refreshed examples to reflect current business practices, ensuring students are exam-ready with contemporary content. Which areas in the F5 Study Text do students find most challenging for the ACCA Performance Management exam? Many students find performance measurement techniques, variance analysis, and decision-making tools challenging due to their complexity and the application of multiple concepts in scenario-based questions. Focused revision and practice can help overcome these difficulties. How does the F5 Study Text help in understanding the practical application of performance management tools in real-world businesses? The F5 Study Text includes real-world case studies, practical examples, and scenario-based questions that demonstrate how performance management tools are used in actual business situations, enhancing students' ability to apply theoretical knowledge practically.

Related keywords: F5 study guide, performance management ACCA, ACCA F5 syllabus, exam tips ACCA, financial performance analysis, ACCA F5 revision, performance management techniques, ACCA study materials, exam preparation ACCA, performance metrics F5

Performance Management 2nd Edition Herman Aguinis

Introduction to Performance Management 2nd Edition Herman Aguinis

Performance management 2nd edition Herman Aguinis is a comprehensive guide that has established itself as a vital resource for HR professionals, managers, and academics seeking to understand and implement effective performance management systems. This edition builds upon its predecessor by incorporating the latest research, innovative strategies, and practical tools to enhance organizational performance. Herman Aguinis, a renowned scholar in the field of organizational behavior and HR management, offers insights that bridge theory and practice, making this book essential for anyone aiming to optimize employee performance and organizational success.

Overview of Performance Management

What Is Performance Management?

Performance management refers to the continuous process of identifying, measuring, developing, and maintaining employee performance to meet organizational goals. It involves setting clear expectations, providing feedback, coaching, and reviewing performance outcomes. An effective

performance management system aligns individual objectives with organizational strategy, fostering a culture of accountability and growth.

Key Components of Performance Management

- Goal Setting: Establishing clear, measurable, and achievable objectives.
- Performance Monitoring: Regularly tracking progress toward goals.
- Feedback and Coaching: Providing constructive feedback and guidance.
- Performance Appraisal: Formal evaluation of employee performance.
- Development Planning: Creating pathways for employee growth and skill enhancement.

Why Is Performance Management Critical?

Implementing robust performance management practices can lead to numerous benefits, including:

- Improved employee engagement and motivation
- Enhanced organizational productivity
- Better alignment of individual and organizational goals
- Increased accountability and transparency
- Facilitation of talent development and retention

The Evolution of Performance Management: Insights from Herman Aguinis

Historical Perspective

Herman Aguinis traces the evolution of performance management from traditional appraisal systems to more dynamic, integrated approaches. The 2nd edition emphasizes that modern performance management is not just about annual reviews but encompasses ongoing processes that promote continuous improvement.

Key Themes in the 2nd Edition

- Data-Driven Decision Making: Leveraging analytics to inform performance strategies.
- Technology Integration: Utilizing digital tools for real-time feedback and monitoring.
- Employee Engagement: Fostering a participative approach to performance discussions.
- Diversity and Inclusion: Ensuring performance systems are equitable and unbiased.
- Legal and Ethical Considerations: Maintaining compliance and fairness in performance evaluations.

Core Principles of Performance Management According to Herman Aguinis

Strategic Alignment

Ensuring that performance management processes align with organizational goals and strategies.

Clear Communication

Maintaining transparency and clarity in expectations, feedback, and evaluation criteria.

Continuous Feedback

Moving away from annual reviews to ongoing conversations that facilitate real-time improvements.

Fairness and Objectivity

Implementing unbiased evaluation methods to promote equity and trust.

Development Focus

Prioritizing employee growth and development alongside performance measurement.

Practical Strategies from the 2nd Edition

Implementing Effective Performance Appraisal Systems

Herman Aguinis emphasizes designing appraisal systems that are:

- Reliable: Consistent in measuring performance.
- Valid: Accurately capturing relevant performance dimensions.
- Acceptable: Perceived as fair and legitimate by employees.

Using Technology for Performance Management

Advances in technology enable organizations to:

- Collect real-time performance data
- Facilitate continuous feedback via apps and platforms
- Use dashboards for performance tracking

- Automate administrative tasks to reduce bias

Goal Setting Techniques

Applying SMART (Specific, Measurable, Achievable, Relevant, Time-bound) goals to enhance clarity and motivation.

Coaching and Development

Encouraging managers to adopt coaching approaches that focus on strengths and areas for improvement.

Performance Review Meetings

Structuring discussions to be constructive, goal-oriented, and future-focused.

Challenges in Performance Management and How to Overcome Them

Common Challenges

- Bias and subjectivity in evaluations
- Lack of employee engagement
- Inconsistent application of performance standards
- Resistance to change from traditional methods
- Legal risks related to unfair assessments

Strategies to Address Challenges

- Training managers on unbiased evaluation techniques
- Incorporating multiple sources of feedback (360-degree reviews)
- Promoting a culture of open communication
- Regularly reviewing and updating performance systems
- Ensuring transparency and documentation

The Role of Leadership in Performance Management

Leadership Commitment

Effective performance management requires active support from top management to set the tone

and allocate resources.

Leaders as Coaches

Managers should serve as coaches, motivating employees and fostering development.

Cultivating a Performance-Oriented Culture

Creating an environment that values continuous improvement, accountability, and recognition.

Measuring the Effectiveness of Performance Management Systems

Key Metrics

- Employee performance scores
- Turnover rates
- Employee engagement levels
- Goal achievement rates
- Feedback satisfaction scores

Continuous Improvement

Regularly reviewing performance management practices and making data-informed adjustments to enhance effectiveness.

Future Trends in Performance Management

Emphasis on Personalization

Tailoring performance processes to individual employee needs and preferences.

Integration with Talent Management

Aligning performance management with recruitment, onboarding, learning, and succession planning.

Use of Artificial Intelligence and Analytics

Leveraging AI to identify performance patterns, predict outcomes, and inform decision-making.

Focus on Well-being and Work-Life Balance

Recognizing the importance of employee well-being in overall performance.

Conclusion

Herman Aguinis's performance management 2nd edition provides a thorough, research-backed framework for modern organizations to optimize employee performance. By emphasizing strategic alignment, continuous feedback, technological integration, and fairness, this edition equips HR professionals and managers with the tools needed to create effective, sustainable performance systems. As organizations navigate an increasingly complex and competitive landscape, adopting the principles outlined by Aguinis can lead to improved organizational outcomes, a motivated workforce, and a strong culture of performance excellence.

References

- Aguinis, H. (2019). Performance Management (2nd Edition). Chicago: University of Chicago Press.
- Additional scholarly articles and organizational best practices related to performance management.

About the Author

This article was composed to provide an in-depth overview of Herman Aguinis's Performance Management 2nd Edition, highlighting its core concepts, strategies, and future directions to aid organizations in enhancing their performance practices.

Performance Management 2nd Edition Herman Aguinis is widely regarded as a fundamental resource for understanding the intricacies of effective performance management systems within organizations. This comprehensive guide delves into the core concepts, frameworks, and practical applications that underpin successful performance management strategies. As organizations increasingly recognize the importance of aligning individual performance with overarching business goals, Aguinis's work offers invaluable insights into designing, implementing, and evaluating performance management processes that foster engagement, accountability, and continuous improvement.

Introduction to Performance Management

Performance management is a strategic approach to ensuring that employees' activities and outputs align with the organization's goals. It involves setting clear expectations, monitoring progress, providing feedback, and rewarding achievements. The second edition of Herman Aguinis's Performance Management expands on foundational theories while integrating contemporary

research and emerging trends to equip managers and HR professionals with tools to foster high performance.

Why Performance Management Matters

In an increasingly competitive global economy, organizations must optimize their workforce's productivity to maintain a competitive edge. Effective performance management:

- Enhances employee engagement and motivation
- Clarifies roles and expectations
- Facilitates professional development
- Supports organizational agility and adaptability
- Drives strategic success

Core Concepts in Performance Management 2nd Edition by Herman Aguinis

Aguinis's second edition emphasizes several core principles essential for modern performance management systems:

- Goal Setting and Alignment

Establishing clear, measurable, and achievable goals is fundamental. Goals should be SMART (Specific, Measurable, Achievable, Relevant, Time-bound), facilitating clarity and focus.

- Continuous Feedback and Communication

Moving away from traditional annual reviews, Aguinis advocates for ongoing feedback that fosters real-time improvements and engagement.

- Performance Measurement and Appraisal

Effective measurement relies on valid, reliable, and fair metrics. Aguinis discusses various appraisal methods, emphasizing the importance of combining subjective and objective data.

- Development and Coaching

Performance management is not solely evaluative; it also emphasizes employee growth through coaching, training, and development initiatives.

- Reward and Recognition

Aligning rewards with performance outcomes motivates sustained high performance and reinforces desired behaviors.

Frameworks and Models in the Second Edition

Herman Aguinis introduces several frameworks to operationalize performance management effectively:

The Performance Management Cycle

A cyclical process encompassing:

- Planning: Setting goals and expectations
- Monitoring: Tracking performance progress
- Reviewing: Conducting performance appraisals
- Rewarding: Recognizing achievements
- Developing: Providing feedback for improvement

The Balanced Performance Measurement Framework

Integrates multiple performance dimensions, such as:

- Financial metrics
- Customer satisfaction
- Internal processes
- Learning and growth

This holistic approach ensures a comprehensive view of performance.

Practical Applications and Best Practices

Aguinis offers practical guidance for implementing performance management systems that are fair, effective, and aligned with organizational strategy:

Designing Effective Performance Appraisal Systems

- Use multiple sources of data (360-degree feedback)
- Incorporate self-assessments and peer evaluations
- Focus on behaviors and outcomes, not just traits
- Ensure transparency and clarity in evaluation criteria

Leveraging Technology

- Implement performance management software for tracking and analytics
- Utilize dashboards for real-time performance insights
- Automate feedback and recognition processes

Fostering a Performance Culture

- Promote open communication and trust
- Encourage goal alignment across teams
- Recognize and reward high performers consistently
- Support employee development pathways

Addressing Challenges

- Managing biases in performance ratings
- Ensuring fairness and equity
- Dealing with underperformance constructively
- Maintaining employee motivation during appraisal processes

Emerging Trends in Performance Management (Second Edition Insights)

Herman Aguinis's second edition discusses several trends shaping the future of performance management:

Continuous Performance Management

Replacing traditional annual reviews with ongoing conversations and feedback, fostering agility.

Goal Cascading and Alignment

Ensuring individual goals support broader organizational objectives through clear communication.

Data-Driven Decision Making

Leveraging analytics to inform talent decisions, identify performance patterns, and predict future outcomes.

Employee Development Focus

Prioritizing skill enhancement and career growth as core components of performance management.

Inclusion and Diversity

Designing systems that recognize diverse contributions and mitigate biases.

Critical Analysis: Strengths and Limitations

Strengths

- Comprehensive Coverage: The book covers theoretical foundations and practical applications extensively.
- Research-Backed: Incorporates current research and empirical findings.
- Actionable Frameworks: Provides clear models and tools for implementation.
- Emphasis on Fairness: Addresses biases and fairness issues explicitly.

Limitations

- Complexity: Some concepts may require customization for specific organizational contexts.
- Technological Adaptation: Assumes access to advanced tools, which may not be available to all organizations.
- Implementation Challenges: Transitioning from traditional to modern systems can face resistance.

Conclusion: The Relevance of Herman Aguinis's Performance Management in Today's Workplace

The second edition of Herman Aguinis's Performance Management is a vital resource for HR professionals, managers, and organizational leaders aiming to develop robust performance systems. Its emphasis on evidence-based practices, coupled with practical frameworks, makes it a go-to guide for navigating the complexities of performance appraisal, employee development, and

strategic alignment.

In a rapidly evolving work environment characterized by remote work, technological innovation, and diverse talent pools, the principles outlined in Aguinis's work provide a solid foundation. Adopting these practices can lead to more engaged employees, better organizational performance, and a sustainable competitive advantage.

In summary, Performance Management 2nd Edition Herman Aguinis offers a deep understanding of how to design and implement performance management systems that are fair, strategic, and adaptable to change. By integrating research, technology, and best practices, organizations can foster a high-performance culture that drives success now and into the future.

Question What are the key updates introduced in the 2nd edition of 'Performance Management' by Herman Aguinis? The 2nd edition incorporates recent research findings, expanded coverage of technological advancements, new case studies, and updated best practices in performance management to reflect current trends and challenges in the field. **Answer** How does Herman Aguinis define performance management in his book? Herman Aguinis defines performance management as a continuous process of identifying, measuring, and developing employee performance to align with organizational goals and improve overall effectiveness. What are the core components of performance management discussed in the book? The book discusses core components such as goal setting, performance measurement, feedback and coaching, performance appraisal, and development planning. How does 'Performance Management 2nd Edition' address the role of technology and data analytics? The book emphasizes the increasing importance of technology and data analytics in monitoring performance, providing real-time feedback, and making data-driven HR decisions to enhance performance management processes. What practical tools and frameworks does Aguinis provide for performance management? Aguinis offers various frameworks, including goal-setting models like SMART and OKRs, performance appraisal techniques, and strategies for effective feedback and coaching to facilitate better performance outcomes. How does the book approach the topic of fairness and bias in performance evaluations? The book discusses methods to minimize bias, ensure fairness, and implement objective performance appraisal systems, emphasizing the importance of validity and reliability in assessments. What new topics are covered in the second edition that were not in the first? The second edition introduces topics such as the impact of artificial intelligence on performance management, virtual team considerations, diversity and inclusion in evaluations, and contemporary motivational strategies. How can organizations implement the strategies suggested in Aguinis' book effectively? Organizations can implement these strategies by establishing clear performance goals, leveraging technology for continuous feedback, training managers in effective evaluation techniques, and fostering a culture of development and accountability. What is the intended audience for 'Performance Management 2nd Edition'? The book is designed for HR professionals, managers, organizational leaders, students, and academics interested in understanding and applying effective performance management practices. Why is 'Performance Management' by

Herman Aguinis considered a foundational text in the field? It is considered foundational due to its comprehensive coverage of theories, evidence-based practices, practical frameworks, and its emphasis on aligning performance management with organizational strategy and human behavior.

Related keywords: performance management, Herman Aguinis, 2nd edition, employee performance, performance appraisal, talent management, organizational performance, performance measurement, human resources, management strategies

Read the full article online: [PERFORMANCE MANAGEMENT 2ND EDITION HERMAN AGUINIS](#)