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process that happens
step by step to realize
a performance
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successfully. In
literature can be
found different models
to apply MBO,
according to Wehrich
(2000) MBO has
probably survived as
an effective
managerial approach
because it has

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changed, grown, and developed. Management by objective consists of four steps: goal ...

Using Management by Objectives as a performance appraisal ...

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about manager's style and performance. In a field study of 238 corporate managers, upward feedback had a positive impact on the performance of low to moderate performers (Smither et al., 1995).

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Dessler, Gary. (2011).
Human Resource
Management: Global
Edition. Pearson
Higher Education
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(2012) Pengaruh
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