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Backfire And What To Do Instead By Mary Jenkins,
Tom Coens**

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Coens, T., & Jenkins, M. (2000). Abolishing performance appraisals: Why they backfire and what to do instead. San Francisco: Berrett-Koehler Publishers.

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Coens and Jenkins argue instead that appraisals do not accomplish what they are supposed to and that, in fact, they are counterproductive.

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