

## KEY ELEMENTS OF MBO:

- Goal specificity
- Participative decision making
- An explicit performance/evaluation period
- Feedback



# **Making Mbo R Work**

**Arthur C. Beck, Ellis D. Hillmar**



## **Making Mbo R Work:**

Making MBO/R Work Arthur C. Beck, Ellis D. Hillmar, 1978      *Productivity and the Quality of Working Life* United States Civil Service Commission. Library, 1978      Military Chaplains' Review ,1981      **Personnel Literature** United States. Office of Personnel Management. Library, United States Civil Service Commission. Library, 1977      Management by Objectives and Results Stephen J. Knezevich, AASA National Academy for School Executives, American Association of School Administrators, 1973      **Hospital & Health Services Administration** ,1976      **Management by Objectives** Gerard Lucien Rossy, 1979      Macro-level Interventions and Change-agent Strategies Robert T. Golembiewski, 1979      **MBO II** George S. Odiorne, 1979 Abstract The evolution growth and implementation of management by objectives MBO as a broad managerial plan rather than merely a performance appraisal system is documented through 20 years of research and experience MBO is an effort to simplify the managerial process through identifying the goals of an organization by distributing responsibility to assure a combined effort to reach those goals and by selecting a managerial behavior best calculated to achieve the goals Specific MBO applications include the systems approach goal setting techniques effects on subsystems and implementation and continuing operation Consideration is given to innovative thinking performance measurement different types of goals routine emergency creative personal budgeting and discipline Several case studies illustrate the practical applications of the theories discussed and provide the basis for speculation on the future of MBO

**Readings in Management** ,1980      American Book Publishing Record R.R. Bowker Company, 1978      *The Publishers' Trade List Annual* ,1887      **The Business Quarterly** ,1973      **The British Library General Catalogue of Printed Books 1976 to 1982** British Library, 1983      **The British National Bibliography** Arthur James Wells, 1968      *Public Affairs Information Service Bulletin* ,1975      *The Dimensions of Public Administration* ,1979      **Harvard Business School Bulletin** ,1981      *Industrial and Labor Relations Review* ,1977      *The Personnel Administrator* ,1981

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