

RETHINKING PERFORMANCE MANAGEMENT: A BEHAVIOR- BASED PERSPECTIVE

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Abstract:

In a turbulent economic and social environment, understanding the drivers of individual and organizational performance has become paramount. This research emphasizes the centrality of human behavior as the major determinant of performance outcomes. Drawing on the main assumptions underpinning organizational behavior, applied psychology and human resource development literature, this research provides a thorough analysis of the concept of behavior, its antecedents and consequences, and addresses potential implications for performance management. Specific guiding principles are suggested to lay the foundations of behavior-based performance management systems that recognize the role of behavior in predicting performance and link human-oriented investments to organizational effectiveness.

Keywords: attitude, behavior, intention, performance management, personality