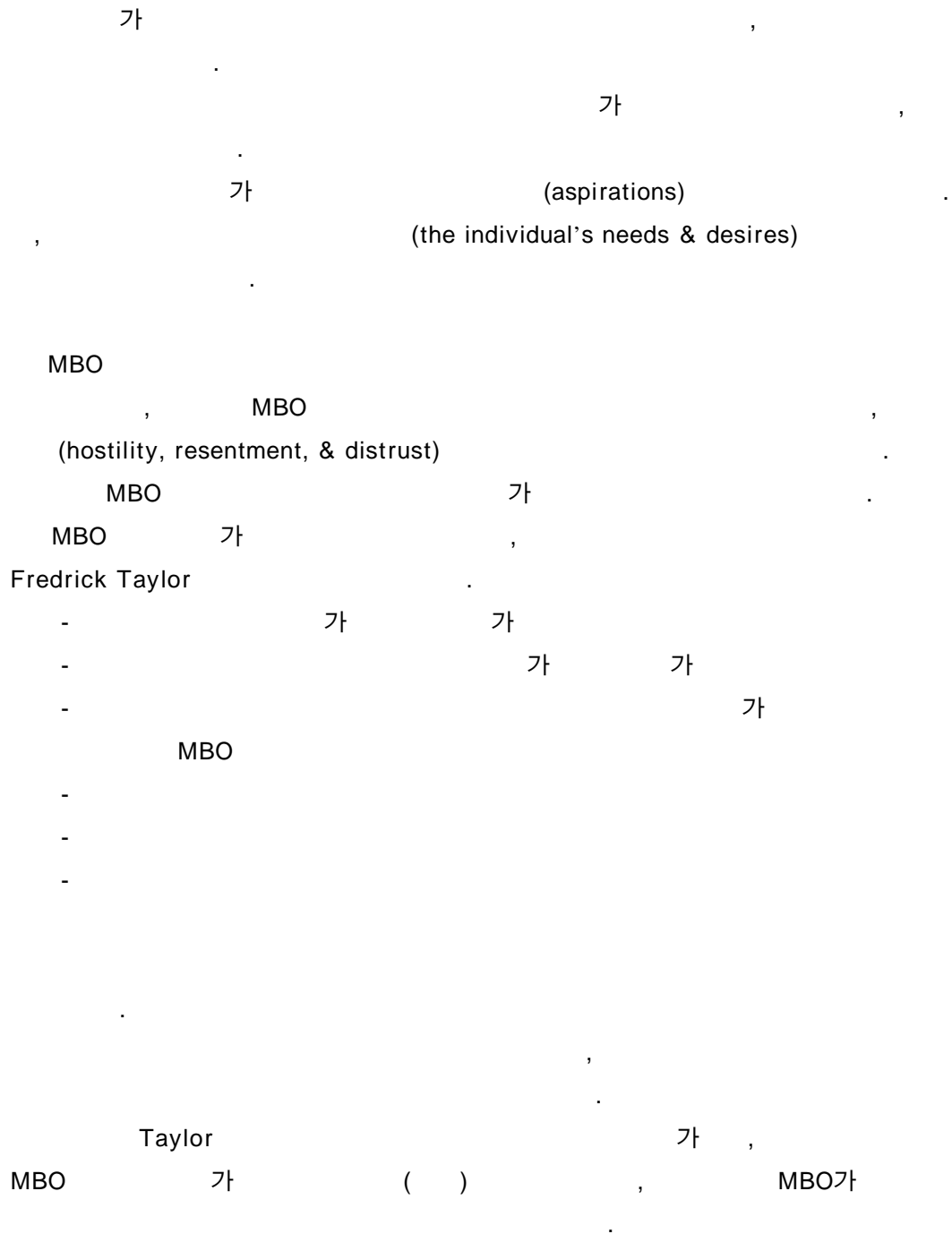


(MBO)

1.



2. MBO가

MBO가 全人 (the whole human point)

MBO , ,

- , (ROI), , ,

- 가 가

가

- ,

- (a piece of

the organizational action or improvement of specific statistics)

-

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- ,

, ,

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- ,

-

- MBO

, 2가 .

- 가 (food reward) 가

.

MBO

가 .

, MBO 가

() .

, ,

가
가
(increasing) ,

3. MBO

MBO 3

1) Motivational Assessment

MBO 가
(to the extent)가
,
(expresses the conviction that people are pasties to be driven, urged,
and manipulated)

- (fosters a genuine
partnership between employee and organization, in which each has some influence
over the other)

- 가 , 가
- 가 (compensation), (bonuses)
 -
 - ,

- 가
- ,
 -

- 가
 , 가
 .
 - “ (reward) ?” :

- : , -
 -
 가

(exhortation & inspiration) /

2) Group Action

- 가 (objectives & appraisal program)
- (group goal setting)
- (group definition of individual & group tasks)
- 가(group appraisal of its accomplishments)
- 가

가(group appraisal of each individual member's contribution to the group effort<without basing compensation on that appraisal>)

- (shared compensation based on the relative success with which group goals are achieved)
(objectives) (goals) .

-

-

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-

? () .

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가

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-

가

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,

(at

the point of action)

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,

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(formulate their collective goals),

,

가

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-

가 Pay

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-

,

Salaries

,

(return) , 가

(

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가

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3) Appraisal of Appraisers

MBO 가 가

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- 가 , 가

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- 가 , 가

가 , 가

가 가

(the superior)

- (task accomplishment & managerial growth)

(relationship) .

(objectives) . (personal & occupational

goals) , 가 (corporate goals)

·

- ()

가 , ,

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가 , 가

가 ,

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가 가 .

- 가 , / (guidance)

·

- 가 가 ,

·

가 ,

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- 가

< > HBR, 2003. 1

Management by Whose Objectives?

By Harry Levinson