
Case Study 3 - Discussion Questions¹

Performance Management at Vitality Health Enterprises, Inc.

Instructions: For each of the following questions, respond in 2 – 3 sentences. Submit your responses via Canvas before the start of class on the due date. The objective of this assignment is to facilitate your understanding and analysis of the case study prior to class. This preparation will enable you to better engage in class conversation and will enrich the overall quality of group discussion. (You will receive full points for thorough yet succinct responses, partial credit for incomplete responses, and zero credit for non-completion.)

1. Who should evaluate employees' performance? Why?

While there can be multiple answers for this question, depending on one's point of view, an important element is that employees should be evaluated by those who can actually see their performance (e.g., team members, team leaders, line supervisors, managers). A second important element is that those who are evaluating should also be trained on the performance standards and criteria.

2. What should leaders do when (individual, team, organization) performance is lacking?

When individual, team, org performance is lacking, leaders need to look at where the gaps in performance lie and what the root causes could be.

3. Should the new performance review system at Vitality Health be revised? What changes would you recommend to the new performance management system? How should the changes be implemented? Carefully consider the consequences of your recommendations.

4. Is the revised performance management system better than the system it replaced? In what ways? In what ways is it worse?

Several improvements: 1) The relative PM system allows for gre

ater differentiation between employees. 2) It forces managers to distinguish among employees. 3) Underperforming divisions are less likely to be filled with "overperforming" employees. 4) Performance reviews are no longer biased by environmental factors (e.g., economy).

Case Study Questions And Answers For Physiology

**Ehrman, Jonathan, Gordon, Paul, Visich,
Paul, Keteyian, Steven**

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Elsevier's Case Study Practice Review for the Next Generation NCLEX (NGN) - E-Book Kara Sealock,2025-05-22

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Oxygenation Lisa Kennedy Sheldon,2008 This book assists nurses and nursing students in the development of individualized nursing care plans that incorporate the facts surrounding the concept of oxygenation Pullouts of key terms and facts reinforce the important aspects of the respiratory and cardiovascular systems Topics covered throughout this text include anatomy physiology assessment and management of the respiratory system and cardiovascular system common interventions to improve oxygenation and the role of the hematological system in oxygen transport Arising from real life patients the text features case studies as an opportunity for students and health professionals to incorporate the important facts and concepts when thinking about individual patients Book Jacket

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Questions and Answers for Nurses Virginia Kelley,1929

Medical Terminology: An Illustrated Guide Barbara Janson Cohen, Shirley A Jones,2020-02-04 Medical Terminology An Illustrated Guide Ninth Edition helps readers develop a fundamental knowledge of the medical terminology necessary for a career in any health care setting

Anthony's Textbook of Anatomy & Physiology Gary A.

Thibodeau, Kevin T. Patton,2003 Anatomy it focuses on concepts rather than just descriptions to help students unify information Critical thinking learning opportunities are integrated throughout The text uses a big picture theme of body function and also explains the body s homeostatic regulation Many pedagogical features and hundreds of 4 color illustrations enhance the narrative New illustrations have been added to the 5th edition Revised Career Choices boxes and each unit and current topics such as anthrax and the human genome project are addressed in feature boxes New and updated artwork illustrates the most current scientific knowledge Current topics e g anthrax smallpox human genome project are addressed in feature boxes Completely revised Career Choices boxes end each unit Completely revised critical thinking and review questions in each chapter actively engage students and challenge their reasoning skills

Embryology Review; 1,141

Multiple Choice Questions and Referenced Answers William Kenneth Metcalf,1974

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