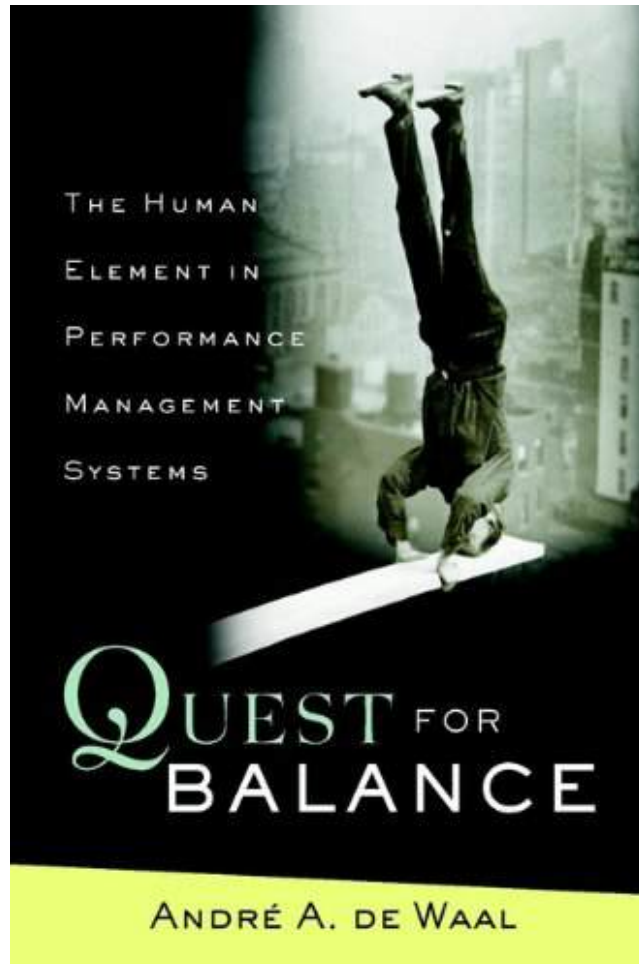


# Quest for Balance: The Human Element in Performance Management Systems

By *André A. de Waal*

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