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Performance Management Dr. Herman Aguinis (<http://www.cudenver.edu/~haguinis>) Dr. Aguinis is the Mehalchin Term Professor of Management in the Business School at the University of Colorado at Denver, USA. He has been a visiting scholar at universities in the People's Republic of China (Beijing and Hong Kong),

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Aguinis (2013) defines two methods — 1) judgmental and 2) mechanical — for reaching an overall score and states that the mechanical approach is preferable in most cases, particularly if performance objectives are not weighted. review Case Study 6-2: Judgmental and Mechanical Methods of Assigning Overall Performance Score at The Daily Planet.

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