



MBO

Management By Objectives (MBO)/Goal setting approach/Work planning and review/Mgmt by results

-By Peter Drucker

To make MBO goal and objective setting more effective, **Drucker** used the **SMART Goals**

He said that goals and objectives must be:

- Specific**
- Measurable**
- Agreed (relating to the participative management principle)**
- Realistic**
- Time related**

•**MBO is a participative and democratic style of management.**

Making Mbo R Work

Yi-Tong Ma



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