

SCIENTIFIC PUBLICATIONS - André A. de WAAL, Msc MBA PhD

| <u>Title</u> | <u>Publisher</u> | <u>No.</u> | <u>Author(s)</u> |
|---|--|-------------------|----------------------------|
| 1. The role of behavioral factors in the successful implementation and use of performance management systems (<i>PhD-thesis</i>) <i>Entrant in the best PhD-thesis competition</i> | Vrije Universiteit Amsterdam | 2002/4 | De Waal |
| 2. The role of behavioral factors in the successful implementation and use of performance management systems <i>Winner of the Highly Commended Paper award at the Third International Performance Measurement & Management Conference, Boston, July 2002</i> | Performance Measurement and Management: Research and Action (Neely, Walters & Austin, ed.) | 2002 | De Waal |
| 3. The power of world-class performance management: use it! | Measuring Business Excellence | 2002/10 | De Waal |
| 4. Behavioral factors important for the successful implementation and use of performance management systems | Management Decision | 2003/vol. 41, 8 | De Waal |
| 5. Stimulating performance-driven behaviour to obtain better results | International Journal of Productivity and Performance Management | 2004/july | De Waal |
| 6. Performance-driven behaviour: a cross-country comparison | Performance Measurement and Management: Public and Private (Neely, Walters & Austin, ed.) | 2004/7 | De Waal, Radnor, Akhmetova |
| 7. Performance management in Dutch Government: overview and developments | Performance Measurement and Management:(Neely, Walters & Austin, ed.) | 2004/7 | De Waal, Kerklaan |
| 8. Building trust in performance management, the case of a mining company in Zimbabwe | 20 th Strategic Human Resource Management Workshop | 2005/4 | De Waal, Nhemachena |
| 9. Is your organisation ready for beyond budgeting? | Measuring Business Excellence | 2005/6 | De Waal |
| 10. The characteristics of a high performance organization | BAM | 2005 | De Waal |
| 11. The role of behavioral factors and national cultures in creating effective performance management systems | MsM Partner conference | 2005/7 | De Waal |
| 12. Performance management analysis: a case study at a Dutch municipality | International Journal of Productivity and Performance Management | 2006/1 | De Waal, Gerritsen |
| 13. The impact of performance driven behaviour on organizational results | EURAM Oslo | 2006/may | De Waal |
| 14. Management control within a multicultural international environment | MsM Partner conference | 2006/7 | De Waal, De Boer |
| 15. Lessons learned from the balanced scorecard | PMA 2006 | 2006/7 | De Waal, Counet |
| 16. The characteristics of high performance organisations | PMA 2006 | 2006/7 | De Waal |
| 17. The role of behavioral factors and national cultures in creating effective performance management systems | Systemic Practice and Action Research | 2006/no. 3 | De Waal |
| 18. The Balanced Scorecard as a performance management model and the feasibility of its application in Ethiopia's state-owned enterprises | Ethiopian Journal of Business & Development | 2006/April | Mindaye, De Waal |
| 19. Building employee trust in performance management | International Journal of Organisational Behaviour | 2006/vol. 11 | De Waal, Nhemachena |
| 20. The characteristics of a high performance organisation | Business Strategy Series | 2007/vol. 8 no. 3 | De Waal |
| 21. Strategic Performance Management. A managerial and behavioural approach (<i>book</i>) | Palgrave MacMillan | 2007 | De Waal |
| 22. Is performance management applicable in developing countries? | International Journal of Emerging Markets | 2007/01 | De Waal |
| 23. To change or not to change the budgeting process ... that's a tough question | EURAM Paris 2007 | May 2007 | De Waal, Hermkens |

| <u>Title</u> | <u>Publisher</u> | <u>No.</u> | <u>Author(s)</u> |
|--|---|-------------------------|---------------------------------------|
| 24. The effect of performance management on the organizational results of a bank <i>Winner of the Highly Commended Paper Award 2008</i> | International Journal of Productivity and Performance Management | August 2007 | De Waal, Coevert |
| 25. Performance-related pay in the home furnishing business: any chance of success? | Nice 2007 | September 2007 | Roobol, Waal |
| 26. How does the current corporate governance climate influence internal stakeholder trust within AEX companies: a top management perspective | Trust Conference Amsterdam | 2007/11 | Burgmans, De Waal |
| 27. Building employee trust in performance management | Building Employee Trust | 2007 | De Waal, Nhemachena |
| 28. What really counts in a HPO | PMA workshop IMD Lausanne | 2008/1 | De Waal |
| 29. The secret of high performance organizations | Management Online REview | 2008, april | De Waal |
| 30. High performance organizations in the Vietnamese banking industry | EURAM 2008 Servia | 2008/5 | De Waal, Hai, Vu |
| 31. High performance in Asia: the case of Nabil Bank | MsM Partner Conference 2008 | 2008, july | De Waal |
| 32. The relation between corporate social responsibility and the high performance organizations framework: the case of mining multinationals in Peru | BAM 2008 | 2008, sept. Orcotoma | De Waal, |
| 33. High performance and the Dutch public sector: evaluating the public service reform memorandum | ARCA 2008 conference | 2008, sept. | De Waal |
| 34. Strategic performance management and creative Industry | International Journal of Foresight and Innovation Policy | 2009/1-2-3 | Kourit, Nijkamp, De Waal |
| 35. A performance management readiness review framework for governmental service providers | PMA Conference 2009 | 2009, April 14-17 | De Waal, Kerklaan |
| 36. Performance driven behaviour as the key to improved organizational performance | PMA Conference 2009 | 2009, April 14-17 | De Waal |
| 37. Strategic performance management in practice: advantages, disadvantages and reasons for use | PMA Conference 2009 | 2009, April 14-17 | Kourtit, De Waal |
| 38. Lessons learned from performance management systems implementations | International Journal of Productivity and Performance Management | 2009, vol. 58 | De Waal, Counet |
| 39. Working on high performance in Tanzania: the case of Iringa University College | International Management Development Research Yearbook | 2009 | De Waal, Chachage |
| 40. Working on high performance in the diamond industry value chain | International Management Development Research Yearbook | 2009 | De Waal, Orij, Zevenbergen, Rosman |
| 41. Working on high performance in Asia: the case of Nabil Bank | Measuring Business Excellence | 2009, no. 3 | De Waal, Frijns |
| 42. High performance in Vietnam: the case of the Vietnamese banking industry | Journal of Transnational Management | 2009, no. 3 | De Waal, Duong, Ton |
| 43. Achieving high performance in the public sector: what needs to be done? | IPA Conference Riyadh | 2009 | De Waal |
| 44. The relationship between the level of completeness of a strategic management system and perceived advantages and disadvantages | International Journal of Operations & Production Management | 2009, no. 12 | De Waal, Kourit, Nijkamp |
| 45. Performance driven behaviour as the key to improved organisational performance | Measuring Business Excellence | 2010, no. 3 | De Waal |
| 46. A performance management readiness review framework for governmental service providers | Business Horizons | 2010 | De Waal, Kerklaan |
| 47. The applicability of the HPO framework in Dutch soccer clubs | EURAM 2010 Conference Rome | | De Waal, Vd Veer |
| 48. Achieving high performance in the public sector: what needs to be done? | Public Performance & Management Review | 2010, no. 1 | De Waal |
| 49. Studying performance management in Iran | Journal of Transnational Management | 2010, vol.15, is. 3 | Hafizi, Rahbar, |
| 50. The role of knowledge management in creating and sustaining HPOs: the case of financial institutions in Uganda | World Journal of Entrepreneurship, Management and Sustainable Development | 2010, vol. 6, no. 4 | Bagorogoza, De Waal |

| <u>Title</u> | <u>Publisher</u> | <u>No.</u> | <u>Author(s)</u> |
|---|---|----------------------|--|
| 51. Longitudinal research into factors of high performance: the follow-up case of Nabil Bank <i>Winner of the Outstanding Paper Award 2012</i> | Measuring Business Excellence | 2011, no. 1 | De Waal, Frijns |
| 52. Applicability of the high-performance organisation framework at an East African university | International Journal of Emerging Markets | 2011, vol. 6, no. 2 | De Waal, Chachage |
| 53. Does the application of corporate social responsibility support a high performance organization achieve better results? The case of mining multinationals in Peru | Int. J. Sustainable Management | 2011, vol. 3 | De Waal, Orcotoma |
| 54. Creating high performance organisations: the determinant factors | British Academy of Management 2011 Conference | 2011 | De Waal |
| 55. Strategy Matters only a Bit. | Proceedings of the Annual International Conference on Business Strategy and Organizational Behaviour (BizStrategy 2011) | 2011 | De Waal |
| 56. Servant leadership: een idealistische filosofie of de sleutel tot de high performance organisatie | M&O Year book | 2011 | De Waal, Sivro |
| 57. Servant leadership: een idealistische filosofie of de sleutel tot de high performance organisatie | M&O | 2011, no. 4 | De Waal, Sivro |
| 58. Impact of performance management on a non-profit organization | International Journal of Productivity and Performance Management | 2011, no. 8 | De Waal, Gerardts, Goedegebuure |
| 59. Applicability of the high performance organizations Framework in Central Africa: the case of Rwanda's MINALOC | MsM 1 st Annual Research Conference | 2011 | De Waal, Frijns |
| 60. Improving organisational performance through knowledge management, the case of financial institutions in Uganda | MsM 1 st Annual Research Conference | 2011 | Bagorogoza, De Waal, vd Herik, vdWalle |
| 61. The evolutionary adoption framework: explaining the budgeting paradox <i>Winner of the Highly Commended Paper Award 2012</i> | Journal of Accounting & Organizational Change | 2011, no. 4 | De Waal, Hermkens-Janssen, Van de Ven |
| 62. Determinant factors for high performance in the temping industry | Problems and Perspectives in Management | 2011, no. 4 | De Waal, Meingast |
| 63. Characteristics of Dutch high performing managers | Leadership & Organization Development Journal | 2012, vol. 33, no. 2 | De Waal, Vd Heijden Selvarajah, Meyer |
| 64. Applicability of the High Performance Organization Framework in the Middle East: the case of Palestine Polytechnic University | International Conference on Excellence in Business, Sharjah (UAE) | 2012, May | De Waal, Sultan |
| 65. The applicability of the high performance organizations framework in Dutch soccer clubs | Problems and Perspectives in Management | 2012, no. 3 | De Waal, Vd Veer, Spek |
| 66. Characteristics of high performance organisations | Journal of Management Research | 2012, no. 4 | De Waal |
| 67. Developing a scale for measuring high performance partnerships | British Academy of Management 2012 Conference | 2012 | De Waal, Goedegebuure, Hinfelaar |
| 68. Applicability of the High Performance Organization Framework in the Middle East: the case of Palestine Polytechnic University | Education, Business & Society: Contemporary Middle Eastern Issues | 2012, no. 3 | De Waal, Sultan |
| 69. Applying the High-Performance Organization Framework to a Multinational Retailer | Global Business and Organizational Excellence | 2012 | De Waal |
| 70. Does quality matter in a high-performance organization? | The Journal for Quality & Participation | 2012, October | De Waal |
| 71. Is the high performance organization framework suitable for Thai organizations? <i>Winner Best Paper award</i> | BAI 2013 International Conference on Business and Information | 2013 | De Waal, Akaraborworn |
| 72. The bonus as hygiene factor: the role of reward systems in the high performance organization | Evidence-based HRM: a Global Forum for Empirical Scholarship | 2013, no.1 | De Waal, Jansen |

| <u>Title</u> | <u>Publisher</u> | <u>No.</u> | <u>Author(s)</u> |
|---|---|------------------------|---|
| 73. Evergreens of Excellence | Journal of Management History | 2013, no 2 | De Waal |
| 74. Performance measurement and management in practice: advantages, disadvantages and reasons for use | International Journal of Productivity and Performance Management | 2013, no. 5 | Waal, Kourtit |
| 75. Working on high performance in the Philippines: the case of NEH | Global Business and Organizational Excellence | 2013, vol.32, no 5 | De Waal, De Haas |
| 76. Effects of culture on the perception of South African and Tanzanian business students on high performance organizations | EURAM 2013 Conference | 2013, June | De Waal, Chipeta |
| 77. The HPO framework: mediator of knowledge management and competitiveness in the Financial Services | International Academy of African Business and Development 14 th Annual Conference, Ghana | 2013, May | Bagorogoza, Waal, Herik, Walle, Honyenuga |
| 78. Developing an evidence-based management approach for creating high performing higher education institutions | MSM 3 rd Annual Conference | 2013 | De Waal, Kerklaan |
| 79. Is the high performance organization framework suitable for Thai organizations? | Measuring Business Excellence | 2013, vol.17, no.4 | De Waal, Akaraborworn |
| 80. A critical assessment of the high-performance in the framework Ugandan finance sector | Botswana Journal of Business | 2013, vol.6, no.1 | Bagorogoza, Waal, Herik, Walle |
| 81. Applicability of the high performance organization framework in the diamond industry value chain | Journal of Strategy and Management | 2014, vol.7, no.1 | De Waal, Orij, Rosman, Zevenbergen |
| 82. Applicability of the HPO Framework in a subsidiary of a multinational: the case of Hoyer Global Transport | International Journal of Management Cases | 2014, issue 1 | Waal, Frijns |
| 83. The role of performance management in the high performance organisation | PMA 2014 Conference, Aarhus | 2014 | De Waal, Vd Heijden |
| 84. Achieving High Performance in the United Arab Emirates: The Case of biz-group | Global Business and Organizational Excellence | 2014, no 5 | De Waal, Frijns, Mroueh |
| 85. Adapting the high performance organization framework to the Thai context | Measuring Business Excellence | 2014, 18, 2 | De Waal, Goedegebuure, Akaraborworn |
| 86. Assessing the compatibility of management behavior and entrepreneurial orientation | Problems and Perspectives in Management | 2014, is. 3 | Goedegebuure, De Waal |
| 87. Applying evidence-based HRM: the case of bonuses in the home furnishing industry | Evidence-based HRM: a Global Forum for Empirical Scholarship | 2014, no. 2 | De Waal, Roobol |
| 88. Key determinants of effective partnerships: the case of partnerships between lead firms and farmers in pineapple value chains in Uganda and Kenya | Journal of Transnational Management | 2014, vol.19 | Goedegebuure, De Waal, Ssejumba |
| 89. Creating high performance governmental organizations in Zambia | African Journal of Business and Economic Research | 2014, no. 2&3 | De Waal, Goedegebuure, Mulembika |
| 90. From crisis to all-time high performance: using the HPO Framework to improve customer relations at Ziggo | Global Business and Organizational Excellence | 2015, no. 1 | Waal, Mooijman, Ferment |
| 91. Influence of culture on priority-setting of high performance activities | Journal of Strategy and Management | 2015, no. 1 | De Waal, Chipeta |
| 92. Developing a scale for measuring high performance partnerships | Journal of Strategy and Management | 2015, no. 1 | De Waal, Goedegebuure, Hinfelaar |
| 93. The role of performance management in creating and maintaining high performance organizations | Journal of Organization Design | 2015, no. 4 | Waal, Heijden |
| 94. Two profiles of the Dutch high performing employee | European Journal of Training and Development | 2015, is. 7 | Waal, Oudshoorn |
| 95. Comparing Dutch and British high performing managers | Journal of Management & Organization | 2015, vol. 22, issue 5 | De Waal, Vd Heijden Selvarajah, Meyer |
| 96. Reforms in public sector management: a relevant issue for the citizens of Zambia? | African Journal of Management Research | 2015 | Mulimbika, Waal, Goedegebuure |

| <u>Title</u> | <u>Publisher</u> | <u>No.</u> | <u>Author(s)</u> |
|---|--|-------------------|-------------------------|
| 97. Developing an evidence-based management approach for creating high performing higher education institutions | Academy of Educational Leadership Journal | 2015, no. 3 | De Waal, Kerklaan |
| 98. Analysing high performance in the manufacturing industry: the case of WP Haton | International Journal of Management Cases | 2016, is. 3 | Waal |
| 99. HPO Model + HPO Framework = organizational improvement for a European multinational | Global Business & Excellence | 2016, July/Aug | Waal, Hanna |
| 100. Creating High Performance Partnerships in Asia: the case of NEH the Philippines | EURAM 2016 Conference Paris | 2016 | Waal, Haas |
| 101. Longitudinal research into the effects of the high performance organisation framework: the case of NEH the Philippines | PMA 2016 Conference Edinburgh | 2016 | Waal, Haas |
| 102. Does Investors in People affect organizational performance: a relevant question? | Employee Relations | 2016, is. 5 | Waal |
| 103. The influence of the UAE context on management practices in UAE business | International Journal of Islamic and Middle Eastern Finance and Management | 2016, is. 2 | Waal, Frijns |