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## **HOW TO FOSTER THE WELL-BEING OF POLICE OFFICERS: The role of the employee performance management system**

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### **Highlights**

- Whereas previous studies found negative effects on employee well-being by performance planning or evaluation individually, this study indicates the positive effect of the combination of both practices.
- The study finds that performance evaluation should be preceded and combined by performance planning in order to engender employee well-being.
- The relationship between the employee performance management system and well-being is explained by the satisfaction with the system.

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