

THE GRADUATE COLLEGE  
WESTERN MICHIGAN UNIVERSITY  
KALAMAZOO, MICHIGAN

Date December 14, 1998

WE HEREBY APPROVE THE DISSERTATION SUBMITTED BY

Timothy V. Nolan

ENTITLED THE EFFECTS OF A COMBINATION OF FEEDBACK, GOALS, AND  
CONSEQUENCES ON THE PERFORMANCE OF FOUR SMALL BUSINESSES

AS PARTIAL FULFILLMENT OF THE REQUIREMENTS FOR THE

DEGREE OF Doctor of Philosophy

Psychology  
(Department)

Dale M. Britton  
Dissertation Review Committee Chair

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Date April 1999