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These results therefore suggest that the 'top-down' approach to the development of indicators is more appropriate than the 'bottom-up' approach. However, the 'top-down' approach is not without its limitations. It is often difficult to identify the indicators that are most relevant to the policy objectives of a particular organization. It is also difficult to ensure that the indicators are relevant to the needs of the organization and its stakeholders. Finally, the 'top-down' approach is often criticized for being too rigid and inflexible. It is therefore important to consider the strengths and weaknesses of both approaches and to develop a hybrid approach that combines the best of both worlds.

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