

Performance Measurement

Building Theory,
Improving Practice



An ASPA Classics Volume

Edited by

Patria de Lancer Julnes and Marc Holzer

Performance Measurement Building Theory Improving Practice Aspa Classics Series

Yan Bai



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Performance-Based Management Systems Patria de Lancer Julnes,2017-09-29 Expectations for performance management systems continue to grow in the public sector Yet few administrators know how to effectively implement and sustain these systems Performance Based

Management Systems Effective Implementation and Maintenance supports practical efforts to build and maintain performance management systems in public organizations explaining obstacles to measurement efforts and providing guidance on how to overcome them The book begins by exploring performance measurement as a key element of performance based management systems It discusses its legacy and its limitations and offers competing explanations of the factors that constrain its effective use Next it focuses on building theory in support of practice through a mixed methods approach It examines research reconciling the conflicting explanations for the lack of proper use of performance measurement information Then it offers new insights for developing a context sensitive model of performance measurement that can lead to effective practices The third part develops these insights into a pragmatic model of performance based management It provides a realistic explanation of the contributions of performance measurement and gives advice derived from current practice The author concludes by highlighting the rationale methods and findings of two studies that served as the foundation for this book She also provides final suggestions of how to move practice and theory forward This volume explains why performance measurement is not more widely used in the public sector and explores how implementation of performance measurement can be improved with insights gained from extant literature on public policy organizational politics and culture and knowledge utilization Mastery of this material will enable practitioners to understand how to effectively implement policies that will positively impact their organizations and their employees

Shared Services and Municipal Consolidation Marc Holzer, John Fry, 2011 Local government is struggling to continue delivering efficient and effective public services using traditional municipal service delivery structures In this book an internationally renowned academic and a local practitioner combine insights and experiences to aid stakeholders in assessing public service delivery alternatives The authors align the characteristics of each municipal service with the advantages and disadvantages of alternative service delivery mechanisms P 4 of cover

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Forthcoming Books

Rose Arny, 2002 NICEM Update of Nonbook Media National Information Center for Educational Media, 1978

Performance Measurement Andy D. Neely, Daniel B. Waggoner, 1998 Performance Measurement, 2001

Performance Measurement and Theory Frank Landy, Sheldon Zedeck, Jeanette Cleveland, 2017-06-26 In this volume first published in 1983 the editors aim to achieve an understanding of performance from a variety of theoretical perspectives The papers in this volume will not only spur further research but will also provide an opportunity for some careful considerations of how performance is measured in various applied settings The book is divided into four major areas intraindividual issues interdividual organizational dynamics methodology and philosophies This title will be of interest to students of business studies psychology and human resource management

Handbook of Improving Performance in the Workplace, Measurement and Evaluation James L. Moseley, Joan C. Dessinger, 2009-12-09 HANDBOOK of IMPROVING PERFORMANCE IN THE WORKPLACE Volume 3 Measurement and Evaluation Volume Three of the Handbook

of Improving Performance in the Workplace focuses on Measurement and Evaluation and represents an invaluable addition to the literature that supports the field and practice of Instructional Systems Design With contributions from leading national scholars and practitioners this volume is filled with information on time tested theories leading edge research developments and applications and provides a comprehensive review of the most pertinent information available on critical topics including Measuring and Evaluating Learning and Performance Designing Evaluation Qualitative and Quantitative Performance Measurements Evidence based Performance Measurements Analyzing Data Planning Performance Measurement and Evaluation Strategies for Implementation Business Evaluation Strategy Measurement and Evaluation in Non Profit Sectors among many others It also contains illustrative case studies and performance support tools Sponsored by International Society for Performance Improvement ISPI the Handbook of Improving Performance in the Workplace three volume reference covers three core areas of interest including Instructional Design and Training Delivery Selecting and Implementing Performance Interventions and Measurement and Evaluation *Performance Measurement*, 2008 *The Basics of Performance Measurement* Jerry L. Harbour, 2017-08-15 You can't understand manage or improve what you don't measure While every smart executive now knows the truth of those words perhaps more so than anyone it was Jerry Harbour who turned that adage into a science Originally published in 1997 The Basics of Performance Measurement helped pioneer the science of performance measurement and continues **The Theory and Practice of Performance Measurement** Pietro Micheli, Luca Mari, 2013 This paper builds on principles and techniques developed in measurement science as currently understood in physical sciences and engineering to improve the theory and practice of performance measurement To do so it firstly discusses three fundamental positions on measurement characterized as metaphysical anti metaphysical and relativistic Subsequently it lays the foundations of a pragmatic epistemology of measurement in both physical and social sciences Finally these insights are integrated through the examination of possible advances in both the theory and practice of performance measurement in organizations *Performance Measurement* Winston Bennett, Charles E. Lance, David J. Woehr, 2014-02-04 Over the course of the past few years teaching research and practice has underscored the importance of performance measurement and criterion development as topics of great interest considerable debate and some misunderstanding It has also become clear that the field needs to address a compendium of research applications and issues Performance Measurement Current Perspectives and Future Challenges brings together internationally recognized leaders in the field and each examines the subject matter in a way that has never been done focusing on the dynamic nature of work and the tremendous demands being placed on assessment and measurement as core organizational activities It also uniquely uses their expertise to provide critical pointers to not only the practical implications of work in the field but also to the new and continuing issues to be addressed and research to be conducted The book will be useful to both scientists and practitioners **Monde d'aujourd'hui** Jacqueline de Bourgoing, 2011 Le monde continent par continent des zooms sur l

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Performance Measurement Andy D. Neely, Daniel B. Waggoner, 1998

Business Performance Measurement Andy Neely, 2002

Measuring and Managing Performance in Organizations

Robert Austin, 2013-07-15 This is the digital version of the printed book Copyright 1996 Based on an award winning doctoral thesis at Carnegie Mellon University *Measuring and Managing Performance in Organizations* presents a captivating analysis of the perils of performance measurement systems In the book's foreword Peopleware authors Tom DeMarco and Timothy Lister rave We believe this is a book that needs to be on the desk of just about anyone who manages anything Because people often react with unanticipated sophistication when they are being measured measurement based management systems can become dysfunctional interfering with achievement of intended results Fortunately as the author shows measurement dysfunction follows a pattern that can be identified and avoided The author's findings are bolstered by interviews with eight recognized experts in the use of measurement to manage computer software development David N Card of Software Productivity Solutions Tom DeMarco of the Atlantic Systems Guild Capers Jones of Software Productivity Research John Musa of AT&T Daniel J Paulish of Siemens Corporate Research Lawrence H Putnam of Quantitative Software Management E O Tilford Sr of Fissure plus the anonymous Expert X A practical model for analyzing measurement projects solidifies the text don't start without it

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