

Organizational Performance: How to Measure & Improve It



Enhancing Organizational Performance

Rensis Likert Associates



Enhancing Organizational Performance:

Enhancing Organizational Performance Committee on Techniques for the Enhancement of Human Performance, Commission on Behavioral and Social Sciences and Education, Division of Behavioral and Social Sciences and Education, National Research Council, 1997-04-16 Total quality management TQM reengineering the workplace of the twenty first century the 1990s have brought a sense of urgency to organizations to change or face stagnation and decline according to Enhancing Organizational Performance Organizations are adopting popular management techniques some scientific some faddish often without introducing them properly or adequately measuring the outcome Enhancing Organizational Performance reviews the most popular current approaches to organizational change total quality management reengineering and downsizing in terms of how they affect organizations and people how performance improvements can be measured and what questions remain to be answered by researchers The committee explores how theory doctrine accepted wisdom and personal experience have all served as sources for organization design Alternative organization structures such as teams specialist networks associations and virtual organizations are examined Enhancing Organizational Performance looks at the influence of the organization s norms values and beliefs its culture on people and their performance identifying cultural levers available to organization leaders And what is leadership The committee sorts through a wealth of research to identify behaviors and skills related to leadership effectiveness The volume examines techniques for developing these skills and suggests new competencies that will become required with globalization and other trends Mergers networks alliances coalitions organizations are increasingly turning to new intra and inter organizational structures Enhancing Organizational Performance discusses how organizations cooperate to maximize outcomes The committee explores the changing missions of the U S Army as a case study that has relevance to any organization Noting that a musical greeting card contains more computing power than existed in the entire world before 1950 the committee addresses the impact of new technologies on performance With examples insights and practical criteria Enhancing Organizational Performance clarifies the nature of organizations and the prospects for performance improvement This book will be important to corporate leaders executives and managers faculty and students in organizational performance and the social sciences business journalists researchers and interested individuals

The Improvement Guide Gerald J. Langley, Ronald D. Moen, Kevin M. Nolan, Thomas W. Nolan, Clifford L. Norman, Lloyd P. Provost, 2009-06-03 This new edition of this bestselling guide offers an integrated approach to process improvement that delivers quick and substantial results in quality and productivity in diverse settings The authors explore their Model for Improvement that worked with international improvement efforts at multinational companies as well as in different industries such as healthcare and public agencies This edition includes new information that shows how to accelerate improvement by spreading changes across multiple sites The book presents a practical tool kit of ideas examples and applications

Enhancing Organizational Performance National Research Council, Division of

Behavioral and Social Sciences and Education, Commission on Behavioral and Social Sciences and Education, Committee on Techniques for the Enhancement of Human Performance, 1997-05-02 Total quality management TQM reengineering the workplace of the twenty first century the 1990s have brought a sense of urgency to organizations to change or face stagnation and decline according to Enhancing Organizational Performance Organizations are adopting popular management techniques some scientific some faddish often without introducing them properly or adequately measuring the outcome Enhancing Organizational Performance reviews the most popular current approaches to organizational change total quality management reengineering and downsizing in terms of how they affect organizations and people how performance improvements can be measured and what questions remain to be answered by researchers The committee explores how theory doctrine accepted wisdom and personal experience have all served as sources for organization design Alternative organization structures such as teams specialist networks associations and virtual organizations are examined Enhancing Organizational Performance looks at the influence of the organization s norms values and beliefs its culture on people and their performance identifying cultural levers available to organization leaders And what is leadership The committee sorts through a wealth of research to identify behaviors and skills related to leadership effectiveness The volume examines techniques for developing these skills and suggests new competencies that will become required with globalization and other trends Mergers networks alliances coalitions organizations are increasingly turning to new intra and inter organizational structures Enhancing Organizational Performance discusses how organizations cooperate to maximize outcomes The committee explores the changing missions of the U S Army as a case study that has relevance to any organization Noting that a musical greeting card contains more computing power than existed in the entire world before 1950 the committee addresses the impact of new technologies on performance With examples insights and practical criteria Enhancing Organizational Performance clarifies the nature of organizations and the prospects for performance improvement This book will be important to corporate leaders executives and managers faculty and students in organizational performance and the social sciences business journalists researchers and interested individuals Enhancing Organizational Performance Charles Lusthaus, International Development Research Centre (Canada), 1999 Enhancing Organizational Performance A toolbox for self assessment *Enhancing Organizational Performance* Charles Lusthaus, Marie Helene Adrien,

Enhancing Organizational Performance Steven H. Appelbaum, 2018 The purpose of this article is to investigate the mediating role of human resource management to enhance organizational performance A thorough review of scholarly articles and empirical evidence was conducted in order to bring to light the current and mediating role of human resource management in enhancing organizational performance Even though the majority of scholars advocate that HRM practices have a direct and often positive impact on organizational performance there is another stream of scholars who argue that HRM practices may have no impact or at best an indirect effect on organizational performance This article attempts to

gather the obtained published empirical material and clarify of the various views and findings formalized thus far including conclusions and recommendations for this critical issue

The Improvement Guide Gerald J. Langley, 2009 This new edition of this bestselling guide offers an integrated approach to process improvement that delivers quick and substantial results in quality and productivity in diverse settings The authors explore their Model for Improvement that worked with international improvement efforts at multinational companies as well as in different industries such as healthcare and public agencies This edition includes new information that shows how to accelerate improvement by spreading changes across multiple sites The book presents a practical tool kit of ideas examples and applications

Analysis for Improving Performance (EasyRead Edition) Richard A. Swanson, 1996 Hats off to author Richard A Swanson for writing clearly interestingly and compellingly on the subject of creating effective programs to improve workplace performance He champions approaching this task with up front analysis based on systems theory Since he criticizes ordinary management for not understanding this problem and for not knowing the methods that can be used to resolve it getAbstract recommends this book not only to Human Resources professionals but also to managers and executives in all industries If you want employee performance to improve upgrade your understanding of how to make it so

Enhancing Organizational Performance and Productivity Tomas Quintin D. Andres, 2001

Improving Organizational Performance Richard E. Kopelman, 2019-12-06 This book presents the Cube One framework which provides a basis for understanding diagnosing and improving organizational performance It is based on the premise that successful organizations enact practices that satisfy three key constituents the enterprise itself customers and employees This book offers a uniquely empirical approach by examining enterprise customer and employee directed practices Validity evidence is provided by survey research studies of financial metrics and the analysis of cases involving well known organizations such as Google Four Seasons and Mayo Clinic The Cube One framework is equally applicable to organizations in the for profit nonprofit and government sectors After reading this book students and scholars as well as organizational practitioners in the fields of organizational behavior and management will find a practical approach to improving organizational performance

Improving Organizational Performance Gary V. Sluyter, 1998 This practical guide to recently developed management principles takes the reader beyond the basics of Total Quality Management to the underlying core concepts The book provides a basic reference and field guide for social and mental health service organizations that are interested in learning about and applying sound management principles In addition to theory it presents procedures for putting quality practices in place illustrates points with examples from the field and includes a complete case study to help organizations learn the quality improvement team process

Positive Impact of Adopting Information Technology in Enhancing Organizational Behavior of Emirates Airline Caroline Mutuku, 2018-05-29

Essay from the year 2018 in the subject Business economics Business Management Corporate Governance grade 1 5 language English abstract Emirates Airline is one of the leading airlines in United Arab Emirates and it is a global airline that

operates in 80 countries and 142 cities from its hub in Dubai to other destinations across the globe The core activities of the airline is the provision of commercial air transportation services both passengers and cargo across its destinations in the world The Emirates operates the largest fleets of Boeing 777 aircraft and Airbus A380 in the world Emirates continuous growth has been linked with its vision mission of striving to go further in all aspects of its operations combined with its organizational behavior and information technology which ensures that all the needs of its stakeholders for instance employee customers shareholders and the society are met

The Process Improvement Handbook: A Blueprint for Managing Change and Increasing Organizational Performance Tristan Boutros, Tim Purdie, 2013-10-15 Today's business environment demands faster responses better service and increased agility The Process Improvement Handbook reveals how to design effective process improvement structures organizations and cultures to meet those needs Focusing on specific process improvement knowledge areas this practical work establishes the foundation required to create maintain and measure processes while equipping practitioners with the necessary skills to deliver consistent successful outcomes This definitive resource introduces a body of knowledge for anyone looking to improve their operating environment The result is process self sufficiency extensibility sustainability higher quality and overall speed that increases competitive advantage The principles explained in this book encapsulate everything needed to be more process mature and to enable process excellence from start to finish

Investigating the effect of perceived organizational support on organizational citizenship Tezana Bekele, 2019-09-16 Master's Thesis from the year 2019 in the subject Art Arts Management grade very good Arba Minch University Arba Minch university language English abstract This research aims to investigate the effect of perceived organizational support on employee organizational citizenship behavior in the case of academic staffs of Arba Minch University For the sake of achieving the objectives of this study the information gathered through questionnaire from 282 respondents were analyzed using statistical analysis The respondents were selected using stratified sampling followed by a simple random sampling technique The most important findings of this study is that perceived organizational support has a positive and significant effect on organizational citizenship behavior Results revealed that there is a significant difference between male and female academic staffs towards exhibiting organizational citizenship behavior and insignificance difference found on dimensions of perceived organizational support Moreover there is a significant difference in the perception of supervisory support procedural justice career development opportunities decision making involvement and exhibition of organizational citizenship behavior based on education level The result of the Pearson correlation coefficient analysis showed that perceived organizational support dimensions have a significant and positive relationship with organizational citizenship behavior The results of multiple linear regression showed that the best predictor of organizational citizenship behavior had been supervisory support Based on findings recommendations to Arba Minch university management and suggestions for other researchers are forwarded Keywords perceived organizational support organizational

citizenship behavior **Executive Performance** Norah Njuba Bwaya,2017-09-14 Three words describe the treatise in your hands passion experience and depth It is one thing to write a theory and quite another to adduce gems of wisdom from a calling that was lived in numerous settings explored over decades and then studied such is the case for Dr Norahs Executive Performance The book includes lessons from a doctoral study on executive performance in Uganda It presents a framework of eight critical pillars of executive performance and a model for generating intrinsic motivation to perform It confirms that performance is mostly about leadership sociocultural beliefs and performers attitudes More importantly it presents practical ideas about leadership that appropriately addresses sociocultural and mind set challenges to unlock performance among Ugandan executives In here are invaluable thoughts nuggets and incredible wisdom for business owners organization leaders and executives who are looking for ideas to enhance organizational performance in an African setting Indeed Executive Performance is a collectors piece *A Collection of Papers on Self-study and Institutional Improvement: Organizational effectiveness and future directions* ,2003 **Improving Organizational Performance** Rensis Likert Associates,1971

Improving Organizational Performance Phil Baguley,1994-01-01 This text aims to answer the needs of managers in the increasing drive to improve effectiveness and efficiency of their business units It focuses on performance improvement how to start and maintain it The book provides information and skills to enable the manager to implement performance improvement immediately *Enhancing Organizational Performance Through Strategic Initiatives* G. D. Sardana,2009-01-01 Institute of Management Education Ghaziabad *Introduction to Management by Harmony* Goodson Mumba,2024-08-17 In *Management by Harmony Enhancing Organizational Performance* join Ben the newly appointed Minister for National Development and Planning as he embarks on a transformative journey to Spencer Agro Processing Company Ltd Invited by his former professor and now CEO Professor Spencer Ben is introduced to the groundbreaking principles of *Management by Harmony* a philosophy deeply ingrained in the company s culture Through immersive sessions led by Peter the Director of Human Resources and Harmony Ben and his team learn about the critical importance of harmonizing environments aligning objectives mastering jobs taking ownership nurturing relationships and fostering collaboration The story vividly portrays how these principles are not just theoretical but actively practiced creating a thriving resilient and harmonious workplace Experience the inspiring interactions between Ben and the employees from Jessica s heartfelt account of her orientation to the hands on experience at the plant Witness how the company s values such as Baptism into Organizational Objectives BIOBS Home away from home and Meet the CEO during orientation foster a culture where every individual feels valued and empowered *Management by Harmony Enhancing Organizational Performance* is more than a management guide it s a compelling narrative that explores the intersection of leadership culture and organizational effectiveness Through Ben s journey readers gain practical insights and strategies for fostering harmony in their own organizations driving sustainable success and enhancing overall performance Join Ben and his team as they

discover the transformative potential of Management by Harmony and inspire a new era of organizational excellence

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