What Are the Best Measures of Organizational Performance?

Measuring Organizational Performance Measuring Organizational Performance

Robert B. Carton,Charles W. Hofer

Measuring Organizational Performance Measuring Organizational Performance:

Measuring Organizational Performance ,2007   Managing and Measuring Performance in Public and Nonprofit Organizations Theodore H. Poister,Maria P. Aristigueta,Jeremy L. Hall,2014-08-28 New edition of a classic guide to ensuring effective organizational performance Thoroughly revised and updated the second edition of Managing and Measuring Performance in Public and Nonprofit Organizations is a comprehensive resource for designing and implementing effective performance management and measurement systems in public and nonprofit organizations The ideas tools and processes in this vital resource are designed to help organizations develop measurement systems to support such effective management approaches as strategic management results based budgeting performance management process improvement performance contracting and much more The book will help readers identify outcomes and other performance criteria to be measured tie measures to goals and objectives define and evaluate the worth of desired performance measures and analyze process report and utilize data effectively Includes significant updates that offer a more integrated approach to performance management and measurement Offers a detailed framework and instructions for developing and implementing performance management systems Shows how to apply the most effective performance management principles Reveals how to overcome the barriers to effective performance management Managing and Measuring Performance in Public and Nonprofit Organizations identifies common methodological and managerial problems that often confront managers in developing performance measurement systems and presents a number of targeted strategies for the successful implementation of such systems in public and nonprofit organizations This must have resource will help leaders reach their organizational goals and objectives

Measuring Organizational Performance Robert B. Carton,Charles W. Hofer,2006-01-01 This exciting and innovative book will find its audience in researchers and scholars at many levels of academe in the fields of entrepreneurship and strategic management organizational theory and accounting and finance   **Measuring Organizational Performance as a Dependent Variable** Pierre J. Richard,Timothy M. Devinney,George S. Yip,Gerry Johnson,2015 Organizational performance is one of the most important constructs in management research We review the contexts that frame organizational performance as a dependent variable with specific emphasis on how it is operationalized and measured The research contexts of past studies are firmly anchored around a multidimensional conceptualization of organizational performance related predominately to stakeholders heterogeneous market circumstances and time The review of the operationalization and measurement of performance highlights the limited effectiveness of commonly accepted measurement practices in tapping this multidimensionality By synthesizing the literature the foundations are laid for the improved measurement of performance in management research We conclude with a call for research that examines the effectiveness of triangulation utilizing multiple measures applies longitudinal data and brings to bear alternative methodological formulations as means of appropriately aligning research contexts with the measurement of organizational performance Validating these measurement

approaches is an important agenda for further research Previous Title Measuring Organizational Performance in Management Research A Synthesis of Measurement Challenges and Approaches **Measuring Organizational Performance** Pierre J. Richard,2015 Organizational performance is one of the most important constructs in management research Reviewing past studies reveals a multidimensional conceptualization of organizational performance related predominately to stakeholders heterogeneous product market circumstances and time A review of the operationalization of performance highlights the limited effectiveness of commonly accepted measurement practices in tapping this multidimensionality Addressing these findings requires researchers to a possess a strong theoretical rationale on the nature of performance i e theory establishing which measures are appropriate to the research context and b rely on strong theory as to the nature of measures i e theory establishing which measures should be combined and the method for doing so All management research on performance should explicitly address these two requirements The authors conclude with a call for research that examines triangulation using multiple measures longitudinal data and alternative methodological formulations as methods of appropriately aligning research contexts with the measurement of organizational performance 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 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 **Measuring Organizational Performance in Strategic Human Resource Management** Edward W. Rogers,1998 The Essence and Measurement of Organizational Efficiency Tadeusz Dudycz,Grażyna Osbert-Pociecha,Bogumiła Brycz,2015-09-29 This book offers a collection of studies on various organizations efficiency criteria for evaluating efficiency together with tools and methods for measuring efficiency The articles included present an interdisciplinary look at efficiency its essence and the principles of its measurement They represent an attempt to seek the conceptual boundaries of efficiency i e to clarify this abstract and multidimensional concept including its relation to innovation competitiveness and intellectual capital The

contributions also identify a broad spectrum of conditions for achieving efficiency in various types of organizations and systems e g health care hybrid organizations non profit organizations representing various industries e g insurance banking tourism agriculture Organizational Performance and Measurement in the Public Sector Arie Halachmi,Geert Bouckaert,1996-03-20 Legislative initiatives in response to public demands for more accountability require public agencies at all levels of government to measure organizational performance and to report on service efforts and accomplishments SEA What considerations should managers use in developing performance measurement protocols What is the experience to date in the U S and abroad This collection of original articles aims to put performance measurement in perspective by relating it to the budgeting auditing and policy making processes Towards that end the issues managers need to consider are examined in a critical way and from various points of view **Measuring organizational performance** Rensis Likert,1958

Transforming Performance Measurement Dean R. Spitzer, You can t accurately gauge your company s performance if you don t know what or how to measure It s no secret that you can t improve your organization s performance without measuring it In fact every function unit process and the organization as a whole is built and run according to the parameters and expectations of its measurement system So you d better make sure you re doing it right All too often performance measurement creates dysfunction whether among individuals teams or across entire divisions and companies Most traditional measurement systems actually encourage unhealthy competition for personal gain creating internal conflict and breeding distrust of performance measurement Transforming Performance Measurement presents a breakthrough approach that will not only significantly reduce those dysfunctions but also promote alignment with business strategy maximize cross enterprise integration and help everyone to work collaboratively to drive value throughout your organization Performance improvement thought leader Dean Spitzer explains why performance measurement should be less about calculations and analysis and more about the crucial social factors that determine how well the measurements get used His socialization of measurement process focuses on learning and improvement from measurement and on the importance of asking such questions as How well do our measures reflect our business model How successfully are they driving our strategy What should we be measuring and not measuring Are the right people having the right measurement discussions Performance measurement is a dynamic process that calls for an awareness of the balance necessary between seemingly disparate ideas the technical and the social aspects of performance measurement For example you need technology to manage the flood of data but you must make sure that it supports the people who will be making decisions and taking action crucial to your organization s success This book shows you how to design that technical social balance into your measurement system While it is urgent to start taking action now transforming your organization s performance measurement system will take time Transforming Performance Measurement gives you assessment tools to gauge where you are now and a roadmap for moving with little or no disruption to a more transformational and mature measurement system The book also provides 34 TMAPs

Transform **Performance Measurement and Management Control** Marc J. Epstein,Jean-Francois Manzoni,2004-12 Contains a compendium of some of the papers presented at a workshop on Performance Measurement and Management Control Superior Organizational Performance in September 2003 The contents of this book represent a collection of research in management control and performance measurement and provide a contribution to the literature in the area *Public Service Performance* George A. Boyne,2006-11-23 Publisher description A Four Level Approach to Measuring Organizational Performance Steven M. Grant,1997 *Measuring Workplace Performance* Michael J. O'Neill,2016-04-19 Most Fortune 1000 companies still struggle with workspace planning and design issues They invest millions of dollars each year with the expectation that new buildings and major renovations will help transform their culture support innovation strengthen desired behaviors and increase organizational effectiveness And let s not forget reducing cos Measuring organizational performance in the absence of objective measures Gregory G. Dess,Richard B. Robinson,1984 An Overview of Organizational Performance Index Hashem Salarzadeh Jenatabadi,2015 Estimating the performance of the organization has always been of interest to management teams and researchers In this regard some researchers focused on determining definitions and how to measure organizational performance The main objective of this study is to overview of organizational performance index definition and performance measurement The history of performance is classified into six different subcategories Various ideas and opinions on each of the performance subcategories are discussed This review paper is applicant for researcher and student to better to understand definition and modelling of performance in organizational studies **A Performance Measurement Paradigm for Integrating Strategy Formulation** K. F. Pun,Anthony Sydney White,2005 Measuring organizational performance plays a very important part in translating corporate strategy into results Various emerging non traditional performance systems have recently been devised to aid firms in selecting and implementing measures This paper discusses the strategy measurement initiatives and compares ten emerging performance measurement systems with respect to a list of performance dimensions the characteristics of performance measures and the requirements of development process Although these systems have constraints borne with their own application domains they stand by themselves empirically and or theoretically and provide guidance about what to measure and how to design performance measures that could be linked to the corporate strategy and objectives of an organization This paper concludes that there is a need to develop a paradigm for integrating strategy formulation and performance measurement in organizations Performance Measurement and Management Control Marc J. Epstein,Frank H. M. Verbeeten,Sally K. Widener,2018-09-07 This volume contains exemplary papers that were presented at the 2017 Conference on Performance Measurement and Management Control in Nice France by researchers in the field from North America South America Africa Europe and Asia *A Clever Approach to Measure Organizational Performance* Rayees Farooq,2014 If organizations cannot appraise their performance they cannot manage their businesses The traditional approach to

organizational performance has been to consider profitability which is normally regarded as return on investment However the study has provided a thorough view of organizational performance Therefore performance measurement literature has been reviewed which has focused on various approaches such as the performance prism the balanced scorecard BSC the performance pyramid and the triple bottom line The study has discussed the multi dimensionality of organizational performance and suggests that organizations need to incorporate both dimensions of organization s performance subjective and objective The main purpose of the study was to provide a holistic view of various approaches with respect to organizational performance

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