



Performance Management: Changing Behavior that Drives Organizational Effectiveness

Aubrey C. Daniels, James E. Daniels

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The "R+ Book", Fourth Edition: More than a revision – An evolution!

The definitive text on Performance Management (PM) will always be a work in progress because science is a work in progress. Performance Management offers strategies gained through ongoing research and successful PM applications in businesses and industries around the world.

Since the 1989 publication of the third edition of this book, both scientists and practitioners have made continual advances in behavior-based performance enhancement. Dr. Aubrey C. Daniels and James E. Daniels now share those innovations and insights in a reorganized and expanded text. The upgraded material – conveniently divided into the two sections of Theory and Application – includes new chapters aimed specifically at addressing workplace performance issues:

The Science of Behavior in Business

Being a Proactive Manager

Separating Behavior from Non-Behavior

Evaluating Performance Change

Finding and Creating Reinforcers

Delivering Reinforcers

Learn to:

Recognize the observable effects of positive and negative reinforcement, punishment, and penalty in the work environment.

Optimally employ positive consequences to inspire discretionary effort™ from any member of your organization.

Design training, verbal instruction, and other antecedents to clearly communicate required and desired workplace behaviors.

Eliminate negative evaluation processes after reading "The 10 Top Reasons Why Traditional Performance Appraisals Produce Little Value to Organizations."

If you've read a previous edition of this book, here are some of the updates you can expect in this new version.

Performance Management, 4th edition;

is updated in terms of research and practice over the last twenty years.

is organized into three helpful sections; Theory, Application and Implementation.

has several new chapters. The most notable are two in the Theory Section on Behavior. There are also new

chapters on evaluating performance change and planning reinforcement.

has twice as many references, reflecting the additional research included.

has more cartoons to add more R+ to your reading! is generally updated in examples and language.

The basic concepts in this book are the same as in previous editions, although some concepts have been added (i.e. Establishing Operations) and the terminology has been updated to be more consistent with current research.

Though focused on the needs of employees and employers alike, this technology also applies to parents, partners, athletes, or artists. If you want to improve performance of ANY kind with the latest proven methods, add the Fourth Edition of the R+ book to your library, today! *Over 500,000 copies in print.*

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Richard Perkins:

Typically the book Performance Management: Changing Behavior that Drives Organizational Effectiveness has a lot of knowledge on it. So when you check out this book you can get a lot of gain. The book was compiled by the very famous author. This articles author makes some research previous to write this book. This particular book very easy to read you will get the point easily after scanning this book.

Tina Alley:

Why? Because this Performance Management: Changing Behavior that Drives Organizational Effectiveness is an unordinary book that the inside of the guide waiting for you to snap the idea but latter it will surprise you with the secret it inside. Reading this book next to it was fantastic author who have write the book in such wonderful way makes the content inside easier to understand, entertaining technique but still convey the meaning fully. So , it is good for you because of not hesitating having this any longer or you going to regret it. This book will give you a lot of gains than the other book get such as help improving your talent and your critical thinking technique. So , still want to hold up having that book? If I were you I will go to the publication store hurriedly.

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