

The book was found

Evaluation In Organizations: A Systematic Approach To Enhancing Learning, Performance, And Change



Synopsis

From new product launches to large-scale training initiatives, organizations need the tools to measure the effectiveness of their programs, processes, and systems. In *Evaluation in Organizations*, learning theory experts Darlene Russ-Eft and Hallie Preskill integrate the most current research with practical applications to provide a fully revised new edition of this essential resource for managers, human resource professionals, students, and teachers.

Book Information

Paperback: 552 pages

Publisher: Basic Books; 2nd ed. edition (September 1, 2009)

Language: English

ISBN-10: 0465018661

ISBN-13: 978-0465018666

Product Dimensions: 6.1 x 1.4 x 9.2 inches

Shipping Weight: 1.4 pounds (View shipping rates and policies)

Average Customer Review: 4.2 out of 5 stars [See all reviews](#) (24 customer reviews)

Best Sellers Rank: #136,951 in Books (See Top 100 in Books) #104 in [Books > Business & Money > Management & Leadership > Training](#) #454 in [Books > Textbooks > Business & Finance > Management](#) #481 in [Books > Business & Money > Human Resources > Human Resources & Personnel Management](#)

Customer Reviews

The subtitle correctly indicates what Russ-Eft and Preskill's primary objective is: To present and explain "a systematic approach to enhancing learning, performance, and change" throughout any organization, regardless of size or nature. They succeed brilliantly. The material is presented as follows: Part I: Background and Context of Evaluation (Defining Evaluation; The Evolution of Evaluation; Evaluating Learning, Performance, and Change Initiatives; and The Politics and Ethics of Evaluation Practice) Part II: Designing and Implementing the Evaluation (Focusing the Evaluation; Selecting the Evaluation Design; Choosing Data Collection Methods; Observation and Archival Data; Surveys and Questionnaires; Individual and Focus Group Initiatives; Sampling; and Analyzing Evaluation Data) Part III: Maximizing Evaluation Use (Communicating and Reporting Evaluation Activities and Findings; Planning, Managing, and Budgeting the Evaluation; Evaluating the Evaluation; and Strategies for Implementing Evaluation in Organizations) The authors then provide a comprehensive audit mechanism (with specific directions) in an appendix to the three-phase

system: "The Readiness for Organizational Learning and Evaluation Instrument (ROLE)" developed by Hallie Preskill and Rosalie T. Torres. For those in need of supplementary resources, a substantial References section is also provided. Here is a brief excerpt: "Evaluation can be viewed as a catalyst and opportunity for learning -- learning what works and what doesn't work, learning about ourselves and the organization, and learning how to improve what we do in the workplace. As such, it can provide new understandings and insights into our programs, processes, products, and systems.

[Download to continue reading...](#)

Evaluation in Organizations: A Systematic Approach to Enhancing Learning, Performance, and Change Enhancing Indoor Localization with Proximity Information in WSN: A novel way of enhancing indoor localization in wireless sensor networks Health Program Planning and Evaluation: A Practical, Systematic Approach for Community Health, 2nd Edition Health Program Planning And Evaluation: A Practical, Systematic Approach for Community Health Evaluation: A Systematic Approach, 7th Edition The Framework for Teaching Evaluation Instrument, 2013 Edition: The newest rubric enhancing the links to the Common Core State Standards, with clarity of language for ease of use and scoring The Improvement Guide: A Practical Approach to Enhancing Organizational Performance Performance Evaluation of Complex Systems: Techniques and Tools: Performance 2002. Tutorial Lectures (Lecture Notes in Computer Science) Oracle Performance Survival Guide: A Systematic Approach to Database Optimization The Heart of Change: Real-Life Stories of How People Change Their Organizations Training in Organizations: Needs Assessment, Development, and Evaluation (with InfoTrac) Agile Metrics in Action: Measuring and Enhancing the Performance of Agile Teams Executive Function in the Classroom: Practical Strategies for Improving Performance and Enhancing Skills for All Students Motor Learning and Performance With Web Study Guide - 4th Edition: A Situation-Based Learning Approach Exponential Organizations: Why new organizations are ten times better, faster, and cheaper than yours (and what to do about it) Exponential Organizations: New Organizations Are Ten Times Better, Faster, and Cheaper Than Yours (and What to Do About It) The Cleveland Clinic Way: Lessons in Excellence from One of the World's Leading Health Care Organizations: Lessons in Excellence from One of the World's ... Care Organizations VIDEO ENHANCED EBOOK Reinventing Organizations: An Illustrated Invitation to Join the Conversation on Next-Stage Organizations Reinventing Organizations: A Guide to Creating Organizations Inspired by the Next Stage of Human Consciousness Bank Valuation and Value-Based Management: Deposit and Loan Pricing, Performance Evaluation, and Risk Management (McGraw-Hill Finance & Investing)

