Record Nr. UNINA9910822320003321 Autore Guerra-Lopez Ingrid Titolo Performance evaluation: proven approaches for improving program and organizational performance / / Ingrid Guerra-Lopez San Francisco, : Jossey-Bass, c2008 Pubbl/distr/stampa 1-119-46120-0 **ISBN** 1-283-64514-9 1-118-50489-5 Edizione [1st ed.] Descrizione fisica xiv, 304 p.: ill Classificazione 336.43 658.3/125 Disciplina 658.3/125 Soggetti Employees - Rating of Organizational effectiveness Performance standards Lingua di pubblicazione Inglese **Formato** Materiale a stampa Livello bibliografico Monografia Includes bibliographical references (p. [285]-293) and index Note generali Nota di bibliografia Includes bibliographical references (p. [285]-293) and index. Nota di contenuto Foundations of evaluation -- Principles of performance-based evaluation -- Overview of existing evaluation mode -- Kirkpatrick's four levels of evaluation -- Phillip's return-on-investment methodology -- Brinkerhoff"s success case method -- The impact evaluation process -- The CIPP model -- Evaluating evaluations -- Data -- Data collection -- Analysis of evaluation data: tools and techniques -- Communicating the findings -- Common errors in evaluation -- Continual improvement -- Contracting for evaluation services -- Intelligence gathering for decision making: -- The future of evaluation in performance improvement. Performance Evaluation is a hands-on text for practitioners, Sommario/riassunto researchers, educators, and students in how to use scientifically-based evaluations that are both rigorous and flexible. Author Ingrid Guerra-López, an internationally-known evaluation expert, introduces the foundations of evaluation and presents the most applicable models for the performance improvement field. Her book offers a wide variety of tools and techniques that have proven successful and is organized to

illustrate evaluation in the context of continual performance