



Turning Research Into Results: A Guide to Selecting the Right Performance Solutions

By Richard E. Clark

Download now

Read Online 

Turning Research Into Results: A Guide to Selecting the Right Performance Solutions By Richard E. Clark

The goal of This book is to describe how you can adopt the results of solid performance research and turn it into practical, and cost-beneficial performance results for your organization. A review of this book by Dr. Brenda Sugrue (currently Director of Instructional Systems for Ford Motor Company-formerly a training manager for IBM and a professor at the University of Iowa) described it in the following way: This book is all you need to understand the process of performance improvement in organizations, and the "active ingredients" that impact performance. The book separates the snake oil and fads from solutions that are supported by research. It gives clear and research-based guidelines for diagnosing the causes of performance gaps and selecting solutions for knowledge, motivation, and organizational problems. Case studies illustrate the application of the model and rules. In addition, the book describes how to reliably and validly evaluate the effects of performance solutions and identifies flaws in some common approaches to evaluation. The book answers the kinds of "why" and "what if " questions that rarely get addressed. It includes a powerful model of motivated performance that can be used to address any motivational problems. (It provides the reader with) the arguments and references to support organizational development and training practices and also the arguments and evidence to abandon practices that have been shown to either be ineffective or to do more harm than good. If you want to understand why what you are doing works (or doesn't work), you need to read this book. It is unlike any other to date in the field of performance improvement and training. It takes the profession to a higher level and is a must for anyone working in the area of organizational development, performance improvement, or training.

 [Download Turning Research Into Results: A Guide to Selectin ...pdf](#)

 [Read Online Turning Research Into Results: A Guide to Select ...pdf](#)

Turning Research Into Results: A Guide to Selecting the Right Performance Solutions

By Richard E. Clark

Turning Research Into Results: A Guide to Selecting the Right Performance Solutions By Richard E. Clark

The goal of This book is to describe how you can adopt the results of solid performance research and turn it into practical, and cost-beneficial performance results for your organization. A review of this book by Dr. Brenda Sugrue (currently Director of Instructional Systems for Ford Motor Company-formerly a training manager for IBM and a professor at the University of Iowa) described it in the following way: This book is all you need to understand the process of performance improvement in organizations, and the "active ingredients" that impact performance. The book separates the snake oil and fads from solutions that are supported by research. It gives clear and research-based guidelines for diagnosing the causes of performance gaps and selecting solutions for knowledge, motivation, and organizational problems. Case studies illustrate the application of the model and rules. In addition, the book describes how to reliably and validly evaluate the effects of performance solutions and identifies flaws in some common approaches to evaluation. The book answers the kinds of "why" and "what if" questions that rarely get addressed. It includes a powerful model of motivated performance that can be used to address any motivational problems. (It provides the reader with) the arguments and references to support organizational development and training practices and also the arguments and evidence to abandon practices that have been shown to either be ineffective or to do more harm than good. If you want to understand why what you are doing works (or doesn't work), you need to read this book. It is unlike any other to date in the field of performance improvement and training. It takes the profession to a higher level and is a must for anyone working in the area of organizational development, performance improvement, or training.

Turning Research Into Results: A Guide to Selecting the Right Performance Solutions By Richard E. Clark Bibliography

- Sales Rank: #348326 in Books
- Brand: Brand: Information Age Publishing
- Published on: 2008-12-01
- Released on: 2008-12-01
- Original language: English
- Number of items: 1
- Dimensions: 10.00" h x .50" w x 7.00" l, .86 pounds
- Binding: Paperback
- 220 pages

 [Download Turning Research Into Results: A Guide to Selectin ...pdf](#)

 [Read Online Turning Research Into Results: A Guide to Select ...pdf](#)

Download and Read Free Online Turning Research Into Results: A Guide to Selecting the Right Performance Solutions By Richard E. Clark

Editorial Review

From the Author

Our goal in this book is to draw on "what is known" about performance improvement and training through research and solid evaluation studies. This research is the foundation on which to build a framework for improving your organization's performance and organizational effectiveness. A secondary aim of the book is to describe what is "unknown to be unknown" about ways to enhance people's work performance.

Practitioners in today's organizations work daily with problems where the pool of knowledge is incomplete. Therefore, we have attempted to post signs at these performance improvement frontiers and suggest possible alternatives where research is not yet available.

About the Author

Richard E. Clark, Ed.D., is a professor of educational psychology at the University of Southern California (USC). He previously served as Division Head for USC's Educational Psychology and Technology Department and as Director of USC's Professional Studies and Community Programs. He has been elected a Fellow of the American Psychological Association, the American Psychological Society, and the Association for Applied Psychology. He is the 2002 recipient of the prestigious Thomas F. Gilbert Distinguished Professional Achievement Award from the International Society for Performance Improvement. Dr. Clark has authored more than 150 published books, book chapters, articles, and monographs.

Fred Estes, Ed.D., has worked for several years managing training and performance improvement projects for large companies, including Hewlett-Packard and Bank of America. Dr. Estes has worked as an internal performance consultant, an instructional designer, and an educational program manager. He has contributed to several professional journals and books and is an adjunct instructor at the University of Southern California (USC).

Users Review

From reader reviews:

Rebecca Bailey:

What do you regarding book? It is not important together with you? Or just adding material when you require something to explain what the one you have problem? How about your free time? Or are you busy particular person? If you don't have spare time to perform others business, it is give you a sense of feeling bored faster. And you have time? What did you do? All people has many questions above. The doctor has to answer that question due to the fact just their can do that will. It said that about e-book. Book is familiar on every person. Yes, it is correct. Because start from on guardería until university need this kind of Turning Research Into Results: A Guide to Selecting the Right Performance Solutions to read.

Arthur Pineda:

Now a day those who Living in the era wherever everything reachable by talk with the internet and the resources inside can be true or not demand people to be aware of each details they get. How people have to be smart in getting any information nowadays? Of course the correct answer is reading a book. Looking at a

book can help individuals out of this uncertainty Information mainly this Turning Research Into Results: A Guide to Selecting the Right Performance Solutions book because this book offers you rich info and knowledge. Of course the details in this book hundred pct guarantees there is no doubt in it you know.

Edgar Workman:

The event that you get from Turning Research Into Results: A Guide to Selecting the Right Performance Solutions is the more deep you looking the information that hide within the words the more you get considering reading it. It does not mean that this book is hard to understand but Turning Research Into Results: A Guide to Selecting the Right Performance Solutions giving you joy feeling of reading. The writer conveys their point in specific way that can be understood through anyone who read it because the author of this book is well-known enough. That book also makes your own personal vocabulary increase well. That makes it easy to understand then can go to you, both in printed or e-book style are available. We advise you for having that Turning Research Into Results: A Guide to Selecting the Right Performance Solutions instantly.

George McDaniel:

Reading can called imagination hangout, why? Because when you are reading a book specifically book entitled Turning Research Into Results: A Guide to Selecting the Right Performance Solutions your head will drift away trough every dimension, wandering in every single aspect that maybe unknown for but surely will become your mind friends. Imaging each and every word written in a book then become one form conclusion and explanation which maybe you never get before. The Turning Research Into Results: A Guide to Selecting the Right Performance Solutions giving you an additional experience more than blown away your brain but also giving you useful facts for your better life with this era. So now let us demonstrate the relaxing pattern this is your body and mind is going to be pleased when you are finished reading it, like winning an activity. Do you want to try this extraordinary wasting spare time activity?

Download and Read Online Turning Research Into Results: A Guide to Selecting the Right Performance Solutions By Richard E. Clark #WP7QRYE1CNO

Read Turning Research Into Results: A Guide to Selecting the Right Performance Solutions By Richard E. Clark for online ebook

Turning Research Into Results: A Guide to Selecting the Right Performance Solutions By Richard E. Clark Free PDF d0wnl0ad, audio books, books to read, good books to read, cheap books, good books, online books, books online, book reviews epub, read books online, books to read online, online library, greatbooks to read, PDF best books to read, top books to read Turning Research Into Results: A Guide to Selecting the Right Performance Solutions By Richard E. Clark books to read online.

Online Turning Research Into Results: A Guide to Selecting the Right Performance Solutions By Richard E. Clark ebook PDF download

Turning Research Into Results: A Guide to Selecting the Right Performance Solutions By Richard E. Clark Doc

Turning Research Into Results: A Guide to Selecting the Right Performance Solutions By Richard E. Clark Mobipocket

Turning Research Into Results: A Guide to Selecting the Right Performance Solutions By Richard E. Clark EPub