Evaluation In Organizations: A Systematic Approach To Enhancing Learning, Performance, And Change
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  
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  
Best Sellers Rank: #136,951 in Books (See Top 100 in Books)  
#104 in Business & Money > Management & Leadership > Training  
#454 in Textbooks > Business & Finance > Management  
#481 in 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 of 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
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
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)
Motor Learning and Performance With Web Study Guide - 4th Edition: A Situation-Based Learning Approach to Enhancing Agile Teams Executive Function in the Classroom: Practical Strategies for Improving Performance and Enhancing Skills for All Students
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 Tmes 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
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)