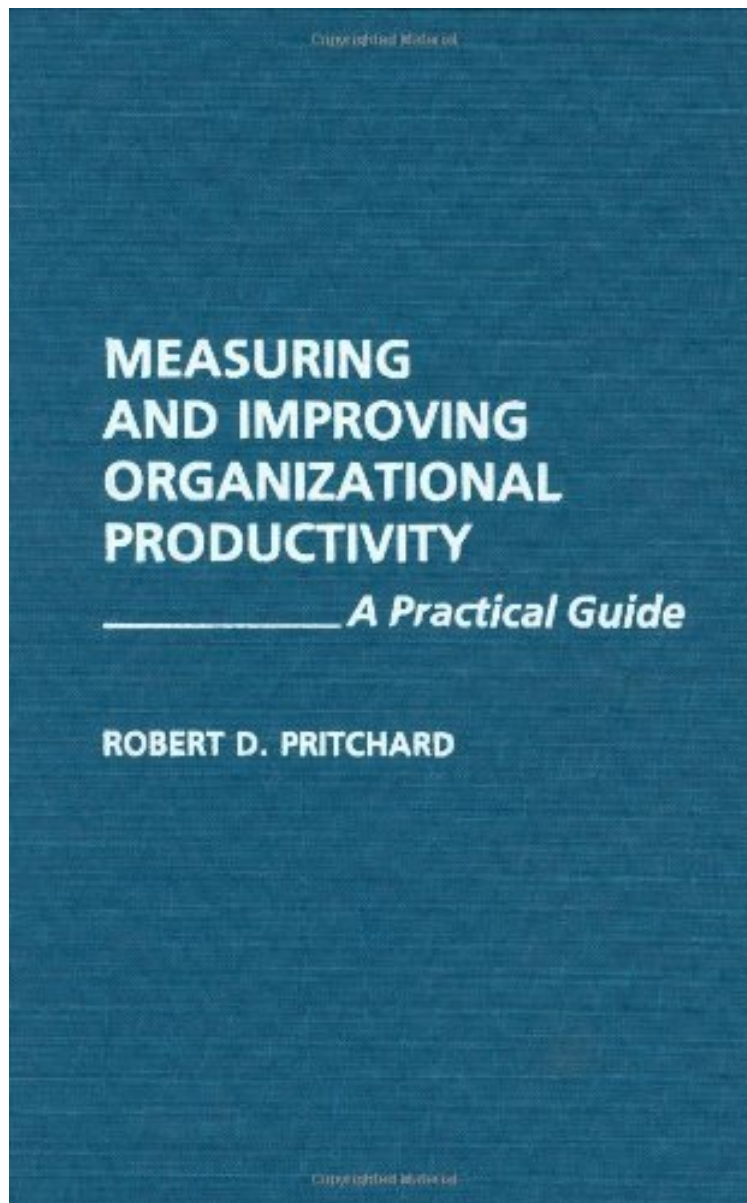


Measuring and Improving Organizational Productivity: A Practical Guide

Robert Pritchard

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Robert Pritchard : Measuring and Improving Organizational Productivity: A Practical Guide before purchasing it in order to gage whether or not it would be worth my time, and all praised Measuring and Improving Organizational Productivity: A Practical Guide:

Productivity has become a national priority. Its effects are being felt on all levels--national, industrial, and individual. An organization must be able to measure productivity before effectively improving it. This volume is the first practical guide for developing productivity measurement systems. It describes the use of the Productivity Measurement and Enhancement System (ProMES) designed by its author and his colleagues. An important tool for organizations, this step by step guide discusses how to measure productivity and then how to use this measurement. Robert Pritchard's guide first presents a detailed description of the development and uses of ProMES. The background and description of ProMES is followed by details on how to develop ProMES in any organization. Questions and answers about using the system are discussed together with further issues on how to implement the system. The use of the system with other productivity improvement techniques is also covered. The volume concludes with a discussion on evaluating the effects of a productivity improvement system. It is a valuable practical source for industrial and organizational psychologists, management consultants, classes, and workshops.

"For the reader who elects to use the productivity, easurement and enhancement (Promes) system developed by the author and his associates, or for the reader simply seeking a system, this book provides a precise description and practical guide. The step-by-step presentation offers a logical sequence form definition through installation and critique. One troubling issue throughout the discussion is the subordination of qualitative issues to quantitative measures. There is also some awkwardness in dealing with the motivational aspects of productivity measures; this is reflected in the relatively brief treatment in the introductory chapters, the fairly simplistic measures described in Appendix G, and the limited number of management references cited. Seven appendixes provide graphic examples illustrating the installation and evaluation process. Extensive industrial/organizational psychology reference list; well-ordered index. This clear and practical guide will be of value to both practitioners and students of production/operations management and industrial/organizational psychology."-Choice

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About the Author ROBERT D. PRITCHARD is Professor of Psychology and Director of the Industrial and Organizational Psychology Program at Texas AM University. His primary interest lies in measuring and improving organizational productivity. He has worked with many organizations in the United States and Europe. He is a member of a national task force on productivity and the Governor's Committee on Incentive and Productivity in Texas. Pritchard has published numerous articles on the topic of productivity.