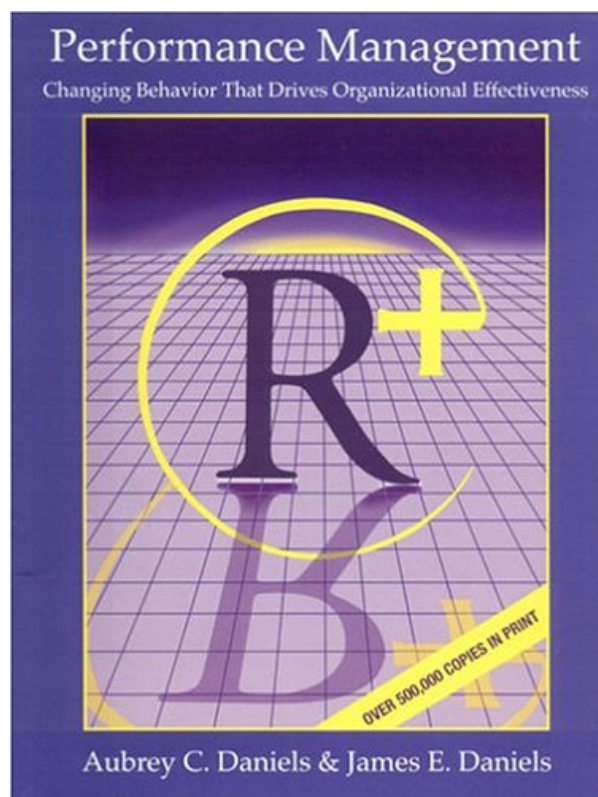
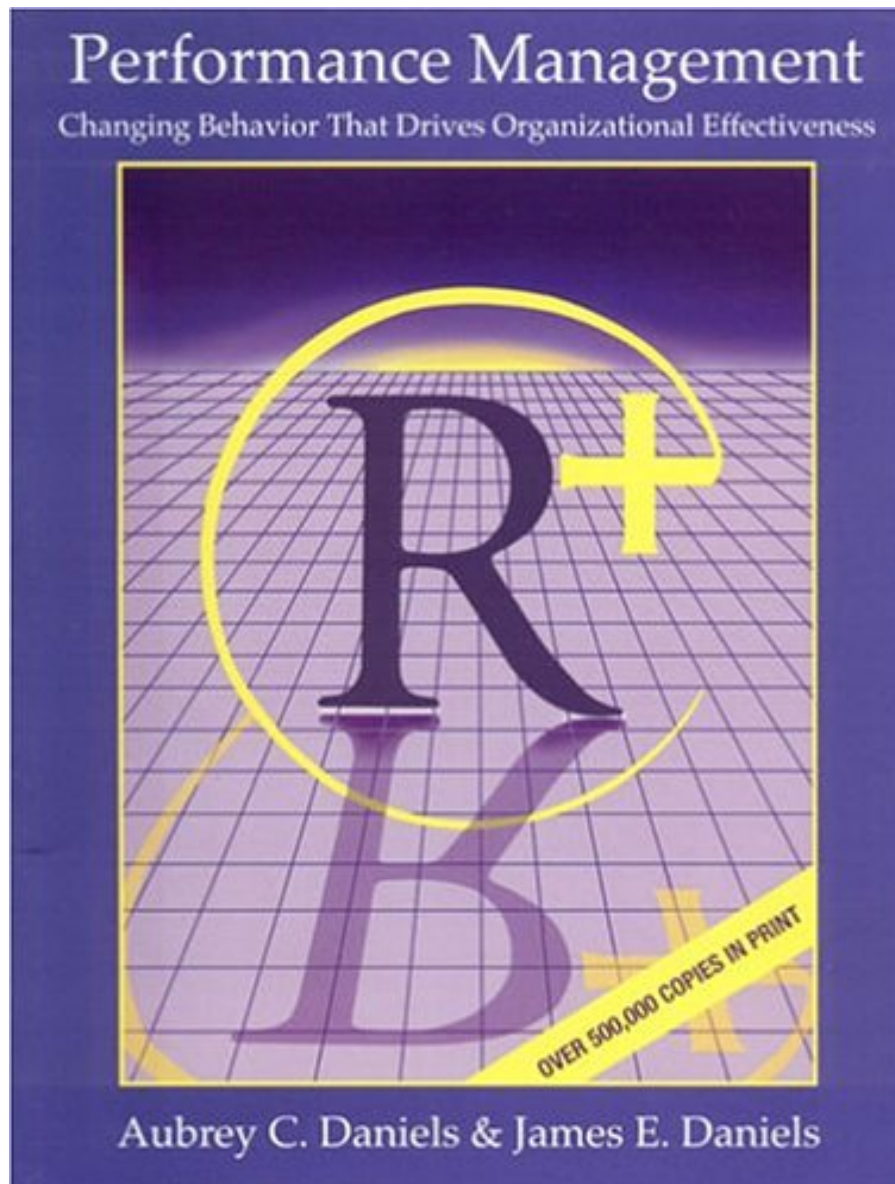


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Being a Proactive Manager
Separating Behavior from Non-Behavior
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Learn to:

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Eliminate negative evaluation processes after reading "The 10 Top Reasons Why Traditional Performance Appraisals Produce Little Value to Organizations."

If you've read a previous edition of this book, here are some of the updates you can expect in this new version.

Performance Management, 4th edition;

is updated in terms of research and practice over the last twenty years.

is organized into three helpful sections; Theory, Application and Implementation.

has several new chapters. The most notable are two in the Theory Section on Behavior. There are also new chapters on evaluating performance change and planning reinforcement.

has twice as many references, reflecting the additional research included.

has more cartoons to add more R+ to your reading! is generally updated in examples and language.

The basic concepts in this book are the same as in previous editions, although some concepts have been added (i.e. Establishing Operations) and the terminology has been updated to be more consistent with current research.

Though focused on the needs of employees and employers alike, this technology also applies to parents, partners, athletes, or artists. If you want to improve performance of ANY kind with the latest proven methods, add the Fourth Edition of the R+ book to your library, today! Over 500,000 copies in print.

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Well written & user friendly

By S. Gatz

I purchased this for a class & am grateful for the lower price on Amazon. This truly is a how-to book that breaks concepts down into operational language. I am in a Behavior Analysis program, but this text is easily readable by professionals without a BA background as the concepts are well defined and supported by case examples. I recommend the supplemental reading required by the course, "Analyzing Performance Problems: Or, You Really Oughta Wanna--How to Figure out Why People Aren't Doing What They Should Be, and..." which is replete with case studies that operationalize the concepts even further. I have to admit it is frustrating to read such great theoretical action plans for improving HR through PM and then seeing how far we have to go in the traditional system that is still having a love affair with punishment models (even within my own organization). These concepts should be embraced by school systems as well as in the business sector.

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Clear and Well Written

By EBNYC

I'm studying Performance Management in school but I'm finding this subject to be so instrumental in my own job and relationships with others. This text is an easy read and at times I find myself saying, "I knew that!" but its such a crazy in depth amount of study and observation that went into the writing of this book, I find it to be an outstanding and entertaining read.

Psychology is an interesting subject and of all the courses I have taken, this is perhaps the most enlightening one concerning human behavior. Even if you're not into Psychology and just want to know why humans (and animals for that matter) act the way they do, buy this book, read it, and use it.

In the end, performance management is about improving performance which in turn improves an individual and organization. Its all good.

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No need for the newer edition.

By Miguel Martinez

I bought the previous edition to save some cash. No regrets. All the information to complete my weekly quizzes and study for the exams was in this book. The chapters are just scramble up and the chapter title are slightly different at times. Go Bulldogs!

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