

## RESEARCH ARTICLE

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# Balancing perspectives on performance: “Measurement from the inside” and “measurement from the outside”

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## Abstract

This article investigates the nature of tensions “on the ground” between the internal and external stakeholders of arts organizations in terms of performance measurement. Based on the qualitative analysis of 19 interviews, the performance measurement practices of two different-sized arts organizations highlight internal and external stakeholders’ contrasting perspectives on a number of measurement dimensions. In endeavoring to understand tensions between internal and external stakeholders, the article highlights the main differences which result from seemingly opposed ways of knowing. Internal stakeholders tend more to reflect “*phronesis*,” based on value-rationality, while external stakeholders are more inclined to technical (“*techné*”), or analytical (“*epistémé*”) knowledge based on instrumental rationality. Nevertheless, there is some evidence of positive engagement between internal and external stakeholders. The article argues that in order to mitigate tensions, internal and external stakeholders should aim for culturally embedded understanding through

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# Perspectives On The Measurement Of Human Performance

**Athos Trecroci,Damiano  
Formenti,Jason Moran,Dino  
Pedreschi,Alessio Rossi**

## **Perspectives On The Measurement Of Human Performance:**

*Perspectives on the Measurement of Human Performance* William W. Ronan, Erich P. Prien, 1980-03 **Perspectives on the Measurement of Human Performance**, 1971 Anthology of occupational psychology research papers on human performance recording methodology and on behavioural issues relevant to personnel management with particular reference to the measurement of labour productivity covers theoretical aspects of performance and productivity workers adaptation the work environment employees attitude work study etc and discusses the reliability of testing techniques in human resources planning incl Aptitude tests observation by the supervisor etc Diagrams and references **Rehabilitation Engineering** Raymond V. Smith, 2018-04-27 The purpose of this handbook is to bring together information on the special devices and associated systems which have been developed to assist the handicapped in living and vocational pursuits and in clinical use This unique work places emphasis on the devices and systems plus includes sufficient background information to clarify the objectives and use The general subject matter is divided into two major areas The first area deals primarily with the environment of the handicapped The second section deals with devices for personal assist systems such as for testing evaluation and training and devices which provide individualized support The information in this comprehensive handbook will assist those working directly in the broad field of rehabilitation of the handicapped and also those associated with the subject matter in a peripheral way including counseling and vocational evaluation **Measurement and Evaluation in Human Performance**, 5E Morrow, Jr., James R., Mood, Dale, Disch, James, Kang, Minsoo, 2015-08-25 Measurement and Evaluation in Human Performance Fifth Edition leads students through the fundamentals of collecting and analyzing human performance data by focusing on the core concepts of reliability and validity and helping students apply their results to real life situations **Measurement and Evaluation in Human Performance** James R. Morrow, Dale P. Mood, Weimo Zhu, Minsoo Kang, 2022-10-27 Measurement and Evaluation in Human Performance Sixth Edition With HKPropel Access guides students through the essentials of collecting and analyzing data of human performance and using that data in practical application Introductory algebraic concepts are combined with the technological capabilities of Microsoft Excel and IBM s SPSS software to aid students in calculations and data analysis Focusing on the core concepts of reliability and validity of data the text provides all the necessary tools for evidence based decision making to apply in kinesiology sport and exercise science physical therapy allied health physical education health and fitness The sixth edition of Measurement and Evaluation in Human Performance has been reorganized to offer a logical progression of information that makes it easy for instructors and students to apply the content to their specific courses and career goals It is enhanced with added expertise from new coauthor Weimo Zhu an internationally known scholar in Kinesmetrics who served as the chair of the Measurement and Evaluation Council of SHAPE America The amount of information on physical activity assessment has been increased across all chapters and the text includes new content about sport video analysis apps employment related testing and more The text

is divided into four parts Part I introduces the concepts of measurement and evaluation and their importance for decision making in human performance Part II explains the use of statistics as core tools and resources for these evaluations and explains the various forms of statistical procedures often used in measurement Part III presents reliability and validity from theoretical comprehensive and criterion referenced perspectives Skills gained through previous sections are applied to human performance issues such as evaluating a person's aerobic capacity or muscular strength Part IV applies all of the content from the previous sections to practical settings where students will use the knowledge gained in the text covering topics like fitness assessment performance assessment motor behavior and sport and exercise psychology To enhance student comprehension and retention related online learning aids are delivered through HKPropel Sample data sets allow students to practice data analysis as do a wide range of study and practice activities Chapter quizzes may be assigned to students by instructors and are automatically graded within HKPropel In addition Mastery Item sidebars throughout the text include problems and activities that test student knowledge while Measurement and Evaluation Challenge sidebars provide scenarios that can be evaluated with the information from the chapter Measurement and Evaluation in Human Performance Sixth Edition continues to provide students with the tools and confidence they will need to gather reliable data analyze it and apply it in their work with clients Note A code for accessing HKPropel is not included with this ebook but may be purchased separately

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examine the all important human machine communication particularly human computer interaction HCI **Performance Measurement** Winston Bennett, Charles E. Lance, David J. Woehr, 2014-02-04 Over the course of the past few years teaching research and practice has underscored the importance of performance measurement and criterion development as topics of great interest considerable debate and some misunderstanding It has also become clear that the field needs to address a compendium of research applications and issues Performance Measurement Current Perspectives and Future Challenges brings together internationally recognized leaders in the field and each examines the subject matter in a way that has never been done focusing on the dynamic nature of work and the tremendous demands being placed on assessment and measurement as core organizational activities It also uniquely uses their expertise to provide critical pointers to not only the practical implications of work in the field but also to the new and continuing issues to be addressed and research to be conducted The book will be useful to both scientists and practitioners Foundations of Augmented Cognition. Directing the Future of Adaptive Systems Dylan D. Schmorow, Cali M. Fidopiastis, 2011-06-27 This book constitutes the refereed proceedings of the 6th International Conference on Augmented Cognition FAC 2011 held in Orlando FL USA in July 2011 within the framework of the 14th International Conference on Human Computer Interaction HCII 2011 with 11 other thematically similar conferences The 75 full papers presented were carefully reviewed and selected from numerous submissions The papers are organized in topical parts on theories models and technologies for augmented cognition neuroscience and brain monitoring augmented cognition social computing and collaboration augmented cognition for learning augmented cognition and interaction and augmented cognition in complex environments **Human Performance in Planning and Scheduling** B L MacCarthy, John R. Wilson, 2003-09-02 Understanding how to make the best of human skills and knowledge is essential in the design of technology and jobs particularly where these involve decision making and uncertainty Recent developments have been made in naturalistic decision making distributed cognition and situational awareness particularly with respect to aviation transport an **Measurement and Evaluation in Human Performance** James R. Morrow, 2011 This brand new edition paves the way for students and professionals to identify and solve human performance problems in all areas of sport science physical education health and fitness The text introduces students to tests and measurements and guides them through the minefield of statistics data and decision making and most importantly being able to understand and make sense of data *Human Performance Technology: Concepts, Methodologies, Tools, and Applications* Management Association, Information Resources, 2019-05-03 Business practices are rapidly changing due to technological advances in the workplace Organizations are challenged to implement new programs for more efficient business while maintaining their standards of excellence and achievement Human Performance Technology Concepts Methodologies Tools and Applications is a vital reference source for the latest research findings on real world applications of digital tools for human performance enhancement across a variety of settings This publication also examines the utilization of

problem based instructional techniques for challenges and solutions encountered by industry professionals Highlighting a range of topics such as performance support systems workplace curricula and instructional technology this multi volume book is ideally designed for business executives and managers business professionals human resources managers academicians and researchers actively involved in the business industry      *Fundamentals of Human Performance and Training* Victor C.X. Wang, Kathleen P. King, 2008-11-01 *Fundamentals of Human Performance and Training* was developed to help researchers and practitioners select measures to be used in the evaluation of human performance and helps them seek better more efficient and effective ways to close performance gaps in this global economy The book is bursting with innovative ideas that will help readers create powerful solutions in their organization their country their region and their continent *Fundamentals of Human Performance and Training* should be of value to anyone interested in matching the right solutions to the right problems addressing causes by providing a range of solutions to improve human performance in any organizations in the global economy The volume provides foundational chapters for the field and human performance to guide development or improvement of HR management strategies training and management which will prove to be dynamic efficient responsive to changes encompassing organizations and grounded in vision and excellence Critical issues facing organizations today include how to build intellectual capital establish and maintain a highperformance workplace enhance profitability and encourage productivity These needs require practitioners to go beyond a competencybased approach to training From the theory of andragogy to the practical examples and recommendations provided by our highly respected authors human capital developers and managers will be equipped with knowledge and skills to identify solve and anticipate human performance problems in their respective organizations Nonmanagers will also benefit from the book through identifying and solving day to day human performance problems because these problems are applicable to their work Finally for researchers administrators and students who are looking forward to improving their research skills our authors provide exemplary scholarly work in terms of how to conduct meaningful research in the area of human performance and training Also such a volume rich in identifying and seizing human performance improvement opportunities will help prepare our students to enter and excel in the real world of work      **Historical Perspectives in Industrial and Organizational**

**Psychology** Laura L. Koppes, 2014-02-04 This unique book is the first to contain a comprehensive history of industrial and organizational psychology covering numerous topics in the discipline The history presented offers various perspectives including the contributions of individuals organizations and contextual or situational forces as well as an international viewpoint The authors all highly regarded experts in their respective topics use a range of approaches to examine history demonstrating to readers that there are multiple ways to understand history This volume will be of interest to industrial and organizational psychologists business and management academics and professionals historians of psychology business science and science and technology undergraduate and graduate students      **Handbook of Improving Performance in**

**the Workplace, Measurement and Evaluation** James L. Moseley, Joan C. Dessinger, 2009-12-09 HANDBOOK of IMPROVING PERFORMANCE IN THE WORKPLACE Volume 3 Measurement and Evaluation Volume Three of the Handbook of Improving Performance in the Workplace focuses on Measurement and Evaluation and represents an invaluable addition to the literature that supports the field and practice of Instructional Systems Design With contributions from leading national scholars and practitioners this volume is filled with information on time tested theories leading edge research developments and applications and provides a comprehensive review of the most pertinent information available on critical topics including Measuring and Evaluating Learning and Performance Designing Evaluation Qualitative and Quantitative Performance Measurements Evidence based Performance Measurements Analyzing Data Planning Performance Measurement and Evaluation Strategies for Implementation Business Evaluation Strategy Measurement and Evaluation in Non Profit Sectors among many others It also contains illustrative case studies and performance support tools Sponsored by International Society for Performance Improvement ISPI the Handbook of Improving Performance in the Workplace three volume reference covers three core areas of interest including Instructional Design and Training Delivery Selecting and Implementing Performance Interventions and Measurement and Evaluation *Engineering Psychology and Human Performance* Christopher D. Wickens, Justin G. Hollands, Simon Banbury, Raja Parasuraman, 2015-08-20 Forming connections between human performance and design Engineering Psychology and Human Performance 4e examines human machine interaction The book is organized directly from the psychological perspective of human information processing The chapters generally correspond to the flow of information as it is processed by a human being from the senses through the brain to action rather than from the perspective of system components or engineering design concepts This book is ideal for a psychology student engineering student or actual practitioner in engineering psychology human performance and human factors Learning Goals Upon completing this book readers should be able to Identify how human ability contributes to the design of technology Understand the connections within human information processing and human performance Challenge the way they think about technology s influence on human performance show how theoretical advances have been or might be applied to improving human machine interaction **Proceedings of the ... Annual Northeast Bioengineering Conference** ,1987 Human Performance in Automated and Autonomous Systems Mustapha Mouloua, Peter A. Hancock, 2019-09-19 This book is devoted to the examination of emerging practical issues related to automated and autonomous systems The book highlights the significance of these emergent technologies that determine the course of our daily lives Each unique chapter highlights human factors and engineering concerns across real world applications including matters related to aviation and healthcare human robot interaction transportation systems cybersecurity and cyber defense This book also depicts the boundaries that separate humans from machine as we continue to become ever more immersed in and symbiotic with these fast emerging technologies Automation across many occupations has transitioned the human to a

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