

Chapter 10: Performance Evaluation

Section 1: Defining Performance

■ **Definition:** Performance is the extent to which an individual or organization achieves its intended purpose or goal.

■ **Performance Dimensions:** Performance is a multidimensional concept that can be measured in various ways.

■ **Qualitative Performance:** Qualitative performance is measured in terms of subjective judgments and observations.

■ **Quantitative Performance:** Quantitative performance is measured in terms of objective, measurable data.

■ **Performance Measurement:** Performance measurement is the process of collecting and analyzing data to evaluate performance.

■ **Performance Measurement Systems:** Performance measurement systems are designed to collect and analyze data to evaluate performance. They can be designed to measure performance at the individual, organizational, or societal level.

■ **Performance Measurement Methods:** Performance measurement methods include self-reports, peer reports, and objective measures.

■ **Performance Measurement Challenges:** Performance measurement challenges include the difficulty of defining performance, the difficulty of collecting data, and the difficulty of analyzing data.

■ **Performance Measurement Applications:** Performance measurement applications include performance appraisal, organizational performance measurement, and societal performance measurement.

Chapter 4 Federalism Outline

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