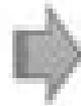


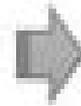
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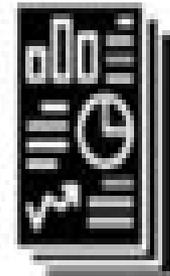
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Understanding Performance Measures

Kelley O'Connell

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Understanding Performance Measures James S. Hillgren, David W. Cheatham, 1996 **Performance Standards** New Standards (Organization), 1999 Understanding Performance Measurement from a Social Systems Perspective Helen A. Mackenzie, 2019 Performance measurement PM systems fail to predict organisational outcomes reliably because organisations face futures so inherently unknowable that it is impossible to comprehend the full range of potential outcomes open to them Organisations are complex adaptive social systems whose distinctive activity is decision making They are heterogeneous entities whose capabilities behaviours and circumstances are unique emerging from their histories and previous decisions Organisational reality is a social construct delivered through practice This thesis investigates whether considering PM from a social systems perspective improves PM s effectiveness The argument made is organisations connect through social systems and operate through practice with people processes and their interactions fundamental to how they perform A middle range management theory is presented aimed at making organisations the best they can be with the resources available to them and in the economic circumstances they find themselves It does this by understanding and reconfiguring the organisation s social system using a structured approach to optimise business processes and performance measures based on a combination of emergent behaviour and practice Given the reality of radical uncertainty the focus is not on predicting outcomes but on uncovering the explanatory mechanisms behind events caused by specific managed improvement interventions Understanding the behaviour of dynamically interacting components is done using realist evaluation based on social interactions emergent powers and social intervention mechanisms This approach changed behaviours and performance outcomes in case study organisations The use of an inside out social systems perspective coupled to critical realism with its focus on explanation enabled the causal relationships of importance to be identified and the performance black box to be opened up This research contributes to closing the PMM

theory practice gap by proposing the performance focus needs to be on the social system rather than the measures that is on the means rather than the ends It also offers a competing theoretical framework to organisational control theory for PMM one grounded in social systems and practice theory The social systems perspective is not considered specific to PM and potentially can be applied to all other business processes **Journal of Speech and Hearing Research** ,1958

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