

# Performance Management

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# Performance Management

“The application of basic principles of behavior to improve human performance in business, industry, government and organization settings.”

# Performance Management is a Sub-Specialty of *Applied Behavior Analysis*

- The *scientific* study of behavior
- Emphasis is on diagnosing performance problems and in producing changes in *behavior*
- Commercial and financial value of the behavior change is emphasized
- This gives consulting its value-added properties

# How PM Studies are Done

- Define a target behavior
- Measure repeatedly for a specified period until a stable “Baseline” is reached
- Develop an intervention based on Diagnostic Questions

# Performance Management at FSU

- FSU has the *only undergraduate program* in the United States to offer this specialty.
- Our program has been featured in *Performance Management Magazine*, *The Behavior Analyst*, and in “*Other People’s Habits*” by *Aubrey Daniels*
- Students complete a PM Project with local businesses and gain valuable hands-on experience.
- Opportunities are created for professional networking, conference presentations, research and publication.

# Performance Management at FSU cont.

- Students attend PM conferences where they meet faculty and consultants who work in this field.
- Our students have proven successful in gaining admission to graduate school and in finding jobs in business settings.
- Internships can have been arranged with corporations and consulting firms.

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# Performance Management Track Course Sequence

- **Junior Year**
  - Fall EXP 3422 Conditioning and Learning + Lab
  - Spring EAB 3703 Applied Behavior Analysis
- **Senior Year**
  - Fall INP3313 Behavior Analysis in Business and Industry
  - Spring PSY4314 Advanced Topics in Performance Management

# PM Track cont.

- You will complete a two-semester project with a local business or organization
- You will learn basic consulting skills including
  - Conduct a business interview
  - Select “pinpoints” for behavior change
  - Develop custom data-collection systems
  - Determine causal variables for poor performance
  - Implement PM based interventions
  - Evaluate PM interventions

# Recommended Minors

- Business Management
- Communications
- Computer science



# Areas for Graduate Study

- Applied Behavior Analysis
- Organizational Behavior Management
- Industrial/Organizational psychology
- MBA [business graduate degree]
- Instructional Systems/Technology, - -  
FSU has a great program

# FSU Students Have Been Admitted to the Following Grad Schools...

- Western Michigan University
- Auburn University
- University of N. Texas
- University of Kansas
- North Carolina State University
- University of the Pacific
- Southern Illinois University
- Clemson University
- Michigan State University

# FSU Students Have Been Placed At

- Price-Waterhouse
- Accenture
- Hay Management Group
- Aubrey Daniels International
- Fortune 500 corporations

# Expected \$alaries in Business

- Bachelors Degree \$40-45,000+
- Masters Degree \$44-70,000+
- Doctoral Degree \$60-150,000+

# Society for Performance Management Annual Spring Conference, April 22, 2005

- FSU Center for Professional Development
- Invited Speakers
  - Aubrey Daniels--Consultant, Author of best seller “Bringing out the best in people”
  - Consultants from other major firms
  - FSU student PM projects

- For further information stop by Rm. 107 of the Psychology Building
- Join the *Society for Performance Management*
- You can start the PM Track now by taking Applied Behavior Analysis next semester