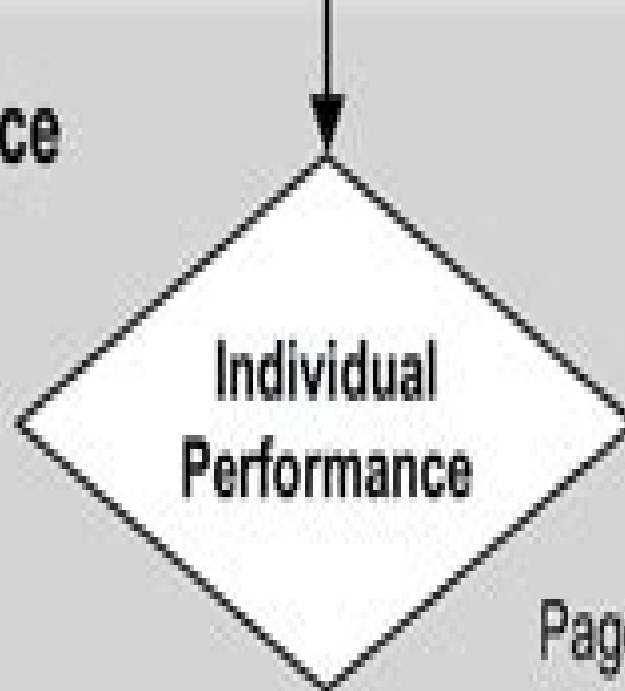


Human Performance Troubleshooting Guide (15 Questions)

Directions:
Answer all questions
and then refer to the
indicated Basic Cause
Categories on the back
of this sheet to inves-
tigate the causes of
the problem.



Pages 28-39

Basic Cause Categories
(on back) to investigate

1. Was a person excessively fatigued, impaired, upset, bored, distracted or overwhelmed?

Yes

HUMAN ENGINEERING

WORK DIRECTION

2. Should the person have

Yes

WORK DIRECTION

Demo Taproot Human Performance Troubleshooting Guide

Anerie Rademeyer



Demo Taproot Human Performance Troubleshooting Guide:

Books in Series, 1876-1949 R.R. Bowker Company, 1982 *The Development of a Root Cause Analysis Process for Variations in Human Performance* Anerie Rademeyer, 2013 Problem solving ability is now the most sought after trait in up and coming executives according to a survey of 1 000 executives conducted by Caliper Associates reported in the Wall Street Journal by Hal Lancaster Hoenig 2002 338 This trait would include the ability to solve human performance problems something many people tend to steer clear of According to Piskurich 2002 57 58 and Rothwell Hohne and King 2000 67 71 the most common problem solving tools that are used when solving human performance problems are brainstorming cause and effect analysis and the five why s technique Although techniques such as these have proven to be robust and useful what is required to solve human performance problems is a logical and verifiable process that can establish a data point about which relevant information can be recognized and gathered and against which the conclusion can be evaluated to have confirmed knowledge of the root cause of the problems Unfortunately existing root cause analysis processes tend to focus on processes and systems rather than on individual performance Bowling 2003 The main objective of this study was to develop a root cause analysis process that would uncover the root cause s of uncontrolled variation s in human performance and prevent the recurrence of events causing the variation In addition to addressing individual human performance incidents it is also necessary continually to manage people s performance to detect and address any occurrences or recurrences of performance variations Therefore in addition to the main objective the study also aimed to develop a Human Performance Management Model that incorporated the root cause analysis process as a problem solving tool Action research was used in this study because of the cyclical iterative nature of this type of research and because it is a rigorous responsive and flexible process The study consisted of three cycles The end result was a structured root cause analysis process the Human Performance Variation Analysis HPVA process that enables the systematic collection of valid and reliable information as is required to solve variation in human performance The HPVA process is a three part process that consists of 11 steps The process is in turn a tool that forms part of a ten step Human Performance Management Model The study contributes to the body of knowledge on human performance management by presenting the following a systematic root cause analysis process that uncovers the root causes of human performance problems effectively and consistently and that controls these causes of problems in a way that prevents the problems from recurring and a Human Performance Management Model that will help to sustain the new improved performance prevent the same or similar performance problem s in other areas of the organisation and ultimately create an environment and culture of continuous human performance improvement

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