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ASTD Presents its Dissertation Award to Karin Orvis

(Alexandria, VA) June 13, 2008 – The American Society for Training & Development (ASTD) presented Dr. Karin Orvis with its Dissertation Award on June 2 at the ASTD 2008 International Conference & Exposition in San Diego, California. This award recognizes an outstanding dissertation that holds major implications for practitioners of workplace learning and performance.

Dr. Orvis's dissertation, titled "Supervisory Performance Feedback as a Catalyst for High Quality Employee Self-Development," explored the effects of supervisory performance appraisal on the quality of employee self-development within organizations. Data collected from 149 employee-supervisor pairs suggested that supervisory feedback shapes the quality of self-development choices both directly and indirectly through its influence on employee self-regulation.

The results of this study supply organizations with information concerning the optimal way to provide performance feedback in order to enhance the quality of employees' self-development. Such information could be used to develop performance appraisal training for managers. Also, given the direct influence of the feedback attribute and development focus on self-development quality, it may be particularly valuable for organizations to keep managers informed concerning quality development resources available. Thus, managers would have a "pool" of high quality resources in which to draw when providing a subordinate with an appropriate self-development activity suggestion.

Dr. Orvis is assistant professor in the department of psychology at Old Dominion University in Norfolk, Virginia. She received her doctorate from George Mason University.

About ASTD

ASTD (American Society for Training & Development) is the world's largest association dedicated to workplace learning and performance professionals. ASTD's members come from more than 100 countries and connect locally in 134 U.S. chapters and 26 Global Networks. Members work in thousands of organizations of all sizes, in government, as independent consultants, and suppliers.

ASTD started in 1943. In recent years, ASTD has widened the profession's focus to link learning and performance to individual and organizational results, and is a sought-after voice on critical public policy issues. For more information, visit www.astd.org.

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