*THE GOOD PRODUCTIVITY GAME: INCREASING WORK
PERFORMANCE IN A REHABILITATION SETTING¹*

JOHN R. LUTZKER² AND GEORGANNE WHITE-BLACKBURN

SOUTHERN ILLINOIS UNIVERSITY AND UNIVERSITY OF THE PACIFIC

Simple reinforcement systems have been used to improve performance in a broad range of settings. For example, in classrooms, the "Good Behavior Game" has been shown to be very effective (Barrish, Saunders, and Wolf, *Journal of Applied Behavior Analysis*, 1969, 2, 119-124). In industry, small bonuses were used to increase the punctuality of workers (Hermann, deMontes, Dominquez, Montes, and Hopkins, *Journal of Applied Behavior Analysis*, 1973, 6, 503-572). In a sheltered workshop setting, Shroeder (*Journal of Applied Behavior Analysis*, 1972, 5, 45-52) examined work rates under varying frequencies and amounts of reinforcement and response force. The present study involved the utilization of simple group contingencies to increase productivity in a rehabilitation industry. Four state hospital residents who were trainees at a rehabilitation industry participated in the study which examined the effects of feedback, and feedback plus the "Good Productivity Game" to improve work output. The task, for which the employees were paid a wage, involved sorting boards by size. When the employees were provided with feedback on the number of boards sorted during the observation period, productivity increased slightly over baseline. After a return to baseline, the "Good Productivity Game" was played. For performance, the game afforded the employees pseudo-competition (in that teams were paired against each other, but both teams always "won") and simple rewards such as candy and early work termination. The game improved performance by 104% over the second baseline and by 64% over the third baseline. Data gathered on rates of on-task behavior by the employees correlate with the productivity rates. Data gathered on rates of staff attention paid to employees show little difference across conditions, thus corroborating the function of the "Good Productivity Game" in increasing work output. Although no formal data were collected, the staff continued to use the game with considerable success after the formal termination of the study. The "Good Productivity Game" appears useful in increasing work output in a rehabilitation setting. Further research should concentrate on the utility of the game throughout longer periods of the workday and over extended periods of time.

DESCRIPTORS: rehabilitation industry, work output, board sorting, the "Good Productivity Game," rewards, reinforcement, feedback, staff attention, on-task behavior, developmentally disabled

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²Coordinator, Behavior Modification Program, Rehabilitation Institute, Southern Illinois University, Carbondale, Illinois 62901. Data were gathered while the authors were at the University of the Pacific.