

# Unit 7 Assignment: Training Evaluation



In this Assignment, you will assess the Kaplan University's training evaluation (student end-of-term evaluation). Kaplan University is concerned with program design and transfer of training. Kaplan University uses an online survey as a part of their program evaluation. This evaluation addresses Level 1 (Reaction) in the Kirkpatrick Evaluation Model in Table 6.1 on page 253.

At the end of each term, you are asked to complete an end-of-term evaluation. The EOT student evaluation is intended to be a training evaluation. In this Assignment, you will review this [evaluation form](#). The student end-of-term evaluation is also available in Doc Sharing.

**This Assignment is a paper, not a worksheet.**

In order to help you become more familiar with HRD professional articles, this Assignment has a reference requirement: One article from TD (formerly T + D). Use this link once you are in the KU Library to find TD articles:

<http://search.ebscohost.com.lib.kaplan.edu/login.aspx?direct=true&db=a9h&jid=IX0&site=eds-live>

**Use the following headers to organize your paper:**

- **Introduction**
- **Evaluation: Level of Evaluation**
- **Evaluation: Changes**
- **Evaluation: Strength and Weaknesses**
- **Evaluation: Improvements**
- **Conclusion**

**NOTE:** If you elect to use the course text as a reference, take care to use quotation marks for direct quotations, "Training and development can help a company's competitiveness by directly increasing the company's value through contributing to intangible assets" (Noe, 2017, p. 17).

**NOTE:** If you use the course text as a reference and elect to paraphrase, take care to cite properly. Here is an example of paraphrasing with correct citation: Intangible assets are important for any company. One way their value can be increased is a strategic use of training and development (Noe, 2017).

## Directions for Submitting Your Assignment

Compose your Assignment in a Word document and save it as Username-HR410 AssignmentUnit#.doc (Example: **TAllen-HR410 AssignmentUnit7.doc**). Submit your file by selecting the Unit 7: Assignment Dropbox by the end of Unit 7.

## Assignment Requirements

Answers contain sufficient information to adequately answer the questions and contain no spelling, grammar, or APA errors. Points deducted from grade for each writing, spelling, or grammar error are at your instructor's discretion.

Review the grading rubric below before beginning this Assignment.

| Unit 7 Assignment: Training Evaluation Grading Rubric |   | Maximum Points        |
|---|---|-----------------------|
| Introduction  | Situation   | 2                     |
| Evaluation  | <p>Using the evaluation model in Figure Table 6.1, address these questions.</p> <p>First, the training evaluation targets the reaction level; is this the best level to assess? Why or why not? Should some other level be targeted? If so, what, why, and how?</p> <p>Second, after identifying the level of evaluation, what changes would you make in the Kaplan University training evaluation? What questions would you add, what questions would you delete, and what questions would you revise in order to improve the effectiveness of the training evaluation?</p> <p>What are the strengths and weaknesses of the EOT student evaluation?</p> <p>How should the evaluation be used to actually improve the instruction that you receive?</p> | 36<br>(9 points each) |
| Conclusion  | One paragraph summary of your main points.  | 2                     |
| Writing   | Length (900 words); use of APA 6 <sup>th</sup> edition style; correct spelling and grammar; paper is organized and flows well; proper paragraph construction (paragraphs require a minimum of 3 sentences to sufficiently develop an idea); use of bullets (bullets are an outline, not developed ideas)  | 8                     |
| References  | <p>One TD reference (formerly T + D), which can be found in the KU Library</p> <p><a href="http://search.ebscohost.com.lib.kaplan.edu/login.aspx?direct=true&amp;db=a9h&amp;jid=IX0&amp;site=eds-live">http://search.ebscohost.com.lib.kaplan.edu/login.aspx?direct=true&amp;db=a9h&amp;jid=IX0&amp;site=eds-live</a></p>   | 2                     |
| Total   |   | 50                    |