

1.	External validation is concerned with:	Accrediting training by an external body Checking for trainee learning back on the job Looking at the impact of training on job performance External consultants reviewing training institutes
2.	The key outcome of training should be:	The development of knowledge and skills Career development A change in job behaviour Greater employee satisfaction and motivation An improvement in job performance
3.	Efficient training is characterised by:	Using few resources to deliver the training Gaining benefits that exceed resources used Keeping within the agreed budget Having many trainees and few staff Meeting the trainees learning needs
4.	Effective training is characterised by:	Meeting a trainee's learning needs Enabling a trainee to achieve the learning outcomes Solving the organisations training needs Improving an organisation's business performance Satisfying the management of a training institute
5.	Training interventions should only be judged by the learning outcomes achieved.	True / False
6.	Reaction questionnaires tell us what trainees have learned.	True/False
7.	Validation and evaluation are sides of the same coin.	True/ False
8.	Easterby-Smith argues that all his 'purposes' for EoT should be addressed	True/False
9.	Training interventions cannot be judged in materialist terms	True/False
10	Name three stakeholders in the EoT process	1. .... 2. .... 3. ....

11	Learning can be defined as a relatively permanent change in	
12	List three constraints on the outcomes of training.	1. .... 2. .... 3. ....
13	What must underpin effective EoT?	.....
14	List three benefits of EoT	1. .... 2. .... 3. ....
15	Who is interested in the results of Internal Validation?	..... .....
16	Who is responsible for designing internal validation measures?	..... .....
17	How long would you expect it to take for the results of training to show in job performance?	..... .....
18	Name the four levels for evaluation, suggested by Hamblin/Kirkpatrick	1. .... 2. .... 3. .... 4. ....