

**EVALUATION OF DLM  
Objective Test Item Paper**

*You have ten minutes to complete this question paper which is to test your knowledge of contents from the distance learning materials.*

*Please mark the answer you select with a cross, if you change your mind block out the old answer and enter a cross against your new selection. For short answer items enter the key words to address the question.*

Name: \_\_\_\_\_

Date: \_\_\_\_\_

1. External validation is concerned with:     1 mark	Accrediting training by an external body	<input type="checkbox"/>
	Checking for trainee learning on the job	<input type="checkbox"/>
	Impact of training on job performance	<input type="checkbox"/>
	Using external consultants to review training	<input type="checkbox"/>
	Benchmarking institutes	<input type="checkbox"/>
2. The key outcome of training should be:     1 mark	The development of knowledge and skills	<input type="checkbox"/>
	Career development	<input type="checkbox"/>
	A change in job behaviour	<input type="checkbox"/>
	Greater employee satisfaction and motivation	<input type="checkbox"/>
	An improvement in job performance	<input type="checkbox"/>
3. Efficient training is characterised by:     1 mark	Using very few resources to deliver the training	<input type="checkbox"/>
	Gaining benefits that exceed the resources used	<input type="checkbox"/>
	Keeping within the agreed budget	<input type="checkbox"/>
	Having many trainees and few staff	<input type="checkbox"/>
	Meeting the trainees learning needs	<input type="checkbox"/>
4. Effective training is characterised by:     1 mark	Meeting the trainees learning needs	<input type="checkbox"/>
	Enabling trainees to achieve learning outcomes	<input type="checkbox"/>
	Solving the organisations training needs	<input type="checkbox"/>
	Improving organisational/business performance	<input type="checkbox"/>
	Satisfying the management of the institute	<input type="checkbox"/>

5. The Level 3 evaluation in the Hamblin & Kirkpatrick model is called:  1 mark	Learner behaviour	
	Job performance	
	Departmental results	
	Organisation performance	

6. Which of the following tools provide information at the reaction level?  <i>You may select more than one</i>  for each correct 1 mark	Interviews	
	Skill tests	
	Assignments	
	Questionnaires	
	Focus groups	
	Objective tests	

7. Who is responsible for Level 4 evaluation in the Hamblin & Kirkpatrick model?  1 mark	Trainers	
	Line management	
	Training management	
	Senior management	
	Funding bodies	

8. Training interventions should only be judged by the learning outcomes achieved.  1 mark	True	
	False	

9. Reaction questionnaires tell us what trainees have learned.  1 mark	True	
	False	

10. Validation and evaluation are two sides of the same coin.  1 mark	True	
	False	

11. Easterby-Smith argues that all his 'purposes' for EoT should be addressed.  1 mark	True	
	False	

12. Training interventions cannot be judged in materialist terms.  1 mark	True	
	False	

13. Name three stakeholders in the EoT process.  3 marks	1.
	2.
	3.

14. List three constraints on the outcomes of training.  3 marks	1.
	2.
	3.

15. List three benefits of EoT.  3 marks	1.
	2.
	3.

16. Learning can be defined as a relatively permanent change in? 1 mark	
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17. What must underpin effective EoT? 1 mark	
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18. Who is interested in the results of Internal Validation? 1 mark	
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19. Who is responsible for designing Internal Validation measures? 1 mark	
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20. How long would you expect it to take for the results of training to show in job performance?  1 mark	
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21. How many purposes of evaluation does the Easterby-Smith model identify? 1 mark	
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Thank you. The purpose of this test is formative assessment, there is no pass/fail and the results will be used to provide feedback on what has been learned.