

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.

1. External validation is concerned with: 1 mark	Accrediting training by an external body	
	Checking for trainee learning on the job	x
	Impact of training on job performance	
	Using external consultants to review training	
	Benchmarking institutes	

2. The key outcome of training should be: 1 mark	The development of knowledge and skills	
	Career development	
	A change in job behaviour	x
	Greater employee satisfaction and motivation	
	An improvement in job performance	

3. Efficient training is characterised by: 1 mark	Using very few resources to deliver the training	
	Gaining benefits that exceed the resources used	x
	Keeping within the agreed budget	
	Having many trainees and few staff	
	Meeting the trainees learning needs	

4. Effective training is characterised by: 1 mark	Meeting the trainees learning needs	
	Enabling trainees to achieve learning outcomes	x
	Solving the organisations training needs	
	Improving organisational/business performance	
	Satisfying the management of the institute	

5. The Level 3 evaluation in the Hamblin & Kirkpatrick model is called: 1 mark	Learner behaviour	
	Job performance	x
	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	x
	Skill tests	
	Assignments	
	Questionnaires	x
	Focus groups	x
	Objective tests	

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

8. Training interventions should only be judged by the learning outcomes achieved. <i>It could be argued that other factors might be taken into account.</i>	True	x
	False	

9. Reaction questionnaires tell us what trainees have learned. <i>They tell us what the respondent thinks/feels.</i>	True	
	False	x

10. Validation and evaluation are two sides of the same coin. <i>It can sometimes be treated as the same side of the same coin.</i>	True	x
	False	

11. Easterby-Smith argues that all his 'purposes' for EoT should be addressed. <i>He recognises that resources limit what can be attempted.</i>	True	
	False	x

12. Training interventions cannot be judged in materialist terms. <i>If they cannot be measured can they be said to have happened?</i>	True	
	False	x

13. Name three stakeholders in the EoT process. 3 marks	1. Learners, Trainers, Line Managers
	2. Senior Management, Funding Bodies
	3. Training Management
14. List three constraints on the outcomes of training. <i>There are others.</i> 3 marks	1. Management support
	2. Opportunities to practice
	3. Accuracy of TNA
15. List three benefits of EoT. 3 marks <i>Allow design to be improved</i> <i>Allow trainers to be assessed</i> <i>Identify need for remedial training</i>	1. Feedback to learners and trainers
	2. Confirm training needs identified
	3. Justify expenditure
16. Learning can be defined as a relatively permanent change in? 1 mark	Behaviour
17. What must underpin effective EoT? 1 mark	Training needs analysis
18. Who is interested in the results of Internal Validation? 1 mark	Learners and trainers
19. Who is responsible for designing Internal Validation measures? 1 mark	Training designers
20. How long would you expect it to take for the results of training to show in job performance? 1 mark	Of course it depends. Weeks for directly transferable skills Months for the development and application of deeper learning.
21. How many purposes of evaluation does the Easterby-Smith model identify? 1 mark	Four

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.