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# Evaluating Training Programs' Effect



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# The Challenges what L&D faced



**The Training Needs Assessment**

**Training Programs Setup and Company Culture**

**The Employee's Individual Development and Organization  
Development**

**To Identify and Evaluate the Training Resource (Internal &  
External)**

**Evaluating Training Programs' effect**

# The Four Levels of the Evaluation (Dr. Kirk Patrick)

Reaction of Student  
Learning  
Behavior  
Results

# Reaction of Student



**What the students thought and felt about the training**

**Case Study**

# Learning

**The resulting increase in knowledge or capability**

## **Case Study:**

- Cross Products & Technologies Training;**
- Sales Cycle**
- Negotiation Skills.**

**Extent of behavior and capability improvement and implementation/application**

**Case Study:**

- **Effective Communication Skills**
- **Developing Change Champions (Belbin)**

# Results

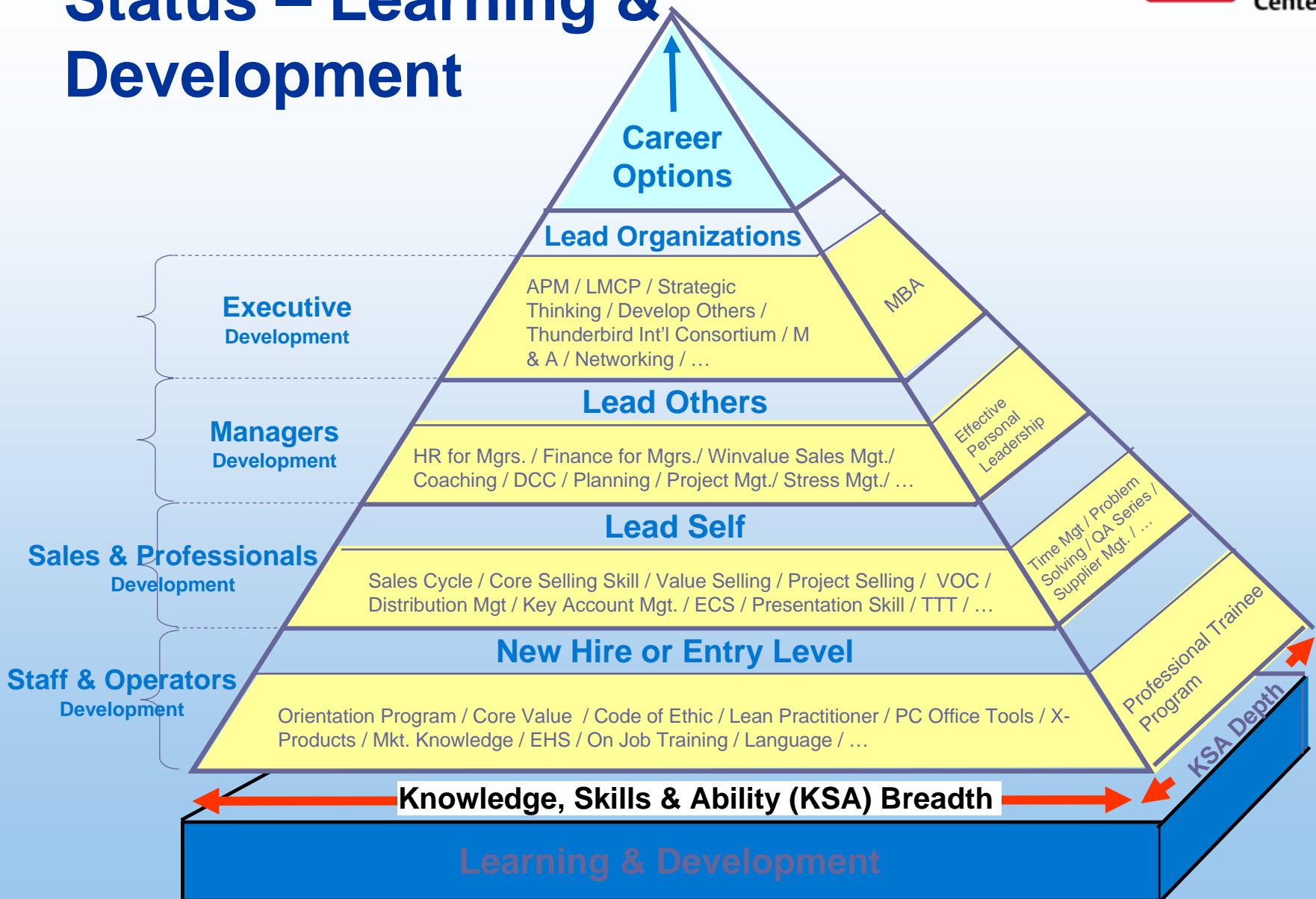


**The effects on the business or environment resulting from the trainee's performance**

**Case Study:**

**– Personal Competency Module**

# Status – Learning & Development



# The Categories of Training Program

## **General KSA Training Programs**

**Adapted to the Reaction and Learning Evaluating**

## **Leadership and Managerial Training Programs**

**Adapted to the Reaction, Behavior and Results Evaluating**

## **Functional Training Programs**

**Adapted to the all four levels Evaluating**

# The Timeliness of the Training Evaluation

**Reaction — Promptly**

**Learning — Within 3 weeks**

**Behavior — Within 3 months**

**Results — Half year review**

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