

Measuring Success of a new employee onboarding program

How Training Managers Can Evaluate Employee Learning and Program Effectiveness

1 Data-Based Decision Making

Why It Matters

Training decisions should be based on evidence instead of assumptions.

Benefits

- Identifies what works
- Improves future training
- Measures employee performance
- Supports business goals

Examples

If onboarding quiz scores are low, additional training may be needed before employees begin working independently.



2

Quantitative vs. Qualitative Data

Quantitative Data	Qualitative Data
Numbers and Statistics Examples: • Test scores • Completion rates • Time spent training • Employee retention Answers: ✓ How many? ✓ How often?	Opinions and Experiences Examples: • Surveys • Interviews • Focus groups • Employee comments Answers: ✓ Why? ✓ How can training improve?

★ Best Practice

Use both types of data together for a complete picture of training effectiveness.



Key Takeaway

Successful onboarding evaluations combine:



Data



Employee feedback



Ethical practices



Evaluation models

to improve employee success and organizational performance.

3

Ethics in Evaluation

- ✓ Keep responses confidential
- ✓ Obtain informed consent
- ✓ Store data securely
- ✓ Report findings honestly
- ✓ Use data only for training improvement

4

Evaluation Frameworks

Kirkpatrick's Four Levels	CIPP Model
 Reaction Learning Behavior Results Pros ✓ Easy to understand ✓ Most widely used ✓ Measures training impact Cons ✗ Can take time ✗ Behavior changes are harder to measure	(Context • Input • Process • Product) Pros ✓ Evaluates every stage ✓ Supports continuous improvement Cons ✗ Requires more planning ✗ More data collection

Reference

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