1. Training is not always the answers to a performance gap. Identify and explain four other possible causes of a performance gap (20)
2. When analyzing training needs at the organizational level there are a number of different types of review. Identify and explain TWO (20)
3. What questions might a trainer ask when evaluating the design of one of their training courses identify FOUR (20)
4. Identify and explain in detail 3 reasons for our purposes of evaluation ( 20)
5. Evaluation can take place at a formal and/ or informal level. Explain the difference between these two types of evaluation using examples to help you (20)
6. When assessing the effectiveness of a training course, what specifically would you try to evaluate ? explain your answer**? (25) This is the most important question** .

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