

Assessment 5

Total Marks: 30

1. Objective questions:

- I. What are Kirkpatrick's levels of evaluation? (6)
 - a. Understanding, absorption, transfer, evaluation
 - b. Reaction, knowledge, transfer of learning, impact
 - c. Personal, interpersonal, group
- II. While you are planning for training, you discover that several participants are not fluent in English. What should you do?
 - a. Insist that they take more English language classes before attending the training
 - b. Place them in a separate training session
 - c. Make sure you use lots of visuals and small group discussions.

2. Short Questions. (9)

- I. What is the importance of communication in training?
- II. How questioning can be best used as a training technique?
- III. What are the different types of questions that trainers can use to facilitate their training programmes.

3. Discuss Kirkpatrick's levels of evaluation in detail. (15)